

LATERAL PARTNER INTERVIEWER TRAINING

This customized Lateral Partner Interviewer Training workshop will provide your interviewers with both assessment training and marketing techniques. In this competitive market for Lateral Partners, these tools will help you distinguish your Firm from competitors.



Goals and Benefits:

This customized Interviewer Training workshop will provide your Partners with:

- Best practices for strategic lateral hiring;
- Strategies for surfacing key issues during the interview process to ensure good decision-making;
- Methods for marketing the Firm more effectively to target offerees by fully understanding what motivates their decision-making;
- Due diligence procedures that will provide evidence necessary to guarantee that the right candidates receive offers.

Assessment Training Includes:

- Consistent processes for assessing and evaluating candidates including clarification of the interviewer's role;
- Description of key characteristics identified in the Firm Profile of successful hires;
- Behaviorally-based questioning techniques to determine if the candidate has the necessary factors for success;
- Sample questions that are substantive and solicit key information from the candidate to help make a hiring decision;
- Tips for preparing for the interview and using the time optimally;
- Hints on how to keep the interview flowing and how to avoid being side-tracked by trivial conversation.

Marketing Techniques Include:

- Key information for selling Firm effectively to candidates in this competitive market;
- Insights from current lateral Partners as to why they chose your Firm;
- Tactics for closing the deal by implementing effective follow-up for target Partners.

Establishing a Firm Profile:

Establish a Firm Profile that defines the characteristics, track record, and professional values of Partners who have the highest probability of succeeding at your Firm.

The Firm Profile is based on:

- Interviewing Managing Partner, Practice Group Leaders and other Firm leaders;
- Having selected Partners complete a questionnaire identifying the characteristics that they value most in their colleagues;
- Interviewing Lateral Partners who have joined your Firm to learn what attracted them to the Firm and resulted in them accepting your offer;
- Analyzing all the information acquired to create the Firm Profile and customized program.

To learn more, visit our website at www.wisnik.com or call **212.370.1010**



Since starting her business in 1996, **Eva Wisnik** has conducted interviewer training for 87 firms nationwide.