



PHBIA and CHBA - Calgary Region proudly present...



Hiring Without Fear® was specifically designed to help companies avoid the bad hire and begin to build powerful cohesive teams. In today's economy the cost of the bad hire is far too expensive when we consider the costs to; morale, sales and ultimately the customer and the bottom line.

Hiring Without Fear® will give you instant tools that will show improvement to your team after the first hire!

8:30 AM – 12:30 PM, FEBRUARY 9, 2010
NAIT Calgary Campus 816 – 55th Avenue NE
Instructor: Larry McCorquodale

REGISTER NOW! www.PHBIA.com

This Interactive Session and Workshop is limited to 24 individuals on a first-come, first served basis.

(If possible, we recommend two individuals from a company participate)

Fee: \$199.00 First Person \$149.00 Additional Persons (No refunds)

**Participants receive a completion certificate recognizing each as a
"Certified Hiring Without Fear® Hiring Analyst"**

The Hiring Without Fear® workshop includes:

- The patented "PEST and CAT SCAN" process for clear identification of exactly what you're looking for.
- Access to the Hiring Without Fear® resource page for ongoing materials and support.
- The behavioral "Question Bank" with over 400 behavioral interviewing questions for more efficient and effective interviewing.
- A comprehensive Job Analysis to better assess your specific needs.
- A tool to measure both the cost of turnover and a tracking device to show ongoing improvement.
- A complete and comprehensive list of all key core competencies and motivators and how to validate each one.
- A completion certificate recognizing each participant as a "Certified Hiring Without Fear® Hiring Analyst"

The "**Hiring Without Fear**" and "**CAT SCAN**" workshop features the following elements to maximize the learning experience:

- A hands-on workshop that walks you through all facets of the hiring process.
- Instruction on how to complete a **Hiring Without Fear®** job analysis.
- How to interview the **Hiring Without Fear®** way - a new skill set.
- A personality profile for each attendee.
- How to read non-verbal cues.
- How to use a **Hiring Without Fear®** CATSCAN (Competency Assessment Tool).
- Simulated **Hiring Without Fear®** interview sessions.
- Ongoing consulting where required.



Registration Form

Hiring without Fear

Tuesday February 9, 2010 - 8:30AM to 12:30PM

This seminar is being held at the NAIT Calgary Campus at:
#101B, 816 - 55 Avenue NE

First and Last Name:	
Company Name:	
Company Address:	
City and Postal Code:	
Telephone:	Fax:
E-mail:	

Registration Fee - \$199 for 1st person
Additional Team Members: \$149/person

Additional Team Member Names:	Email Address:

Investment Determination

Senior team member	\$199
# of additional team members _____ x \$149	
Total	

Payment *(All payments to be made to PHBIA)*

Payment by (x):	Cheque (____)	Visa® (____)	MasterCard® (____)
Credit Card Number:			
Cardholder Name:		Expiry: (mm/yy)	

There will be no refunds or course credits for cancellations.
Substitutions allowed one week prior to start date.

Please fax registration to PHBIA: 403.253.7130 or scan and e-mail to phbia@phbia.com