

ADVANCED INTERVIEWING SKILLS

ELBOURINI INTERVIEW METHODOLOGY™

A proven, evidence-based methodology to assess leadership, accountability and executive judgment.



Extract Real Evidence



Measure Personal Contribution



Make Defensible Decisions



Improve Hiring Quality



“ Most interviewers collect stories.
Professional assessors collect evidence.”

A COMPLETE HYBRID CERTIFICATION JOURNEY



1 SELF-PACED LEARNING

5 interactive modules with practical tools, examples and knowledge checks.



2 LIVE WORKSHOP

Hands-on practice, simulations, role plays and calibration with expert facilitator.



3 CAPSTONE ASSESSMENT

Conduct a structured interview and submit an evidence-based evaluation for certification.



CERTIFICATION

Certified Advanced Interviewer – Elbourini Interview Methodology™

WHAT PARTICIPANTS WILL LEARN

- ✓ Establish authority and control the interview structure
- ✓ Apply the Five-Minute Rule to generate early evidence
- ✓ Convert “We” statements into individual accountability
- ✓ Validate behavioral evidence through structured probing
- ✓ Assess executive judgment under ambiguity and risk
- ✓ Differentiate participation, contribution, ownership and leadership
- ✓ Identify weak, theoretical or rehearsed answers
- ✓ Score candidates using a defensible evidence-based framework
- ✓ Improve quality and consistency of hiring decisions
- ✓ Interview with confidence, respect and professionalism

THE METHODOLOGY IN ACTION

- ✓ Opening Authority Drill
- ✓ Strategic Interruption
- ✓ We-to-I Pivot
- ✓ Behavioral Validation
- ✓ Executive Logic & Risk
- ✓ Scoring Calibration
- ✓ Evidence-Based Reporting

IDEAL FOR

- ✓ Talent Acquisition Teams
- ✓ HR Business Partners
- ✓ Assessment Center Assessors
- ✓ Internal Promotion Panels
- ✓ Learning & Development Specialists
- ✓ Line Managers
- ✓ Executive Selection Committees
- ✓ Future Assessors and Interviewers

INVESTMENT

STANDARD FEE

~~USD 2,000~~

FOUNDING COHORT RATE

USD 1,200

SAVE USD 800

EARLY REGISTRATION OFFER

Limited seats available. Secure your place today!



5 SELF-PACED MODULES
Interactive digital learning



LIVE WORKSHOP
Practical drills, simulations and calibration



CAPSTONE ASSESSMENT
Structured interview and evaluation report



PROFESSIONAL CERTIFICATION
Certification from IOA



REAL BUSINESS IMPACT
Better decisions. Stronger talent.



Elevate Your Interviews.
Strengthen Your Decisions.

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