

---

With the successful completion of a Competency-Based Interviewing (CBI) workshop, you may choose to become licensed as a CBI Trainer to deliver the workshop to your own organization. By having a licensed CBI Trainer on staff, your organization will enjoy the flexibility and convenience of providing this interviewing training in-house based on your needs, schedule and budget.

**Train-the-Trainer includes:**

- A half-day of customized coaching and training with Alan Davidson, Ph.D., co-developer of Competency-Based Interviewing.
- A perpetual license to teach Competency-Based Interviewing internally that is renewed yearly at no additional cost.
- A comprehensive *Trainer's Kit*, including: handouts; a PowerPoint® presentation; experiential learning exercises; transparencies; pertinent research articles from human resource management publications, behavioral science journals and the popular press that will further enhance your credibility as a trainer.



**TRAIN-THE-TRAINER**

- Significant CBI Trainer discounts when purchasing the *Guide to Competency-Based Interviewing* and the companion software program *SmartHire: Competency-Based Interviewing for Windows®* for your interviewing training.
- Lifetime CBI Trainer support, including technical support for the *SmartHire* software program.

An on-staff CBI Trainer is a valuable asset for Human Resources professionals and other personnel involved in hiring. Following the Train-the-Trainer certification, a representative from your organization will be ready to present Competency-Based Interviewing and add genuine value to your selection process. Your internal CBI Trainer will have our firm's full support in the teaching and interviewing process.

Train-the-Trainer certification is delivered to meet your needs and schedule. Many clients prefer to book the day following a public CBI workshop. Others elect to arrange an in-house workshop with Dr. Davidson, followed by Train-the-Trainer certification. Alternatively, we offer the certification program in our offices in San Diego, California.

Contact us to discuss the options available to your organization through our Train-the-Trainer certification process.

**DAVIDSON CONSULTING**

**PROVIDING GLOBAL SYSTEMS TO IDENTIFY, TRAIN, DEVELOP AND RETAIN COMPETENT PEOPLE**

---

3914 MURPHY CANYON ROAD, SUITE A162 • SAN DIEGO, CALIFORNIA 92123  
TELEPHONE 858-292-7341 • FAX 858-292-7052 • [WWW.ALANDAVIDSONCONSULTING.COM](http://WWW.ALANDAVIDSONCONSULTING.COM)