

# Talent Acquisition and Recruitment Strategy

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## 1. Role-Play Dialogue (Approximately 10 minutes)

### Characters:

- **HR Manager**
- **Department Head**

**Scenario:** A recruitment strategy meeting between the HR Manager and a Department Head.

**HR Manager:** Thank you for joining today's meeting. We need to refine our recruitment strategy to attract top talent. If we improve our employer branding, we could increase applications from highly qualified candidates.

**Department Head:** I completely agree. Currently, our job postings don't highlight our company culture effectively. If we emphasize our work-life balance and professional development opportunities, we may gain more interest.

**HR Manager:** That's a great point. We should also streamline our hiring process. If we reduce the time between application and offer, we might prevent losing candidates to competitors.

**Department Head:** Yes, I've noticed that top candidates often receive multiple offers. We could implement a structured interview process to make faster and more data-driven decisions.

**HR Manager:** Additionally, if we expand our search to include social media platforms and professional networks, we could reach a broader pool of candidates.

**Department Head:** That sounds like an effective strategy. We should also consider internal referrals. If we incentivize our employees to recommend qualified professionals, we could reduce hiring costs and ensure cultural fit.

**HR Manager:** Absolutely. Let's draft an action plan and set clear targets for improving our talent acquisition process.

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## **2. Comprehension Questions and Sample Answers (Approximately 5 minutes)**

**Q1:** What is one way the company can attract more top talent?

**A1:** The company can improve its employer branding by highlighting work-life balance and professional development opportunities.

**Q2:** Why does the HR Manager want to streamline the hiring process?

**A2:** The HR Manager wants to reduce the time between application and offer to prevent losing candidates to competitors.

**Q3:** How can social media help in recruitment?

**A3:** Social media platforms and professional networks can help the company reach a broader pool of candidates.

**Q4:** What is the benefit of internal referrals?

**A4:** Internal referrals can reduce hiring costs and ensure that new employees are a good cultural fit.

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## **3. Teacher's Lesson Points (Concise Version)**

### **Pre-Class Preparation:**

- Review the dialogue, key vocabulary (talent acquisition, recruitment, top talent), and grammar points (modal verbs, conditionals).
- Prepare additional explanations if necessary.

### **Introduction (2–3 minutes):**

- Warm-up discussion: Ask the student about their experience with hiring or job applications.

- Introduce lesson objectives: Understanding recruitment strategies and practicing conditionals/modal verbs in business discussions.

### **Reading & Analysis (10 minutes):**

- Have the student read the dialogue aloud.
- Correct pronunciation, intonation, and natural speech patterns.
- Highlight key grammar points: “If we... then we could...” structure.

### **Comprehension Check (5 minutes):**

- Ask the comprehension questions and provide feedback.
- Clarify any misunderstood points.

### **Role-Play Practice (Remaining Time):**

- Assign roles (HR Manager / Department Head) and practice the conversation.
- Encourage using the target vocabulary and grammar naturally.
- Switch roles if time allows.

### **Wrap-Up (2–3 minutes):**

- Summarize key points (vocabulary and grammar structures).
- Assign homework: Prepare a short recruitment strategy proposal using modal verbs and conditionals.