

## Talent Acquisition and Development

Title	Duration (minutes)	Author	Course Description
<ul style="list-style-type: none"> <li>Diversity And Inclusion: Talent Acquisition</li> </ul>	39	The Expert Academy	Do you want to learn the basics of talent acquisition in a diverse business landscape? Do you want to learn how to build inclusive talent pipelines? Do you wish to learn how to create inclusive job descriptions and requirements? How about learning to create retention strategies for diverse talent and building intuition for future diversity trends? If you answered yes to any of these questions, then this course is just for you!
<ul style="list-style-type: none"> <li>The Ultimate Guide to Creating a Learning Culture at Work</li> </ul>	74	Madecraft	Join Mark Protus, an expert in learning and development, as he leads you through actionable steps to foster a culture of continuous learning for long-term organizational success. In this course, you'll explore the key components of a learning culture and learn how to integrate them into your company's overall culture.
<ul style="list-style-type: none"> <li>Leaders: Here's How to Develop Your Employees</li> </ul>	33	Madecraft	In order to get the most out of your employees, you'll need to create a culture of continued learning. You do this by building the knowledge and skills necessary to help them succeed in their roles. In this course, taught by executive coach and change management expert Ross Tartell, PhD, you'll recognize the importance of alignment, how to identify the different needs of each team member, and cater to them for a personalized development experience..
<ul style="list-style-type: none"> <li>How to Make Trainings that Matter</li> </ul>	24	Madecraft	In this course, you'll learn how to effectively use training in your organization to solve problems and promote growth. You'll understand when training is the right solution and when other approaches, such as feedback or resource allocation, might be better.
<ul style="list-style-type: none"> <li>Reducing Employee Turnover</li> </ul>	43	Madecraft	In this course, you'll learn the primary reason for employee attrition: psychological safety. Instructor Andra Vaduva, an Employee Experience startup entrepreneur and leadership educator, will walk you through the impact psychological safety has on your team/company's growth. In addition, you'll learn how to measure employees' needs effectively and build a culture of trust in your organization.
<ul style="list-style-type: none"> <li>Identify and Unleash Potential in Your Employees</li> </ul>	54	Madecraft	After taking this course, you'll be prepared to recognize the best job candidates and avoid common hiring pitfalls. you'll also be equipped with the knowledge and concrete strategies you need to nurture employee potential to ensure their success and your own, starting today.

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• Talent Acquisition: Recruiting	15	TalentQuest	It is important to recognize the candidates who have the right competencies and cultural fit to your organization is another skill worth developing. We'll look at ways that you can establish your company as an employer of choice, use social media to locate and draw the right applicants for recruitment, and assess cultural fit to guarantee the best possible talent choices.
• Talent Acquisition: Selection	14	TalentQuest	The impact of social media has dramatically changed the recruiting strategies. Evaluating and screening candidates for job openings also significantly changed. Let's look at some of the ways you can use these tools to streamline your efforts and quickly identify the most qualified candidates for your organization.
• Talent Acquisition: Behavioral Interviewing	13	TalentQuest	Making your hires successful requires a lot of work. There is a science to identify talent that matches the needs and culture of your organization. The process of interviewing candidates based on behavioral questions is a proven way of pinpointing the best-qualified applicants. In this course, we will review the whys and hows of using this popular interviewing practice so that you can make the most of its benefits.
• Talent Acquisition: Interviewing Skills	14	TalentQuest	This video discusses some pre-interview, interview, and post-interview guidelines that will help you design and develop a winning hiring process. We begin with what to do before you've even met your ideal candidate and progress all the way to planning for their successful post-hire on-boarding and retention."
• Unconscious Bias: Bias in Talent Development and Recruitment	14	TalentQuest	Bias is conscious or sub conscious preference that the mind gives to a particular person, group or anyone for a reason. During the recruitment process, most of the times an individual is preferred over the other because of various reasons, and one of them can be due to unconscious bias. In this module we will be gleaning on the topic of Unconscious bias at workplace.
• Becoming a Continuous Learning Organization	15	TalentQuest	In this lesson, you will learn how a culture of learning leads to success. Establishing a culture of continuous learning in your organization takes time and effort, but the results are worth the investment.