



Behavioural Event Interviewing Certification Programme

The Behavioural Event Interviewing (BEI) Certification Programme prepares you to use the Behavioural Event Interviewing Method to assess competencies for selection and/or development. The two-day programme, primarily addresses how to successfully prepare and interview candidates in a scientific, structured and accurate manner.

The Behavioural Event Interview

Based on the well validated and established practice of structured interviewing, the BEI method (also called competency-based interviewing) uses a clinical approach to interviewing. The BEI method is known to be more reliable predictor of work performance as compared to traditional interviewing methods.



Why should you be interested in BEI?

- **Most reliable and predictive method of interviewing:** The BEI method of interviewing has consistently been found to be reliable predictor of performance in selection settings.
- **Assessment and development centers compatible:** BEI method can be used not just to do better hiring interviews but also assess candidates in assessment centers for identifying development areas.
- **Scientific and competency based:** BEI method is competency based and is known to be less impacted by biases. BEI method incorporates the best of both research as well as the best practices in selection and assessment.
- **Standardised and rigorous process:** BEI method helps organisations increase objectivity in hiring process, standardise the interview processes and reduce biases. BEI has high inter-rater congruence which makes it a more effective process.

Why get certified?

- You will learn to do competency-based BEI
- You will learn from experts on how to do accurate and objective BEI
- You will receive a certificate from Anahat which will attest your expertise of doing a BEI

Programme Details

Anahat's BEI Certification programme teaches participants how to professionally conduct a behavioural event interview. The programme is designed to help you practice the skills necessary to use BEI in selection and developmental applications.

Spread out over two days, the programme will cover the following:

- Background and theory of Behavioral Competency including Behaviorally Anchored Rating Scale (BARS)
- Stages and process of conducting a BEI
- Practice of conducting a BEI, coding and scoring a BEI for competencies

Obtaining Certification

The certification process involves:

- Attending all modules of the two-day classroom programme
- Completing the post programme course work:
 - Conducting a BEI with a candidate using prescribed competencies
 - Sharing a 30-minute audio recording for evaluation
- Getting satisfactory grades / evaluation after assessment by the facilitators

Who should attend this Programme?

- Recruiters
- Hiring Managers
- Organization Development Professionals
- Assessors
- Talent Management Professionals

Programme Facilitators



Atul Sapre

Atul Sapre is a well-known expert in the area of Behavioural Event Interviewing. He has over 3000 hours of BEI experience and has trained more than 700 professionals in the BEI technique. Expert in Competency Mapping and Measurement using well established organizational research tools, he has used both qualitative and quantitative tools for Competency Assessment and Mapping. Designed and delivered over 50 Assessment and Development Centers in India and abroad for senior and middle level managers. Previously, Director - Institute of Management, Development and Research Pune, he has multi disciplinary consulting and teaching experience.



CS Mahesh

CS Mahesh is the Founder-Director of Anahat Organisation Development Consultancy Pvt. Ltd. He has co-facilitated many BEI training programmes for HR professionals with over 200 hours of BEI training experience. He is also the Master Trainer for the MBTI®, FIRO-B™, CPI 260™ instruments Strong Interest Inventory® and Saville Assessments suite in India and has facilitated some programmes in Dubai and New Zealand. He is a trained assessor for assessment and development center. He is also an executive coach with over 700 hours of coaching experience and has trained over 1000 professionals in the use and application of psychometrics.



Sivakami Suryanarayanan

Sivakami is the Principal Consultant at Anahat. She is a certified assessor for assessment-development centers and has trained over 100 professionals in BEI. She is certified on the MBTI®, FIRO-B®, Saville Assessments and the Strong® Interest Inventory. She is the facilitator for the Saville Accreditation program in India and a certified Assessor and Centre Manager. She has provided individual development feedback to over 100 mid to senior level employees across organisations. She has over 13+ in HR Consulting with hands on experience in the areas of Competency Frameworks, Individual Development Planning, 360-degree feedback surveys, Compensation Management and Employee Surveys.

Dates:

10 – 11 October, 2019

Location:

Chennai

Fee:

INR 30,000 plus taxes

To enroll please
write to us at
info@anahat.in

About Anahat

Anahat specializes in training and development and is a distributor of psychometric instruments in India. Anahat's consulting offerings include coaching, OD Interventions and training in the areas of Leadership, Collaboration and Change Management. Anahat has certified more than 2000 people on the use of instruments, such as the MBTI®, FIRO-B®, Saville Assessment and CPI260™. Anahat became the India Partner for Saville Assessment in 2011. With unique insights on job-fit, culture-fit and reliable competency mapping, Saville Assessment offers a comprehensive suite of assessments for every stage of the talent cycle. ([Read More...](#))

Anahat Training Programmes

Anahat's programmes are aligned to international standards in BEI and psychometric training. They focus on providing an interactive and engaging learning experience. Using a healthy mix of theory, practice and general skill building, the programmes focus on application of psychometrics and not just concepts. Anahat's training portfolio includes the MBTI® and FIRO-B® Certification Programmes among others. Please look at our complete list of training offerings [here](#).