

## Clarity Helps Consumer Food Giant with New Hire Training

### Challenge

A FORTUNE® 500 packaged foods company required training to support its hiring efforts. The training needed to address the company's new selection process, basic interviewing techniques, and legal aspects of making hiring decisions.

### Opportunity

The company needed an instructional designer who was knowledgeable in the areas of selection and hiring. Clarity provided a consultant with direct experience managing the recruiting process and hiring employees. The consultant helped the client to determine best practices and identify key program elements to include in the training.

### Results

Training included blended learning and a customized eLearning program regarding legal issues in the hiring process. The consultant developed presentation slides, instructor manuals, and user guides that used role playing and simulations to reinforce concepts. During the initial stages of implementation, the consultant conducted a pilot session that led to program improvements.



### Clarity enabled the client to:

- Identify best practices and legal guidelines to include in its training program.
- Ensure that learning was applied through role plays and simulations.
- Train 200 managers during the first year of implementation.

▶ Do you have critical projects to complete, but lack the necessary resources to get the job done? Contact us.