



Synergogy

CERTIFIED BEI PRACTITIONER

C-BeiP[™]



Certified BEI Practitioner - CBeiP[™] accredited professionals have the knowledge and skills needed to apply the Framework, Principles & Processes in Interviewing and hiring talent. Earners learn to design, conduct & evaluate interviews using BEI Principles. Earners are required to show a commitment to high standards through rigorous assessment, and have demonstrated competence in using a variety of tools and techniques cognizant of BEI principles. The Certified BEI Practitioner - CBeiP[™] is a life-time accreditation.

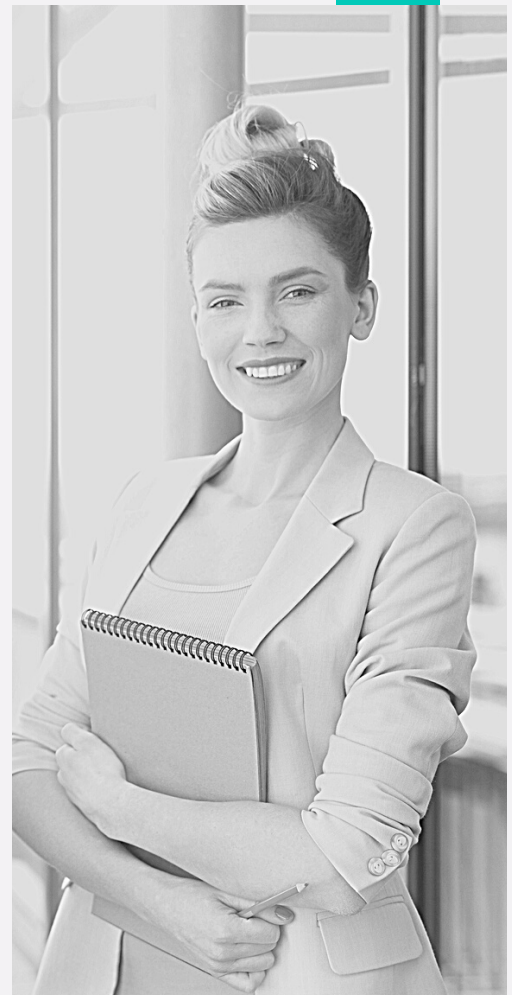
THE GOLD STANDARD IN BEHAVIORAL INTERVIEWING ACCREDITATION

The Certified BEI Practitioner (C-BeiP)[™] accreditation is a 8-hour course spread over a day long session. This behavioral interview training certification program is endorsed by Human Resource Certification Institute (HRCI) for continuing education units. Our Behavioral Interviewing Certification (Certified BEI Practitioner) helps you learn how to design, conduct & evaluate interviews and master competency based interviewing skills.



PROGRAM HIGHLIGHTS

- ✓ Endorsed by HRCI (8 Hours)
- ✓ Digital Credentialing
- ✓ Professional Certification
- ✓ Online or Face-to-face formats



WHY CHOOSE US?

Learn from experts who have actually implemented BEI. Over the last 15 years, we have worked with more than 500 companies globally across 23+ industry sectors.

- Talent acquisition experts
- Proven repertoire since 2007
- Globally recognised professional accreditation
- Digital credentialling
- Professional network of HR Practitioners





HOW DO YOU BENEFIT?

Synergogy has designed this virtual learning experience using an exciting range of adult learning techniques to keep you completely engaged in the learning process from the word go.

As Companies

- Reduce bias and subjectivity in hiring
- Reduce costs associated with wrong hiring
- Create a common standard for selection
- Hire culturally fit candidates

As Individuals

- Be a part of a global community of 3000+ trained practitioners
- Get a professional certification
- Acquire a lifetime accreditation along with a digital credential



WHO IS THIS COURSE FOR?

Synergogy's Certified BEI Practitioner (C-BeIP)[™] accreditation program is ideal for HR and business leaders alike that are looking to hire the right talent for their teams or clients.

- Startup Professionals looking to scale
- Entrepreneurs
- CXOs
- HR Generalists & HR Business Partners
- Line Managers
- Recruitment Specialists
- Academicians
- Freshers in HR

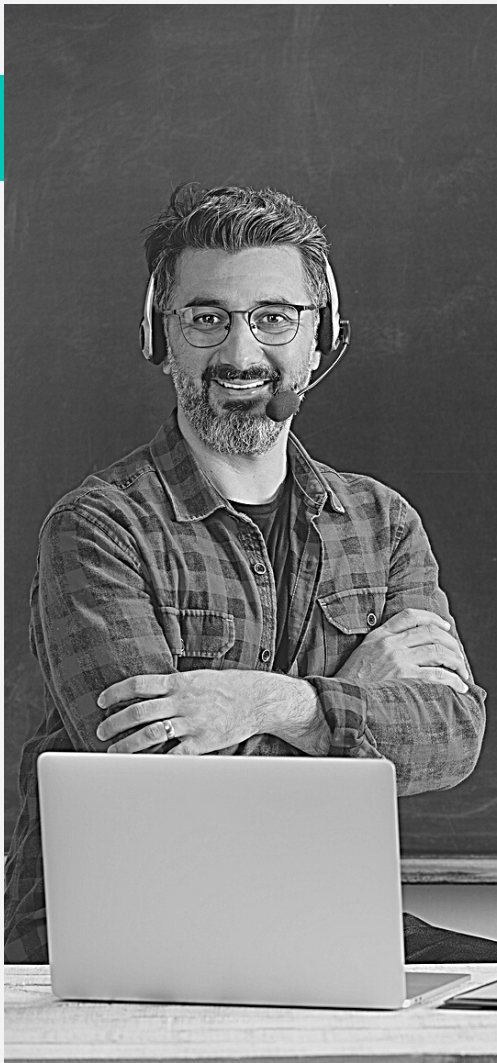


PROGRAM OBJECTIVES

By completing the 1-Day Certified BEI Practitioner (C-BeiP)[™] accreditation program, participants will be able to...

- Describe a typical hiring process within an organisation and its nuances.
- Learn how the hiring matrix works and what it costs your organisation every time you hire a poor fit.
- Describe the Sinkers Model of behaviors, how behaviors work & how to apply it for hiring.
- Define & differentiate between functional & behavioral competencies.
- Define the 25 Core Competencies that comprise our Global Competency Compendium (GCC).
- Learn how to create a position profile in minute using our simple wireframe.
- List the Principles, Model and Skills needed to get conversant with the BEI system.
- Get acquainted with more than 250 ready-to-use BEI based interview questions.
- Learn and practice Appreciative Listening[™] & Catalytic Questioning[™] as core skills for interviewing.
- Learn when to use what types of questions in the interview process.
- Learn how to prepare for interviews (before - during & after).
- Practice conducting an interview.
- Learn from scenarios that help you practice calibrating your responses using evidence scales.
- Familiarize themselves with a standard interview assessment form.
- Learn about the DOs and DON'Ts of interviews including discriminatory questions to avoid.





LEARNING METHODOLOGY

Synergogy is known to run skill building workshops that are highly interactive and immersive. Our sessions are created with action learning and social learning at its center.

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- Pre-Work
 - Social Learning
 - Socratic Discussions
 - Real Play
 - Demonstrations
 - Cases & Scenarios

PARTICIPANT TAKEAWAY

- 25 Competency Cards
- 25 ready-to-use BEI Question Cards
- Participant Workbook
- Handouts
- Interview Assessment Form

CERTIFICATION PROCESS

Earners are required to show a commitment to high standards through rigorous assessment, and demonstrate competence in using BEI principles.

Pre-Work

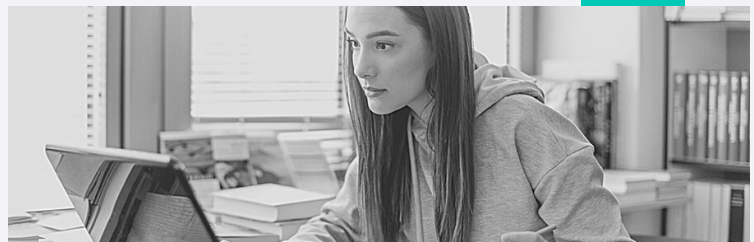
- Participants are required to complete the pre-course study before attending the workshop.
- This is an investment of 2 hours.

In Course performance

- Participants will be tested using module end quizzes.
- Partial attendance will not qualify for taking the course end examination.

Course-end Examination

- Participants will be required to take an online exam at the end of the course.
- The format of the exam is multiple choice questions.
- 75% scoring is the minimum criteria for certification.
- Re-examination is allowed once.





REGISTRATION

Fill [this form](#) to nominate yourself for our upcoming public workshop.

IN-HOUSE WORKSHOPS

Bring the Certified BEI Practitioner (C-BeiP)[™] accreditation program to your organisation. Write to us at programs@synergogy.com for special pricing.



REFERRAL PROGRAM

Get 10% flat discount for 2 or more nominations for the same course. Write to us at programs@synergogy.com for group nominations.

PARTNERSHIPS

Please write to us for partnership requests at partnerships@synergogy.com

