

Recruitment, Selection, and Hiring

Tuesday, July 22, 2014, 2:00 p.m. EDT

Christine V. Walters, MAS, JD, SPHR
HR Consultant and Author
Westminster, Md.

Christine V. Walters, MAS, JD, SPHR, is a human resources consultant and author who speaks regularly at industry events focused on HR legal practices and emerging issues.

Christine has been engaged as an expert witness for the defense, presented at conferences across the country, and testified before U.S. Congressional and state legislative committees and federal administrative agencies. Christine has been interviewed and quoted in a variety of media, including television, radio, and print. In March 2011, her first book, "From Hello to Goodbye: Proactive Tips for Maintaining Positive Employee Relations" was published by the Society for Human Resource Management.

After working nearly 10 years in HR administration, Christine started FiveL Company in 1998 as a part-time practice while working full time at the Johns Hopkins University as program director and interim department chair. She discontinued FiveL Company when she joined the law firm of Saul Ewing LLP in 2000, but she restarted the practice when she ventured out on her own to provide full-time human resources and employment law consulting in September 2002.

Christine served as an adjunct faculty member of the Johns Hopkins University from 1999 until 2006, teaching graduate-, undergraduate-, and certification-level courses.

Christine demonstrates her commitment to supporting and advancing the needs and interests of the business community and the HR profession by currently serving in a number of volunteer leadership roles.

Christine is licensed to practice law in Maryland.

Session Description:

Have you ever found out information about a new employee you wish you had known before you made your hiring decision? Is there information you want to get, but you're not sure how? Are you looking for new sources for finding qualified candidates?

This interactive course provides participants with the opportunity to review questions to ask – or not to ask – on employment applications and during interviews, to develop interviewing and selection skills, and to identify recruiting and selection practices that can enhance hiring decisions.



Learning Objectives:

- Compare and contrast various applicant sources;
- Recognize questions that are unlawful or put an employer at risk for legal challenges; and
- Create open-ended, behavior-based interview questions that put candidates at ease and elicit desired information; and more.

Top Three Session Ideas

Tools or tips you learned from this session and can apply back at the office.



1. _____

2. _____

3. _____