HUMAN RESOURCES MANAGEMENT

HR31 Recruitment, Selection and People Development CPD

This course provides HR professionals and hiring managers with advanced knowledge and practical techniques to design and deliver effective recruitment, selection, and talent acquisition strategies. Delegates will examine how to align recruitment efforts with organisational goals, enhance the candidate experience, and integrate new hires successfully. Through a combination of strategic insight and operational tools, participants will be empowered to build robust recruitment frameworks that attract, assess, and retain top talent in a competitive market.

Course Information

Duration: 5 days

London (£4950): 9th February 2026, 4th May 2026, 29th June 2026, 17th August 2026, 12th October 2026, 30th November 2026, 15th March 2027, 10th May 2027, 12th July 2027, 6th September 2027, 25th October 2027, 13th December 2027, 20th March 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This programme is ideal for HR professionals, recruitment specialists, training managers, and line managers involved in hiring decisions. It is particularly beneficial for those who design, implement, or oversee recruitment and onboarding processes and wish to improve effectiveness across diverse teams, geographies,

and organisational levels.

Course profile

Strategic Workforce Planning for Recruitment

- Aligning recruitment strategy with organisational objectives
- Forecasting workforce needs and talent gaps
- Analysing internal versus external hiring approaches
- Mapping roles, responsibilities, and competencies
- Developing strategic recruitment plans for different business units

Managing Stakeholders and Recruitment Partners

- Engaging internal stakeholders in the recruitment process
- Managing expectations across leadership and hiring managers
- Selecting and collaborating with external agencies and suppliers
- Establishing KPIs and service-level agreements with vendors
- Communicating brand values throughout the recruitment cycle

Enhancing the Selection Process

- Designing effective job descriptions and candidate profiles
- Structuring interviews for fairness and consistency
- Using assessment tools and structured evaluations
- Incorporating behavioural and situational questioning techniques
- Avoiding bias and improving objectivity in decision-making

Leveraging Technology and AI in Recruitment

- Understanding the role of AI in sourcing and screening
- Automating recruitment workflows and communications
- Using data analytics to improve time-to-hire and quality-of-hire
- Evaluating platforms for applicant tracking and candidate engagement
- Balancing technology with human judgement

Onboarding and Talent Retention

- Designing structured onboarding programmes
- Integrating employees across teams, functions, and cultures
- Tracking early performance and engagement metrics
- Strengthening employee connection to organisational values

Competencies

At the end of this course, delegates will be able to:

- Develop a strategic recruitment plan aligned with organisational goals
- Build effective partnerships with hiring managers and external partners
- Enhance the quality and fairness of the selection process
- Apply tools and techniques to reduce bias in hiring decisions
- Integrate technology and AI to streamline recruitment processes
- Design engaging onboarding experiences to support new hires
- Align recruitment and onboarding with long-term retention strategies
- Evaluate recruitment effectiveness using data and performance metrics

Course Booking

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

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