

Beyond the job board, AgCareers.com is pleased to offer a number of additional human resource services and products, such as training and consulting services.

Training Offerings:

Behavior-based Interview Training – DDI's Targeted Selection

Audience: HR professionals or managers

This training provides you the opportunity to become certified as an interviewer to utilize Development Dimension International's Targeted Selection, a behavior-based interviewing tool. Targeted Selection® (TS) is the most proven and accurate behavior-based selection system in the world. Thousands of leading companies from every industry have used TS to build better selection systems that hire, promote, and identify top talent. Targeted Selection is proven to help organizations identify the competencies needed for all key positions, build interviewing skills and confidence for more accurate selection decisions, and increases the efficiency and effectiveness of the employee selection process. (Not recommended for training groups larger than 12 or 15; please discuss with training staff for requests of groups larger than 15.)

This course could also be conducted as an individual, self-study format. The individual would go through materials as they have time and then schedule a 1.5 hour follow-up with training staff to guide through the certification interview and process.

Interviewing Basics

Audience: Business managers

A perfect opportunity to provide a quick course in interviewing techniques and styles for members of your organization that need a little brushing up on their skills. The seminar will cover the basics primarily around behavior-based interviewing and how to formulate questions to learn the more from your interviews to find the candidate that is the best fit for your organization and opening.

Employee Performance Counseling & Corrective Action Types

Audience: Primarily for managers, but could also be utilized for less experienced HR professionals

This training provides an overview of the definitions of equal employment opportunity, affirmative action, and diversity; and includes a discussion regarding the EEOC's defined 'protected classes'. Learn how to identify a performance, behavior, or attendance issue. In addition, the training incorporates interactive discussion regarding the types of corrective action (verbal, written, etc.) and when to utilize the appropriate type based upon the scenario. Case studies will be incorporated in this session. (Specific company policy information can be tailored and incorporated in this session as well.)

Conducting an Effective Performance Review

Audience: HR professionals or business managers

This training provides an overview highlighting best practices when preparing and presenting your employee's their performance reviews. How can you get the most out of your performance reviews and effectively motivate your staff.

Investigations Training

Audience: HR professionals or business managers

This training provides you with the details of how to approach and structure a formal investigation in the workplace. Includes information on formatting your questions, analyzing the feedback from your interviews, and how to move forward and resolve the investigation. This training is designed for HR professionals with little to no experience with investigations, or business managers that manage the HR function within their companies. The workshop will provide the participants the opportunity to role play / simulate the interviewing phase of an investigation.

Training Offerings, continued:***Generational Differences***

Audience: HR professionals or managers

How can you best manage the generations in the workplace? You must first understand their differences. This training is set-up to engage attendees with an overview of the four generations currently found in the workplace – Traditionalists, Baby Boomers, Generation Xers, and Millennials. With a better understanding for the generational differences, managers and HR professionals can better engage and manage these differences across their organizations.

Wage & Hour Overview for Managers with Non-exempt (Hourly) Employees

Audience: HR professionals or business managers

This session will provide you the employment guidelines within the Fair Labor Standards Act (FLSA) to ensure you are in compliance with appropriately managing your non-exempt team members. The overview includes a discussion about over-time and meal and rest periods; specific details are also highlighted for California non-exempt staff.

Other HR Services Offerings:***Organizational Assessment***

(2 days for on-site interviews or teleconference options – Business group less than 100 employees)

Periodically, gathering climate feedback is critical for us to understand what things are going well and what areas may be opportunities for improvement. A climate assessment, or review, is a guided tool to analyze your business group and business management team. Specific questions may be tailored for your company around the areas of job responsibilities, management, compensation/benefits, and overall satisfaction/employee morale. The tool is designed to be utilized as a confidential employee survey tool to collect more detailed and direct feedback from randomly selected team members across a business unit or department.

The AgCareers.com's HR Service Manager actually comes to your site to conduct two days of on-site interviews with your staff; then compiles a detailed report with specific feedback from your team and detailed recommendations for improvement. This tool may also be utilized if specific anonymous feedback is provided regarding specific management issues; and, upper management may not be able to pinpoint whether substantial information is relevant to conduct a fact-finding investigation, for example.

It's All About Strengths

(Recommended: 3 – 4 hour seminar)

Assess your team's strengths and incorporates team building exercises to ensure they also understand their team member's strengths.

Designed around Marcus Buckingham's recently released book, 'Go Put Your Strengths to Work'; this team building seminar is available for facilitation by AgCareers.com. Each of your team members will take the Gallup Strengths Finder assessment and become familiar with their core strengths. Then, the team will come together to communicate and better understand one another's strengths through specific team building activities.

Myers-Briggs Type Indicator (MBTI) Assessments

Discovering your interests and personality type is a critical step in the career planning process. When your personality type and job description are a fit the happier and more productive you can be.

The AgCareers.com Career Guidance Tools are designed to provide this information in a practical and easy to use format. The Myers-Briggs Type Indicator® (MBTI®) and the Strong Interest Inventory® can be completed through AgCareers.com and an individual consultation given to those that complete the brief online assessment. Your personalized test results will help you choose a career that is a match for your unique personality and interests, increase job satisfaction, make a career change, or choose a college major that is a fit for you.

***For more information on how AgCareers.com
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