

Agency Management Training Course (AMTC)

Unlock Your Leadership Potential

Selection Module
3 Days

Selecting top talent is a key aspect of any organization's growth and success. LIMRA's **AMTC Selection Module** equips participants with the knowledge, skills, techniques, and tools necessary to increase agency success by setting expectations, creating job samples, using selection tools, and building confidence in conducting recruiting meetings.

Over 6 classes (3 days), participants will learn various applicable techniques, critical skills, and proven approaches and methods to build a foundation for selecting recruits, including:

- 1 THE INITIAL INTERVIEW:**
Develop skills in making a good first impression and conducting the initial interview using specific guidelines.
- 2 COMMUNICATION OF TEST RESULTS AND THE IN-DEPTH INTERVIEW:**
Explore how to discuss the results of the assessment tool and develop skills in delivering negative results to a candidate.
- 3 THE IN-DEPTH INTERVIEW (CONTINUED):**
Learn the effective ways to conduct in-depth interviews using specific guidelines.
- 4 REFERENCE CHECKING AND THE CAREER PRESENTATION:**
Understand how to conduct proper reference checking and make an effective career presentation.
- 5 THE JOB SAMPLE:**
Examine how to develop a customized job sampling process and have candidates actually perform a sales agent's job.
- 6 FINALIZING MUTUAL COMMITMENTS AND SKILL REINFORCEMENT:**
Discover how to conduct a VIP discussion and develop skills in making a final selection decision.

The **AMTC Selection Module** provides participants with a comprehensive guide to selection. Throughout the classes, participants will engage in deep discussions and sharing, role-playing and skills drills, video-based role-modeling, and practical assignments. These activities will ensure participants improve the match between candidates and the unit/agency, thus increasing overall success in the business.

The full AMTC course consists of five modules including Orientation and Planning, Recruitment, Selection, Training, and Performance Management.

Learn more about the AMTC course at:

www.limra.com/AMTC or contact TalentSolutionsInternational@limra.com