

Online Workshop on



# Challenges and Problems of Interviewing Skills and Talent Acquisition using AI and BI Tools.

Session Starting from

**Aug 26, 2025**

6 Days Training ( 2 hours )

Tuesday & Thursday 7 pm to 9 pm.

Investment (Early Bird Discount 15%)

**PKR. 10,000/-**

Exclusive of all taxes



## Overview and Need Analysis of Interviews :

In today's era recruitment is one of the top challenges where company is unable to find the best candidates and after training of relevant candidate , employee is unable to find his place in the company which causes early resignation, again the process of resignation starts which results in loss of financials and training cost , today companies are more prone towards short-term goal but resultant is not finding the best suitable person.

Interviewing skills will be beneficial for line managers for acquiring the best candidates for the specific role .

## Targeted Audience:

1. HRBPs
2. CHROs
3. CEO
4. Line Managers
5. HR Executives
6. HR Manager
7. Training Managers
8. Green Banking Manager
9. HR officer
10. Employee Relations officers
11. Learning Specialist
12. Rewards Specialist

## Trainer Profile

# Muhammad Faisal

**Lead HRBP, Bank Alhabib  
Faculty Member - Szabist,  
Iqra University & Bahria University**

Muhammad Faisal has more than 8 years of corporate and teaching experience in institutions experience including Bank Alafalah , Faysal Bank , Al Baraka Bank ,Szabist , Iqra and Bahria University and currently associated with a multi national organisation as an HRBP Lead. He has taught and delivered different workshop for pharmaceutical, health and multi national professionals for Interviewing skills and guidelines.

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## Course Coverage, Content and Objectives

Interviews and shortlisting of CVs has become one of the challenges in current era for the recruiter.

In this course we shall cover all aspects of branch opening expect and cost minimization through recruitment aspects . It shall also cover Employee Relations aspects what is the role of HRBP along with its function and role of HRBP for coordination and communication with the team. It includes turn over rates and how to control staff resignations and provide them guidance and information.

It will facilitate you in preparation of JDs and job specifications .It will also give you an overview of branch expansion and meeting business objectives

The training will also provide you guidance for internal elevation and external sources or candidates. It will also give you feedback and guide you how to construct and develop the ad with the specific guidelines.

It will also cover types of check for validity , background check and psychological test along with cognitive abilities to score .

This workshop will focus on building organisation ambience and strategic planning and development to build a better organization culture and ambience and focus on behaviour norms and cope with the culture.

This training will facilitate you to optimize AI tools for recruitment in order to generate business and generate low cost on recruitment.

This training will be helpful to us business analytics approach along with recruitment tools using LinkedIn,Rozee Pk and how to generate free job ads using different tools and disseminate it to relevant person so line manager can effectively be engaged in recruitment process

Interview is essential for both technical and non technical manager because candidate ability to fit the job role along with the environment is necessary, after this training they will be able to find the best talent.

Line Managers from different organisation can attend this training as hiring quality is essential and key factor interviews will enable them for quality induction.

The training material will include live examples with practical cases implementation and live demonstration of interview skills.

1. Interviews Challenges and norms of the market
2. Talent Acquisition : This will cover finding right talent at the right place for organisation and far flung area sources of talent hunt
3. Manpower Placement :Number of people and branches required for expansion and growth of candidate
4. Optimization of recruitment cost : Low cost recruitment and techniques for cost minimization
5. AI Tools for different candidates testing and score with JD and KPI score
6. HR modern tools for talent hunt ( LinkedIn , Rozee.pk , Indeed , Instagram etc )
7. Business Productivity for Sales generation and training for business enhancement and productivity
8. Cost will be reduced for training and recruitment different medium and platform for online training and low cost training
9. Green HR is also a good initiative for low cost HR strategy and online digital platforms for cost reduction and promotion of Green environment and SDG goals
10. Recruitment drives , talent hunt and road shows in different locations
11. Challenges for talent hunt and approaching candidates for relevant areas

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## Personality Check

Interviewing skills for finding the right person for the right position and checking of personality has been difficult , This training will also cover designing such interviews which cover placements and also techniques position for cost cutting and high effectiveness of building talent pool and generating future leaders .

Interviews covers personality check , Talent Acquisition and finding the right person for the right position. This training will also cover placements and position for cost cutting and high effectiveness of building talent pool and generating future leaders .

This technical workshop will also include different types of general and specific interviews regarding job specifications and skills and cognitive ability of ability of candidate, you will be able to find the score .

## HBR and Live Interviews

The training material will include live examples with practical cases implementation and live demonstration of interview skills. Panel will be designed for targeted audiences and different cases from health, multi-national and banking will be included . We will be targeting different segments of interview for different audience

## Panel Discussion on interviews

This workshop is designed to conduct live interviews structured and non structured for identifying the best candidates for specific role.

Through interactive discussion and real life case studies participants will clearly be able to use AI tools resulting in cost benefit analysis and reduce TAT for finding the talent pool for the company. Talent Acquisition and AI Tools will be beneficial for Line Managers as they can excel organization effectiveness and performance.

## Challenges faced

- Talent hunt in far flung areas
- Recruitment Challenges
- Use of alternative Challenges for hiring
- Digital Hiring
- Leads and Referrals
- Structured and non structured Interviews
- Digital interviews
- AI structured Interviews

## Benefits of interviewing skills workshop

- Finding the right person for the right job
- Low cost budget hiring
- Physiological Testing
- Test based scores on KPI
- Structured and non structured Interviews
- Salary setting
- Meeting target objectives
- Organisation fit and HR policies