Mercer Learning Online was established with one goal in mind, enhancing the capability of our client’s human resource employees by providing access to HR architecture that will allow organizations to form and implement a successful framework.

Companies are constantly challenged to meet aggressive business goals. As a result, HR’s role in driving success is more important than ever and yet most organizations do not have a systematic approach in developing the capabilities of the HR team.

Mercer Learning Online is a comprehensive learning solution that is designed to build HR capabilities: both core and technical. These e-learning modules are grouped into 5 HR disciplines. Each programme offers a foundation level of training across 19 e-learning modules. This is a standard product without customization designed to help new and seasoned HR practitioners wanting to broaden or advance their skill set.

**Performance & Rewards**
- Performance and rewards
- Optimizing benefits
- Sales incentive design
- Executive remuneration
- Global mobility
- Producing quality position descriptions

**Analytics & Change**
- How to lead in change management
- Driving business results with workforce insights
- Leveraging technology

**Talent Management**
- Talent management
- Career management
- Organizational design
- Training design and evaluation

**Business Partnering**
- Effective business partnering*
- Driving employee engagement and productivity
- Designing effective HR policies

**Talent Acquisition**
- Recruitment and employee value proposition
- Engaging hiring and onboarding strategies
- Utilizing assessment tools effectively

*Accredited by WorldatWork, excluding the Sales Incentive Design module
*Accredited by WorldatWork
Are you struggling to recruit the best qualified employees for your organization? Take this course to learn effective recruitment strategies and use them!

As the war for talent rages on, how to implement an effective recruitment strategy is becoming ever more important. At any moment, HR Professionals are required to be ready to attract and select high-quality employees. This course explains the key elements of an effective recruitment strategy and the steps of the recruitment process, including the methods for sourcing and attracting the right candidates, and encouraging a “talent scout” mindset throughout the organization. Moreover, it sheds light on the components of a comprehensive Employee Value Proposition (EVP), its value in recruiting and career management, and how to communicate it to prospective and current employees.

TOPICS COVERED

RECRUITMENT STRATEGY
- Align with business/HR strategy
- Consider recruiting as brand marketing
- Determine process, methods, approaches, etc.

STEPS OF THE RECRUITMENT PROCESS
- Evaluate the need and requirements of the job
- Source candidate
- Attract and select the best qualified candidates

COMPONENTS OF A COMPREHENSIVE EMPLOYEE VALUE PROPOSITION

BUILDING PASSIVE TALENT PIPELINES

BENEFITS TO PARTICIPANTS
- Use effective recruitment strategy in your organization
- Attract, screen, and select best qualified candidates
- Align with business strategy to evaluate the need of the job
- Choose process, methods, and approaches that best match the strategy of the organization
- Build a strong EVP to attract candidates
- Create a “talent scout” mindset and build passive talent pipelines
ENGAGING HIRING AND ONBOARDING STRATEGIES

Excellent HR professionals know how to contribute to the candidate selection process and support hiring managers in choosing the right candidate!

The process of hiring and onboarding new employees has three key considerations.

- How do you choose the right candidate?
- How can you ensure the decision is right?
- How can you make sure he/she is successful in the role?

Engaging the ideal candidate for each role in your organization is of vital importance. This course begins with identifying the key considerations of the selection process, then gives recommendations on engaging potential employees, makes suggestions on how to write job offer letters, and provides onboarding best practices.

TOPICS COVERED

KEY CONSIDERATIONS OF HIRING AND ONBOARDING NEW EMPLOYEES

- Best practices in the selection process
- Determining the key elements of the selection process
- Selecting the ideal candidate
- Knowing the consequences of not clearly defining the ideal candidate
- Defining a position

STEPS IN CONDUCTING THOROUGH REFERENCE CHECKS

- Accurately representation of the brand
- Steps prior to the job offer

JOB OFFER LETTER

- Components
- Negotiating techniques

ONBOARDING / INDUCTION PLAN

- Onboarding process
- Importance of the process
- Best practices

BENEFITS TO PARTICIPANTS

- Choose the right candidates and make sure the decision is right.
- Define the job description clearly.
- Represent your brand accurately during the hiring process.
- Design a comprehensive job offer letter.
- Use effective techniques to negotiate an offer.
UTILIZING ASSESSMENT TOOLS EFFECTIVELY

The enormous variety of assessment tools can be confusing and daunting, but can also be essential to talent acquisition and development!

In emerging markets or high-growth industries where rapid promotion and career advancement are the norm, traditional assessment techniques are insufficient to measure “readiness” for a significantly different role or gauge leadership “potential.” HR professionals struggle to choose the right assessment tools to best measure employees’ potential, readiness, and fit, rather than merely their performance. This course explains different types of assessment tools and what they measure and provides a model for HR to choose the right assessment tool, as well as how to interpret results and give feedback.

TOPICS COVERED

FOUR DIMENSIONS USED TO MEASURE ASSESSMENTS

COMPETENCIES AND SUCCESS PROFILES

DIFFERENT TYPES OF ASSESSMENT TOOLS AND WHAT THEY MEASURE

OTHER TRENDS IN ASSESSMENT

ABCD MODEL FOR CHOOSING THE RIGHT ASSESSMENT TOOL

INTERPRETATION OF ASSESSMENT RESULTS

BENEFITS TO PARTICIPANTS

• Choose different assessment tools depending on the elements of the success profile for a specific level or role.
• Utilize assessment tools effectively to measure four dimensions.
• Implement ABCD model to choose the right assessment tools for your specific needs.
• Interpret and apply results and give feedback.
Select Mercer e-learning programmes qualify for recertification credit for the Certified Compensation Professional® (CCP®), Certified Benefits Professional® (CBP), Global Remuneration Professional (GRP®), Work-Life Certified Professional® (WLCP®), Certified Sales Compensation Professional (CSCP)®, Certified Executive Compensation Professional (CECP)®, Advanced Certified Compensation Professional (ACCP)™ and Master Certified Compensation Professional (MCCP)™ designations granted by WorldatWork Society of Certified Professionals. For more information on recertification, visit the WorldatWork recertification webpage.