

Talent Management Solutions

For more information visit
www.mclarensolutions.com

Structured Interviewer

Enables both HR and Line Managers to conduct structured interviews, hence improving your selection process and ensuring compliance with corporate or industry regulations.

The Structured Interviewer provides you with an interview checklist for the role or team selected, showing interview questions for each capability identified for a role or team.

This allows you to focus the interview on the capabilities required in addition to other areas relating to the interviewee's CV or application form details.

These capability-based interview questions can be supplemented by any of your existing interview sections, such as Equal Opportunities, Security Screening, Minimum Entry Requirements, Occupational Standards, Regulatory Requirements, etc.

Key Benefits

Web-enabled

Access to the tool is available via any web-browser.

Better Recruitment Decisions

Immediately increases the effectiveness of interviewers without the need to attend interview training courses.

Global Functionality

Cross-location availability means that globally dispersed teams and candidates can benefit from its functionality.

Rapid Implementation

Due to the ASP delivery model, a time-consuming rollout is not required.



McLaren delivers technology solutions to help improve the performance of your organisation.

Increased Capability
+
Improved Culture
=
Better Performance

Our Modules:

Our web-based modules includes:

- Capability Profiler
- Performance Reviewer
- Structured Interviewer
- Culture Profiler
- Succession Planner

Adding Value:

We deliver solutions for:

- Performance Management
- Capability Frameworks
- 360 Degree Feedback
- Talent Management
- Recruitment Selection
- Core Values
- Team Culture
- Management Reporting

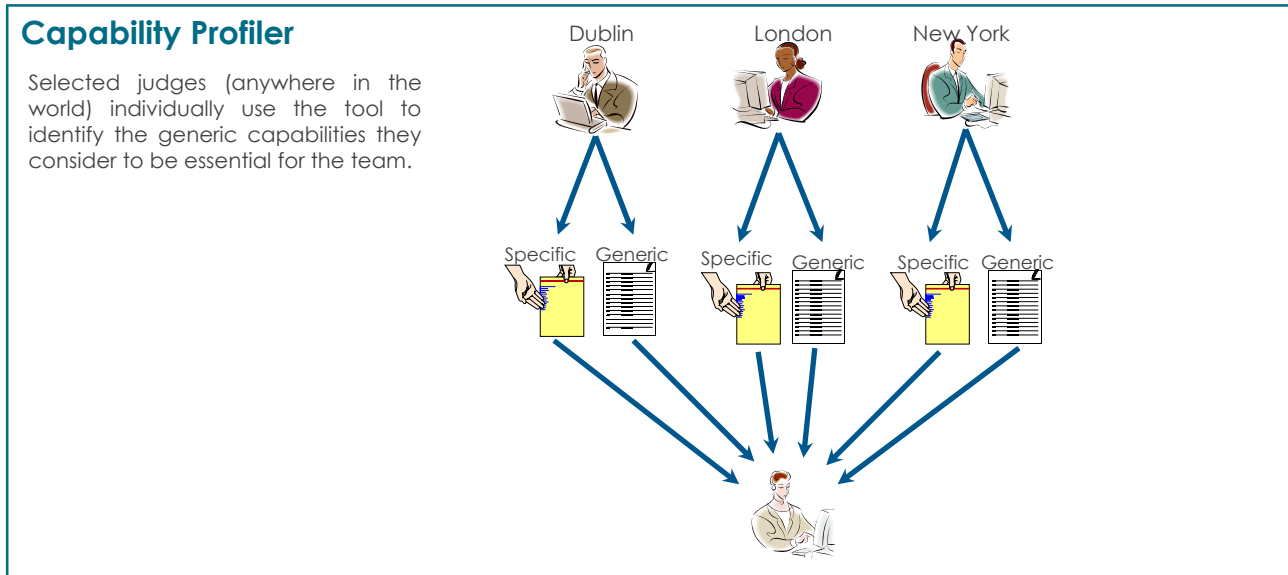
Contact us:

McLaren Solutions Limited
1st Floor
115 Southwark Bridge Road
London
SE1 0AX

(t): +44 (0) 20 7410 7423
(f): +44 (0) 20 7410 7425

(e): info@mclarensolutions.com
(w): www.mclarensolutions.com

Structured Interviewer in Action



<input checked="" type="checkbox"/>	Project Management
<input checked="" type="checkbox"/>	Business Know-How
<input checked="" type="checkbox"/>	Analytical Thinking
<input checked="" type="checkbox"/>	Communication
<input checked="" type="checkbox"/>	Planning & Organizing
<input checked="" type="checkbox"/>	Results Focus
<input checked="" type="checkbox"/>	Customer Focus
<input checked="" type="checkbox"/>	Business Relationships
Total 8	

Structured Interviewer

1 Structured Interviewer determines interview questions for each capability.



2 This feeds into a module which creates a printed interview checklist that can be used as part of the selection process.

Analytical Thinking										
Thinking logically and analysing complex information.										
<p>Interview Questions</p> <ul style="list-style-type: none"> Describe a situation where you had to be flexible in dealing with a wide range of situations or people Give me an example of a situation where you were required to think logically and analyse complex information Describe a situation in which you made use of analytical tools or techniques 	<p>Prompts for additional questions</p> <ul style="list-style-type: none"> - How did you go about this? - What tools/methods did you use? - What was the outcome? - What would you do differently? 									
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