

2012 Annual Training Conference



Practical Tools for Deeper Interview Assessments

Join us as we examine our
most valuable and
frequently used selection
tool – The
INTERVIEW

Presentation Summaries

Keynote: Selecting Winners - Interviewing and Hiring the Best – What Not to Miss

Forrest L. Story

Principal Trainer and Consultant, Public Sector Excellence

In preparing interview questions, we often look at the traditional “functional” aspects of a job and “**what**” a person needs to be able to do or know to be successful. However, in interviewing candidates for any job at any level, there is another area that must be addressed and that is the “behavioral” aspects of the job or “**how**” the job must be done. All jobs are performed in the context of an organizational culture and those cultures can be quite different. So even though “**what**” a person does can be the same from organization to organization, “**how**” they are allowed to do it will be different depending on culture, values and styles that are at play in a particular organization. Consequently, the job interview has to be prepared to address both the “what” and the “how” to increase the likelihood of picking a winner for the job.

In this highly interactive workshop, participants will learn some of the behavioral dimensions critical in any job and how to prepare interview questions that address those dimensions.

Accurately Assessing the Job Candidates’ Personality During the Employment Interview

Dr. Melinda Blackman

Professor of Psychology, CSUF

Dr. Blackman will discuss how employers can accurately detect the job candidate’s personality traits within the context of the employment interview. Based upon her research, she will share how it is possible to accurately ferret out a candidate’s potential for engaging in counterproductive behavior in the workplace. Optimal interview formats, the candidate’s nonverbal behavior and specific interview questions will be addressed during the presentation.

Competency-Oriented Interviewing

Chanjira Luu, HR Analyst, LA County Office Of Ed.

Shirley Chang, Sr. HR Analyst, LA County Office Of Ed
Paul Deines, Selection Analyst, CODESP

Chanjira Luu and Shirley Chang will explain how they use competency modeling to provide the foundation for interview development. They will also address how competencies are assessed via interview questions and responses, and the alternative scoring models that they use.

Paul Deines will complete the presentation by demonstrating how the Competency Dictionary and other resources available on the CODESP website can assist members in developing competency oriented interviews.

Legal Practicalities

Karen Meyers

Counsel, Orange County Department of Education

Karen Meyers will be addressing the interview phase of assessment from the legal standpoint to help us educate our raters and hiring authorities on questions not allowed to be asked in an interview. This will help us draw out more information from the candidates while still abiding by candidates’ rights.

Oral Interview Panels vs. Quality Control Panels

John R. Caldecott

Executive Director of Human Resources, Newport-Mesa Unified School District

Big Picture: Why does the public equate Civil Service with mediocrity? Do you just have basic oral interview panels or have you evolved to Quality Control Panels? Are our standards really high enough? The perceived quality of your merit/civil service eligibility lists and the positive impact you can have on your organization’s workforce are at stake. This workshop will focus on practical strategies you can use to upgrade oral interview panels to Quality Control Panels.



Conference Format

In order to provide a high quality conference at an affordable price to attendees, a one-day format is being utilized. Although the length is shorter, it is our hope that the experience will be just as rich as could be expected from a multi-day format. Here are some selected highlights:

- Eclectic, practical, and progressive program
- Complimentary breakfast, lunch, and snacks
- Frequent networking opportunities

Program Schedule

7:30 am- 8:00	Registration & Breakfast
8:00 - 8:15	Welcome & Introductions
8:15 - 9:30	Keynote Address by Forrest Story: Interviewing and Hiring the Best
9:30 - 9:45	<i>Break</i>
9:45 - 10:45	Legal Practicalities
10:45 - 11:00	<i>Break</i>
11:00 - 12:00	Assessing Candidates' Personality
12:00 pm - 1:00	Lunch
1:15 - 2:45	Competency Oriented Interviews
2:45 - 3:00	<i>Snack Break</i>
3:00 - 4:15	Oral Interview Panels vs. Quality Control Panels
4:30 - 7:00	Networking Social Event

Hotel Information

Several hotels within a few miles on Newport Boulevard, Pacific Coast Highway, Jamboree

1. [Holiday Inn Express Newport Beach](#)
2300 West Coast Hwy
Newport Beach CA 92663
(800) 308-5401 Reservations
*Close to the beach
*7.5 miles from John Wayne Airport
2. [Holiday Inn Express & Suites Costa Mesa](#)
2070 Newport Blvd.
Costa Mesa CA 92627
(949) 631-6000
*2 miles from John Wayne Airport
*½ mile from Conference
3. [Ramada Inn and Suites](#)
4. [Hyatt Regency Newport Beach](#)
5. [Newport Beach Marriott](#)



Friday, November 9, 2012
7:30 a.m. - 4:30 p.m.

The Turnip Rose
Grand Newport Plaza
1901 Newport Blvd.
Costa Mesa, CA 92627
Free On-site Parking!

Registration Step By Step

1. Select one of six registration options:

OPTION A	Conference Only
	1 - Student/Member (\$94) 2 - Student/Non-Member (\$104) 3 - Non-Student/Member (\$124) 4 - Non-Student/Non-Member (\$144)
OPTION B	Conference + 2013 Membership
	5 - Student (\$109) 6 - Non-Student (\$164)

2. Complete registration form, which can also be found on the PTC-SC website at:

www.ptc-sc.org

3. Write check payable to "PTC-SC"

4. Mail check and registration form to:

Christi Winslow
Attn: PTC-SC
Newport-Mesa USD
2985 Bear Street
Costa Mesa, CA 92626
cwinslow@nmusd.us
(714) 345-8945

OR

Pay online with Paypal

