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Advanced Talent Acquisition & RPO Recruitment Strategies

Malaysia HR Forum Academy
Level 12, Lot 12A, Menara PKNS Petaling
Jaya, Jalan Yong Shook Lin, 46050
Petaling Jaya, Selangor

RM 2,800 / pax
(Excluding SST)



Module Overview

This highly interactive and practical workshop is designed for recruiters managing end-to-end recruitment delivery within fast-paced recruitment and RPO environments. The program focuses on strengthening:

- Advanced sourcing strategies
- Recruiter branding & LinkedIn presence
- Candidate assessment quality
- Critical thinking during interviews
- Stakeholder management confidence
- Difficult candidate management
- Offer management & candidate closing skills



Learning Objectives

By the end of this programme, participants will be able to:

- Apply advanced sourcing strategies to identify and attract niche, hard-to-fill, and passive candidates.
- Strengthen recruiter branding and professional credibility to improve candidate Engagement.
- Conduct structured and effective candidate assessments using behavioural interviewing techniques.
- Manage challenging candidate situations, including ghosting, counteroffers, and offer negotiations.
- Build stronger relationships with hiring managers through effective stakeholder management and communication.
- Apply critical thinking and sound judgement when evaluating candidates and making hiring recommendations.
- Improve offer management and candidate closing techniques to increase offer acceptance rates.
- Deliver higher-quality recruitment outcomes through a more consultative and strategic recruitment approach

Targeted Participants

- Recruiters
- Talent Acquisition Specialists
- RPO Recruiters
- Recruitment Consultants
- Talent Delivery Teams



Learning Outcome

By the end of the training, participant able to:

- Source more effectively for niche and Tech roles
- Build stronger recruiter branding on LinkedIn
- Conduct deeper candidate assessments
- Think critically during recruitment discussions
- Handle difficult candidate situations confidently
- Improve stakeholder communication
- Manage offers and negotiations more strategically
- Deliver higher quality recruitment outcomes consistently

Contents

DAY 1 – ADVANCED SOURCING, RECRUITER BRANDING & INTERVIEW EXCELLENCE

Module 1: The Modern Recruiter Mindset & Recruitment Excellence

- Recruitment trends trending currently
- Expectations of recruiters in RPO environments
- What makes recruiters credible to candidates & stakeholders
- Moving beyond “CV matching”
- Recruitment delivery quality vs recruitment activity
- Common recruiter mistakes that impact hiring outcomes
- Developing consultative recruiter behaviour

Outcome

Participants strengthen recruiter awareness, professionalism and delivery mindset.

Module 2: Recruiter Branding & LinkedIn Presence for Talent Attraction

- Why candidates research recruiters online
- Recruiter branding vs company branding
- Building recruiter credibility on LinkedIn
- Optimising LinkedIn recruiter profiles
- Creating a professional recruiter presence
- Positioning yourself as approachable and trusted
- Writing effective recruiter headlines & summaries
- LinkedIn communication etiquette
- Building long-term talent pipelines through visibility
- Posting strategies to attract passive candidates
- Recruiter reputation management

Outcome

Participants improve recruiter visibility, credibility and candidate engagement capability

Module 3: Advanced Sourcing Strategies for Niche & Tech Hiring

- Understanding sourcing strategy vs sourcing activity
- Boolean search mastery
- Multi-platform sourcing strategies
- Sourcing niche & hard-to-fill roles
- Competitor mapping techniques
- Talent pool mapping
- Transferable skill identification
- Passive candidate engagement
- Building sourcing pipelines proactively
- Creative sourcing methods for difficult hiring markets

Outcome

Participants improve sourcing depth, creativity and recruitment market intelligence.

Module 4: Candidate Assessment & Structured Interviewing using CBI method

- Structured CBI techniques
- Resume analysis strategies
- Identifying candidate red flags
- Behavioural interviewing techniques
- STAR interview methodology
- Probing and follow-up questioning
- Assessing motivation & stability
- Communication & stakeholder fit assessment
- Evaluating critical thinking capability
- Avoiding weak or leading questions
- Candidate experience during interviews

Outcome

Participants improve confidence and effectiveness in candidate assessment.

DAY 2- RECRUITMENT DELIVERY, STAKEHOLDER MANAGEMENT & OFFER MANAGEMENT

Module 5: Managing Difficult Candidate Situations

- Candidate ghosting
- Last-minute dropouts
- Counteroffers
- Salary expectation management
- Difficult candidate personalities
- Passive candidate hesitation
- Multiple offer situations
- Candidate objection handling
- Rebuilding candidate engagement
- Maintaining professionalism under pressure

Outcome

Participants improve confidence in handling challenging recruitment situations.

Module 6: Stakeholder Management & Recruitment Communication

- Understanding stakeholder expectations
- Consultative recruiter communication
- Managing unrealistic hiring expectations
- Influencing hiring decisions professionally
- Escalation handling techniques
- Communicating recruitment challenges effectively
- Regional communication differences
- Building recruiter credibility with stakeholders
- Managing recruitment pressure professionally

Outcome

Participants strengthen stakeholder communication and recruiter credibility.

Module 7: Recruitment Critical Thinking & Hiring Decision Effectiveness

- Critical thinking in recruitment
- Evaluating incomplete information
- Balancing speed vs hiring quality
- Identifying hiring risks
- Assessing candidate inconsistencies
- Avoiding “gut feel” hiring
- Structured evaluation approaches
- Recruitment recommendation techniques
- Comparing candidates objectively
- Bias awareness in hiring decisions

Outcome

Participants improve recruitment judgement and hiring decision consistency.

Module 8: Offer Management & Closing Candidates Successfully

- Offer pre-closing techniques
- Managing compensation discussions
- Candidate emotional drivers
- Offer presentation best practices
- Counteroffer prevention strategies
- Identifying joining risks early
- Managing candidate concerns
- Offer follow-up communication
- Building candidate commitment before onboarding

Outcome

Participants strengthen candidate management and offer conversion effectiveness.