

Talent Acquisition: Creating Your Organization's Strategy



Who Should Attend?

HR leaders, recruiters, and professionals responsible for talent acquisition strategy and workforce planning.



DATE : 26 -28 May 2026

VENUE : Hilton Hotel, Windhoek, Namibia

COST : R9 995.00pp

REGISTER NOW

Switchboard: +27 (68 633 8497

Email: afriscience@afriscience.co.za

Attendance by two or more representatives of your organization will foster teamwork and enhance the program's impact

Program Overview

Are you ready to help your organization win the talent war? Get prepared for the fight by learning proven talent acquisition strategies in this engaging course designed to equip you for real-world application. You will explore innovative recruiting and sourcing strategies for developing a diverse and inclusive talent pipeline. You will also learn a step-by-step approach for improving your candidates' experience and your employment branding.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Build your talent acquisition strategy to attract top talent
- Market an employment brand that positions your organization as an employer of choice
- Incorporate workforce planning as part of the process for developing a robust talent pipeline
- Expand strategies for recruiting and sourcing
- Create a positive candidate experience
- Evaluate and select candidates that are a right fit for your organization
- Measure the impact of your talent acquisition strategy using metrics

Program Modules

This program includes the following modules:

Module 1: Introduction

- Learning objectives
- Agenda – module titles
- Icebreaker activity

Module 2: Talent Acquisition – The Strategic View

- The talent acquisition framework
- Talent acquisition defined
- Key competencies in talent acquisitions
- The consultative approach to talent analytics
- The big picture
- Organizational goals that impact HR goals
- Four key advancing strategies in talent acquisition
- Influx of technology
- Shifting TA technology
- Best practices tech stack and emerging tech stack
- Choosing the right technology
- Inclusion & Diversity (I&D) in the talent acquisition space
- The virtual talent acquisition lifecycle
- Global hiring strategy and practices

Module 3: People Metrics and Talent Analytics

- Defining metrics and analytics
- Metrics use and effectiveness
- Key metrics for talent acquisition
- Grouped talent analytics metrics
- The metrics journey
- Goals of talent acquisition metrics
- Align metrics and business strategy – critical questions

ULTIMATE LEARNING SOLUTIONS

- Use metrics to tell a story
- Turnover rate
- Cost per hire
- Data to analytics path
- Descriptive analytics
- Diagnostic analytics
- Predictive analytics
- Prescriptive analytics
- Applying analytics scenario
- Creating a culture of analytics

Module 4: Employment Branding

- What is an employment brand? Why have one?
- Employee value proposition and employment branding
- Why focus on employment branding
- Candidate must-haves for employers of choice
- Steps to improve employment branding
- Monitoring the employment brand
- Marketing your employ branding: the four Ps
- The PESO model
- Seven ways to market your employment branding
- Employment branding sample metrics

Module 5: Workforce Planning

- Workforce planning – the talent gap – current and future
- Questions answers by workforce planning
- Six steps to creating a workforce plan
- Workforce planning tools
- Survey options
- What is a staffing plan?
- Staffing plan tactical objectives
- Creating a staffing plan
- Workforce planning metrics

Module 6: Recruiting Strategy

- The recruiting strategy goal
- Buy, Build, and Borrow
- Recruiting strategy Meeting (manager intake)
- Sample process and timeline
- Recruiting strategy sample metrics

Module 7: Sourcing Strategy

- Types of job seekers
- Talent acquisition sources
- Targeting data
- Sourcing strategy
- Recruiting through social media
- Talent pools
- Recruiting people with disabilities
- The USBLN
- Non-traditional candidate pools
- Attracting diverse talent
- Together forward @work
- Sourcing internal talent
- Sourcing large scale and hourly employees
- Creating a sourcing strategy
- Candidate personas
- When and where to outsource
- RPOs versus staffing agencies
- Sourcing strategy metrics

Module 8: Candidate Experience

Module 8: Candidate Experience

- Candidate experience defined
- Candidate experience audit
- Common problems during the candidate experience
- Tips for improving the candidate experience
- Candidate experience metrics

Module 9: Interviewing

- Situational and behavioral interviewing
- Why behavioral interviewing makes sense
- Setting up behavioral interviews with the hiring manager
- Writing behavioral interview questions: STAR
- Sample behavioral interviewing questions
- Interview rating sheets – eliminating bias and scoring candidates objectively
- Bias and the human brain
- Nine types of bias
- Removing bias from job descriptions and postings
- Interviewing types
- Interviewing metrics

Module 10: Evaluation and Selection

- Why evaluation and selection matters
- Formulating a selection philosophy
- HR's role in pre-employment testing
- Types of pre-employment tests
- Evaluation criteria and worksheet
- Job offer negotiations
- Establish credibility
- What is available for negotiation?
- How to achieve your negotiation strategy goal
- Negotiation styles

Competitive

Collaborative

Compromising

Avoiding

Accommodating

- Background investigation and reference checks
- Employment offer/offer letter
- What is an employment contract?
- Terms and conditions
- Documentation
- Evaluation and selection metrics

Module 11: Onboarding – Four Phases

Pre-boarding

Orientation

Onboarding

Offboarding

- Orientation versus onboarding
- The five c's of onboarding
- Onboarding checklists
- Onboarding roles and responsibilities
- Onboarding strategy levels
- Roles and process phases and key activities
- Five key onboarding activities
- Passive and ideal onboarding
- 10 quick tips for orientation and onboarding

- Compliance
- Maximizing onboarding success
- Onboarding metrics

Module 12: Conclusion

- TASC review
- Program follow-up

ULTIMATE LEARNING SOLUTIONS

“We redefine education, inspiring lifelong growth through innovative learning solutions.”





"Empowering Excellence: Afriscience Training Programs, Where Learning Extends Beyond Courses to Forge Lasting Partnerships."



REGISTRATION FORM

To register please complete the form so that we can process your registration,
and email to info@afriScience.co.za or sender | Tel: 087 7025808
PLEASE COMPLETE IN CAPITAL LETTERS)

Company Name: Country:
Postal Address:
Postal Code: Tel:
Cell: Email:
Nature of Business:

☐ Please register the following delegate(s) for this Conference **(Please photocopy for more delegates)**

Delegate Name:		Designation:		Email:	
Delegate Name:		Designation:		Email:	
Delegate Name:		Designation:		Email:	
Delegate Name:		Designation:		Email:	
Delegate Name:		Designation:		Email:	

Method of payment

☐ Bank transfer ☐ Cash or Direct Deposit
Payment and/or Banking details will be sent on receipt of a
completed booking form.

All payments to reflect the invoice number

Booking Fee:

☐ Early Bird Fee ☐ Normal Booking Fee

**Early booking fee is for a booking received 30 days
before the training date.**

An invoice will be sent upon receipt of registration
form. Payment must be received prior to course start
and State your invoice number as reference for
payment

TERMS & CONDITIONS

I have read and understood the booking terms and
conditions

Mr. ☐ Mrs. ☐ MS. ☐ Surname :

Name of Organisation:

Job title:

E-mail:

Date:

Tel: Cell:

Signature:

CANCELLATIONS & TRANSFERS

If you are unable to attend, a substitute delegate is
welcomed at no extra charge. Please provide the name
and the title of the substitute delegate at least 2
working days prior to the Conference. Regrettably, no
refund can be made for cancellation received 2 weeks
before the date of the course. A complete set of
documentation will however be sent to you. The
organiser reserves the right to make any amendments
and/or changes to the programme, venue, speaker
replacements and/or topics if warranted by
circumstances beyond its control

