Aon Hewitt Learning Center is on a mission to provide real learning to help HR impact business outcomes. We bring together our consulting insights and capability building expertise to create highly-specialized learning journeys for HR professionals.
OUR LEARNING PROMISE

**Effective Partnership**

- Gain leaders’ trust to sharpen the human capital agenda

**Technical Expertise**

- Navigate across contexts to create tangible impact

**Business Acumen**

- Understand business imperatives, connect people initiatives
ABOUT US

Our Capabilities

1. Flagship certificate courses for HR professionals

2. Bespoke HR capability journeys for organizations

- 10 years
- 40%
  - Alumni refer someone for an ahlc course
- 80%
  - Is the median participant experience
- 200
  - HR leaders are a part of our alumni community
- 3000
  - HR professionals have received training via our courses

HR locations:
- Delhi
- Kolkata
- Mumbai
- Pune
- Hyderabad
- Bangalore
- Chennai
- Colombo
OUR LEARNING EXPERIENCE

1. Register
2. Connect with peers
3. Get your courseware
4. Learning Lab
5. Assignment
6. Reinforce your learning
7. Comprehensive Assessment
8. Certify your learning
9. Learn from our best consultants
10. Online Discussion
11. Participant Handbook

Register

Learn from our best consultants

Get your courseware

Connect with peers

Reinforce your learning

Comprehensive Assessment

Certify your learning

Online Discussion

Participant Handbook
Champion effective recruiting at your workplace.
Learning journey spanning across two consecutive contact classes, two virtual simulations and a comprehensive online assessment.
**EVALUATION CRITERIA**

- **Final assessment** can only be taken after attending all two modules.
- Minimum 50% is required in the **final assessment**.
- At least 50% aggregate score is required to complete the certification.

<table>
<thead>
<tr>
<th>Class Participation</th>
<th>20%</th>
</tr>
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<tbody>
<tr>
<td>Assignments</td>
<td>20%</td>
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<tr>
<td>Simulated Interview</td>
<td>20%</td>
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<tr>
<td>Final Assessment</td>
<td>30%</td>
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<tr>
<td>Online Discussions</td>
<td>10%</td>
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1

Framework and Practice
Learn skills and techniques

Objectives

• Analyze limitation of traditional interviews, discuss how to improve them and articulate the need for structured interviews
• Introduction to the BEI framework: learn how to use the STAR (Situation Task Action Result) model
• Link interviewing to competency model: design and evaluate competency based interviews
• Practice conducting, giving and observing interviews

Outcomes

• Understand BEI concepts such as competencies, types of questions and STAR technique
• Explore the overall selection system and how BEI fits into it
• Master the do’s and don’ts in an interview to determine what works and what doesn’t
• Create behavioral questions for specific competencies and develop probe questions
# Implementation and Integration

Champion BEI at the workplace

## Objectives

- Understand and practice how to evaluate BEIs using the ORCE model: Observe, Record, Classify and Evaluate
- Learn to apply BEI in different industries and organizational contexts
- Identify your communication style and understand its impact when you conduct an interview
- Integrate BEI in your selection and assessment processes to improve effectiveness

## Outcomes

- Understand how to use interview data and results with other tools
- Leverage BEI in different situations to get effective results
- Learn to navigate your communication style for conducting effective BEIs
- Champion BEI at your workplace: propose simple ways to integrate in your hiring and promotion processes
Architects

Sandeep Chaudhary is the CEO for Aon Hewitt Consulting India and is also a member of the Asia Pacific Leadership Team. He has 16 years of consulting experience, of which the last 13 years have been with Aon Hewitt across multiple offices.

Over a period of time he has developed his subject matter expertise in goal setting, performance management, compensation and corporate governance and has worked extensively with local, multinational and state-owned enterprises.

Sandeep regularly engages with leading industry forums as a thought leader, and is a speaker in several annual seminars and international HR forums. In addition, he has authored many articles and shares perspectives on management issues in leading Indian media publications and news channels.

Sandeep earned his MBA and Masters in Labor Law from Symbiosis, Pune.

Sandeep Chaudhary
Chief Executive Officer, Consulting, India

Sandeep’s Mantra
Attitude is a little thing that makes a big difference

Winston Churchill
Anandorup Ghose leads Aon Hewitt’s Rewards practice for South Asia. Prior to this role, he managed several client relationships in the Middle East, Asia Pacific and India in the areas of executive compensation design and benchmarking, long term incentive plan design, sales incentive plan design, governance structure definition, remuneration committee advisory etc.

Moreover, he has also worked on some large scale merger integration projects with clients in the region, primarily in the field of telecom, financial services and oil and gas. His key clients include the Aditya Birla Group, Mahindra, Genpact and Tata Consultancy Services.

Anandorup is a regular speaker at several executive compensation forums in industry associations such as All India Management Association, FICCI, SHRM and Anchorage Society for Human Resource Management.

He is ardent reader of the Economist and whenever time permits he loves to travel and experience new cultures.

Anandorup’s Mantra
Culture eats strategy over breakfast

Peter Drucker
Ishita leads the Aon Selection and Assessment products 360 Degree assessment and Virtual Assessment Center (DeCode). She has a decade of experience in competency design and assessments, HR process improvement and HR transformation. She has advised clients in the BFSI, government, healthcare, banking, consumer business and ITES sectors. She has multi-regional experience across South East Asia and Sri Lanka where she has delivered a wide variety of HR assessments and HR process designs.

Ishita enjoys working on HR process efficiency, behavioral assessments and HR analytics. More recently, Ishita has worked closely with organizations in implementing technology-based behavioral assessments focused on predictive validity.

Ishita has worked in developing bundled assessments that leverage technology to deliver informed talent decision making. She has also worked with Infosys Technologies and Hay Group in ‘the Building Effective Organizations’ practice. She facilitates workshops on personal effectiveness and business alignment of HR practices.

Ishita is an alumnus of XLRI (School of Management) Jamshedpur (PGD-PMIR) with a graduate degree in Chemical Engineering.

Ishita Bandyopadhyay
Senior Consultant, Selection and Assessment

Ishita’s Mantra
We are continually faced by great opportunities brilliantly disguised as insoluble problems

Lee Iacocca
Ankita is one of the founding members of the Selection & Assessment (S&A) Practice in Aon Hewitt, India. She has over 8 years of experience with varied industry. She has worked in the field of behavioral sciences, psychometrics, assessment design and feedback with a number of leading organizations.

Her focus areas include a functional perspective on competency framework design, performance management design, leadership assessment and development.

In her five years at Aon Hewitt, Ankita has worked with a number of different corporate organizations across a multitude of industries, including financial services, healthcare, manufacturing, financial services and IT/ITES. These projects cover geographies including the Europe and South East Asia.

She has designed a C-level leadership 360 degree feedback tool and led implementation for 30+ clients across industries and APAC; key clients include multinational electronics company, real estate company, leading financial services company etc.

Ankita’s Mantra
Attitude is the little things which make a big difference

Winston Churchill
Registration Details

Take the leap: simple three step registration and welcome real learning
COMMERCIALS, CALENDAR & CONNECT WITH US

Learning Center
- Classroom sessions
  - 16 hours

Course Calendar
- Click to view

Terms & Conditions
- Click to view

Online Discussion Board
- Active for one year

Participant Handbook
- Pre-reads
  - 2 hours

Certification
- Aon Hewitt
  - Behavioral Event Interviewing

Connect with us
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Course Fee (inclusive of taxes)
USD 700
Participation will be confirmed post payment
CONTACT US

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