# Executive Recruiting Training Course

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Human Resource Management | **Duration** | 5 Days |
| **Base Fee** | $1,500 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

Executive Recruiting is a high-stakes, strategic function that directly impacts organizational growth, innovation, and competitive advantage. In today's dynamic talent market driven by AI-powered recruitment, digital transformation, leadership agility, data-driven hiring, employer branding, DEI strategy, succession planning, and global talent mobility, organizations require elite recruiters who can identify, attract, assess, and secure top executive leadership. This program equips participants with cutting-edge executive search methodologies, advanced talent intelligence tools, predictive analytics, and strategic stakeholder management capabilities to build world-class leadership pipelines.

Executive Recruiting Training Course is designed to transform recruiters, HR leaders, and talent acquisition professionals into trusted strategic advisors capable of delivering high-impact executive placements. Through real-world case studies, competency-based interviewing frameworks, executive assessment models, negotiation strategy, and confidential search execution techniques, participants will master C-suite hiring, board-level recruitment, leadership succession, confidential search strategy, and executive onboarding excellence in a highly competitive global talent landscape.

## Programme Curriculum

**Executive Recruiting Training Course**

**Introduction**

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**Course Duration**

5 days

**Course Objectives**

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

1. Develop a strategic executive search roadmap aligned with business growth objectives
2. Apply AI-driven sourcing and talent intelligence platforms for executive search
3. Build a high-performance leadership talent pipeline strategy
4. Execute confidential and retained C-suite search engagements
5. Implement data-driven executive assessment frameworks
6. Conduct advanced behavioral, competency-based, and psychometric interviews
7. Strengthen employer branding for executive attraction
8. Lead diversity, equity & inclusion (DEI) executive hiring strategies
9. Utilize predictive hiring analytics for leadership success forecasting
10. Manage executive stakeholder expectations and board-level reporting
11. Design competitive executive compensation negotiation strategies
12. Mitigate risk through executive due diligence and reference intelligence
13. Implement strategic executive onboarding and leadership integration plans

**Target Audience**

1. Executive Recruiters & Headhunters
2. Talent Acquisition Directors
3. HR Business Partners
4. CHROs & HR Leaders
5. Recruitment Consultants
6. Leadership Development Professionals
7. Organizational Development Managers
8. Startup Founders & Business Owners hiring senior leadership

**Course Modules**

**Module 1: Strategic Executive Search Foundations**

- Executive search lifecycle framework
- Retained vs contingent search models
- Stakeholder alignment & search scoping
- Leadership competency mapping
- Market intelligence & talent benchmarking

- **Case Study:** Global technology firm building a new C-suite leadership team post digital transformation.

**Module 2: AI & Talent Intelligence in Executive Recruiting**

- AI-powered sourcing platforms
- LinkedIn Recruiter & advanced Boolean search
- Talent mapping & competitor analysis
- Data-driven candidate shortlisting
- Recruitment automation & CRM optimization
- **Case Study:** Using predictive analytics to identify high-growth fintech CEO candidates.

**Module 3: Leadership Assessment & Executive Evaluation**

- Behavioral & competency-based interviewing
- Executive psychometric assessment tools
- Cultural fit vs culture add analysis
- 360-degree leadership referencing
- Risk mitigation in executive hiring
- **Case Study:** Avoiding a costly executive mis-hire through leadership assessment analytics.

**Module 4: DEI & Inclusive Executive Hiring**

- Bias-free executive recruitment strategies
- Diverse leadership pipeline development
- Inclusive employer branding
- Board-level diversity metrics
- ESG & governance hiring alignment
- **Case Study:** Increasing female board representation in a multinational corporation.

**Module 5: Executive Candidate Engagement & Experience**

- High-touch executive candidate management
- Confidential search communication strategy
- Employer value proposition (EVP) for leaders
- Candidate relationship management
- Executive networking & passive talent engagement
- **Case Study:** Securing a passive Fortune 500 COO candidate.

**Module 6: Executive Compensation & Negotiation Strategy**

- Total rewards benchmarking
- Equity, stock options & long-term incentives
- Executive contract structuring
- Offer negotiation psychology
- Counteroffer risk management
- **Case Study:** Negotiating a global CFO compensation package.

**Module 7: Stakeholder & Board-Level Management**

- Managing C-suite expectations
- Executive search reporting dashboards
- Confidentiality governance

- Search committee facilitation
- Crisis hiring & rapid executive replacement
- **Case Study:** Emergency CEO replacement during organizational crisis.

**Module 8: Executive Onboarding & Succession Planning**

- 90-day executive integration roadmap
- Leadership assimilation strategy
- Succession pipeline design
- Performance success metrics
- Executive retention & engagement strategy
- **Case Study:** Structured onboarding improving executive retention by 35%.

## Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** *+254769199797*

***Certification***

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

***Tailor-Made Course***

*We also offer tailor-made courses based on your needs.*

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 27 Nov 2026 | Online | $1,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $1,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $4,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com