

Customized Lateral Interviewer Training

Screening, Selecting, & Selling Based on Your Unique Firm Profile



Eva Wisnik, President

Eva Wisnik is the former Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. After 10 years as a recruitment professional, Eva founded a training and placement firm for the legal community. Since starting her business in 1996, she has conducted more than 600 training programs for law firms nationwide, including 74 of the AmLaw100 firms.

In this competitive hiring market where many firms are competing for lateral attorneys, training your Partners to assess and sell effectively is critical. This program will provide your attorneys with the skills and firm-specific information necessary to ensure the best hiring decisions are made and that the candidates you want accept.

This customized Interviewer Training workshop will provide your Partners with:

- ✓ Understanding of your “Firm Profile” that defines characteristics, track record and professional values of lateral Associates and lateral Partners who have the highest probability of succeeding at your Firm;
- ✓ Customized interview questions that are substantive and solicit key information from the candidate;
- ✓ Methods for marketing to target candidates with clear and concise selling messages that are unique to your Firm.

Each Partner will leave with firm-specific materials including:

- ✓ List of the key characteristics identified in the Firm Profile of successful hires;
- ✓ Questioning techniques that will enable the interviewer to delve into the candidate’s resume and obtain critical information;
- ✓ Strategies for surfacing key issues during the interview process to ensure good decision-making;
- ✓ Comments from your recent lateral hires on why they chose your Firm;
- ✓ Tips for preparing for the interview and using the time strategically;
- ✓ Key selling messages to communicate to candidates in this competitive market;
- ✓ Tactics for closing the deal by implementing effective follow-up for target candidates.

