Chocolate Systems Technology Recruitment Training Storyboard

Target Audience: Company hiring managers and recruiters

Learning Objectives:

1. Identify the 7 elements of the interviewing strategy.
2. Distinguish between best and worst interviewing practices.
3. Apply the strategies necessary to identify and recruit ideal employees.

Outline:

- Introduction
    - Message from company CEO emphasizing the importance of good recruiting and the value of hiring managers and recruiters
    - Objectives and Navigation
- Star Recruiter Highlights
    - Three top recruiters will highlight best and worst practices in an informal interview
    - Learner will respond to a quick knowledge check
- 7 Interviewing Elements
    - The learner will click on the 7 interviewing elements to learn more about them.
    - Learner will respond to a quick knowledge check
- 3 Interviewing Mini-Scenarios
    - All scenarios will have the following format
    - The learner will listen to a short exchange between an interviewer and a potential employee. Based on the exchange, the learner will select the correct next step or identify the problem with the exchange.
    - Scenario 1: Preparation: Questions
    - Scenario 2: Timing
    - Scenario 3: Out of the Checklist Thinking
- Final Evaluation (Quiz)

Directions: N/A

Module Resources/References: N/A

Slide 1.1 Menu Title: *[Insert Title]*			**Objective: N/A**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
All slides use the Master Slide format: light grey background (#D6DFE1) with black text (#000000) and a dark grey banner (#6E6D68) stretching across the top and bottom. All slides will feature the company logo in the top right corner:  The title of the course will appear centered in the bottom grey banner: Chocolate Systems Technology Training.	The company logo will appear using a spin & grow animation. The logo will disappear, replaced by the text: Welcome to Chocolate Systems Technology Recruiter Training. Please fill in your name below and then click Continue to begin. The user will type their name into a box, replacing text that says Please type your name here. The user will click a Continue button to advance.	Welcome to Chocolate Systems Technology Recruiter Training. Please fill in your name below and then click Continue to begin.	The user will type their name into a box, replacing text that says Please type your name here. The user will click a Continue button to advance.
Notes: All text, unless otherwise noted, uses Open Sans. Font size is changeable depending on the visual requirements of the slides. Chocolate Systems, its CEO, and employees are imaginary. Photos and images are to be taken from the Storyline image banks, which states that the materials may be used without attribution.			

Slide 1.2 Menu Title: *Message*			Objective: N/A
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
A picture of the presumptive CEO of the company appears on the left of the slide: 	Introduction Message The following name and title appear centered to the right of the picture: Jana Chocolate CEO Chocolate Systems Technology The name Jana Chocolate should appear in Segoe Script, size 28.	Hello! My name is Jana Chocolate, and I'm the CEO of Chocolate Systems Technology. You're taking this training because you're a valued hiring manager or recruiter for our company. Great employees are crucial to our continued success, and it's your hard work that brings us those employees. This training will help you to recognize our core values and strengthen your recruiting skills. Thank you for participating today.	
Notes: All slides will use the same title format: the title will appear in the upper left hand corner and will use a Grow & Spin animation to slide onto screen.			

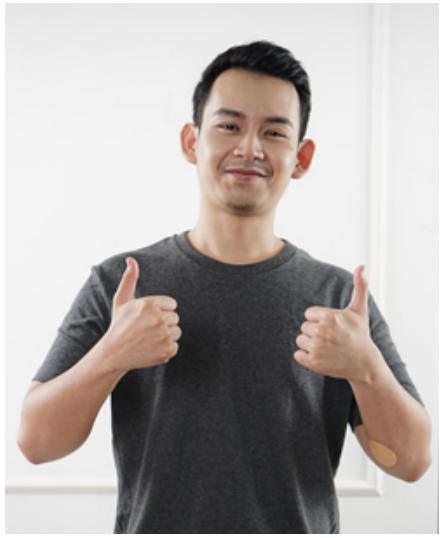
Slide 1.3 Menu Title: *Navigation*	Objective: N/A

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
A spinning compass slides onto the screen under the word Navigation. Highlighted arrows appear to indicate the Menu and Previous and Next buttons as signaled by the narration. 	Navigation The large title Navigation appears at the top and middle of the slide.	Please familiarize yourself with the course navigation. On the left, you will find the menu. You may use the Previous and Next buttons to move forwards and backwards in the course. When ready, please click Next to advance to the Course Objectives.	The user clicks Next to advance.
Notes:			

Slide 1.4/ Menu Title: *Objectives*			Objective: N/A
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
A blank computer monitor/screen appears in the middle of the slide:	Objectives The list of objectives appears on the blank computer screen. The word Objectives and each individual Objective	During this training, you will accomplish the following objectives. You will learn to: **1.** Identify the 7 elements of the interviewing strategy. **2.** Distinguish between best and worst interviewing practices. **3.** Apply the strategies necessary to identify and recruit ideal employees.	The user clicks Next to advance.

	appears as signaled by the narration. Objectives **1.** Identify the 7 elements of the interviewing strategy. **2.** Distinguish between best and worst interviewing practices. **3.** Apply the strategies necessary to identify and recruit ideal employees.	Click Next to discover some best practices from some of our top recruiters.	
Notes:			

Slide 2.1/ Menu Title: *Best Practices*			**Objective: 2**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Images of the three top recruiters appear on the screen. Each recruiter's name appears below his/her picture. A picture of an hourglass appears on Regina's layer. A picture of a magnifying glass appears on Ross's layer.	Best Practices Click on each picture to hear best practices from our star recruiters. The Next button will appear after you listened to all three. The second sentence above should be placed	Click on each picture to hear best practices from our star recruiters. Regina Layer I found the perfect candidate for a senior software developer role. Unfortunately, she let me know that she already had two job offers in hand! I knew our company didn't want to lose this candidate, so I rapidly scheduled two phone interviews and a zoom interview with the department	The user will click on each picture to hear from each recruiter. After having clicked on all three pictures, the user will click next to move forward.

Regina  Regina Pinkley 	in red font to indicate important information. Both sentences should appear across the bottom of the slide, under the names of the recruiters. Regina Layer Best Practices Timing is everything. Sometimes, it really is of the essence! Corey Layer Best Practices Know what you want! Technical skills are only part of the picture. Ross Layer Best Practices The Internet isn't Vegas – what happens on the Internet lives forever.	manager. I expedited the rest of the process, including contacting her references. Throughout the process, I let her know that she really mattered to us, something that was confirmed in the rest of her interviews when senior staff asked about her interests outside of work and discussed our generous PTO and work from home policies. She ultimately went with our offer, because she said that she appreciated our respect for her time and our interest in her as a person. Corey Layer I interviewed a really unusual candidate. He had strong skills as a dot Net developer and seemed ideal for the position I had in mind, but his resume was really unusual. It included his experience as a scuba diving pizza delivery man. Seriously. There's an underwater hotel in Florida that gets pizza delivered in a waterproof box. I asked him why he'd included this unusual experience, and he said that it highlighted his adventurous spirit and out-of-the-box thinking. Clearly he was a great fit for our company! Ross Layer Talent acquisition is hard, but it can also be pretty entertaining. I interviewed a person who'd just graduated from college and he seemed to check all of our boxes – great technical knowledge, good interviewing skills. Unfortunately, a quick internet search revealed he'd also been in a reality tv show	

Corey Will  Ross Blair		as the guy who, ahem, pooped on everyone's bed, and clips of this were all over the internet. In the end I sent him to the hiring manager anyway, because his technical role wouldn't involve any interaction with our clients. The moral of the story is that a checklist isn't all that.	
Notes:			

Slide 2.2/ Menu Title: *What Not to Do*			**Objective: 2**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
A motivational images slides onto the screen, replaced by an accordion layout with three categories: Interview Questions, Education Wow Factor, Candidate Abandonment.	What Not to Do No text on title layer; on accordion layer the user will click on boxes labeled:	Now, our star recruiters will share some tips about what not to do. Click on each layer to learn about some common mistakes made by recruiters. Interview Questions	The user will click on each element of the accordion interaction, then click on Next to move forward.

<table>
<tr>
<td>

On the accordion layout, users will see the three elements to click on the left hand of the screen. The right hand of the screen will be an image of a keyboard with paper.

</td>
<td>Interview Questions
Education Wow Factor
Candidate Abandonment</td>
<td>It's important to prepare for each interview, and a list of questions is a vital part of that. But, make sure your questions count! Don't include a bizarre question just for the sake of surprising your candidate. Think about what you hope to learn about your candidate with each question. Don't be afraid to deviate from your list of questions, either – sometimes a candidate will say something that you will want to learn more about.

Education Wow Factor

Degrees matter, but so does experience. Don't be so awed by a fancy degree that you neglect to check for real-world experience and appropriate dedication. A good fit and skills matter more than a diploma.

Candidate Abandonment

Above all, don't abandon your candidates. Be sure to check in with your candidate regularly and be up front about the hiring process. Be sure to schedule those in-depth phone, zoom, and in-person interviews promptly; don't waste the candidate's timeW – or the company's!</td>
<td></td>
</tr>
<tr>
<td colspan="4">Notes:</td>
</tr>
</table>

Slide 2.3 Menu Title: *Knowledge Check*			Objective: 2
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The following image will appear:  	Knowledge Check Introduction There is no further text on this slide.	You will now complete a quick knowledge check based on the tips from our star recruiters.	The slide will advance automatically when the timeline concludes.
Notes:			

Slide 2.4 Menu Title: *Question*			Objective: 2
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The question and answers appear in the large grey area between the upper and lower banner.	Knowledge Check Question Question: It's ok to take your time to schedule follow up interviews with your candidate. Answers: True **False** Correct Feedback: That's right! You selected the correct response.	It's ok to take your time to schedule follow up interviews with your candidate.	The user will click a response to the question, then click Continue to advance.

	Timeliness is important for both the candidate and our company. Incorrect Feedback: You did not select the correct response. Timeliness is important for both the candidate and our company.		
Notes:			

Slide 3.1/ Menu Title: *Introduction*			**Objective: 1**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The following image appears: 	Introduction There is no further text on this slide.	Now that you've heard from three of our top recruiters, it's time to more formally emphasize our company's 7 recruiting elements. Please click on each of the tabs to learn more about each aspect of quality recruiting.	The slides moves forward automatically when the timeline concludes.
Notes:			

Slide 3.2 Menu Title: *7 Interviewing Elements*			**Objective: 1**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
7 tabs appear on the left of the screen. The right of the screen is	Interviewing Elements	Please click on each tab to learn more. The Next button will appear once you have visited all tabs.	The user will click on each tab of the accordion interaction,

occupied by a picture which will change with each element.  **Punctuality**  **Job Definition**	Please click on each tab to learn more. The Next button will appear once you have visited all tabs. No further text appears on the subsequent layers.	Punctuality Our candidates are important to us, and we respect their time. We also recognize that great candidates often have multiple opportunities. That's why it's important to prioritize scheduling interviews quickly and expediting the hiring process, especially if you have a particularly strong candidate. We always want to send the message that our candidates are our priority. Job Definition The job description should fully define the job we expect the candidate to do. It's a hiring guide, but it's also the candidate's guide to the position. Be sure that the job description adequately outlines the position requirements, the technologies involved, the team culture, and any other business skills required. Interview Requirements Although the job description must be adequately defined, you don't need a checklist. We operate in a fast-paced field in which technologies change yearly, and sometimes even monthly. While technical knowledge is important, the ability to adapt and learn is more important. Interview based both on what a person already knows and what they can learn. Interview Questions	then click Next to move forward.

 **Interview Requirements**  **Interview Questions**  **Interview Preparation**		Although you can sometimes ask new questions if a candidate says something particularly interesting or worthy of exploration, you need to go into the interview prepared. That means having a list of relevant, useful questions on hand, already prepared for that candidate. Ensure that the topics you cover include the technologies and skills identified in the job description. There's no point in asking strange questions to test the candidate; align your questions with the job description. Similarly, we don't recommend coding tests. Use the interview questions to cover the technical points. Interview Preparation Just as candidates prepare for interviews, so too should interviewers practices. Be sure that you are adequately knowledgeable about the subject matter, which may require research or additional training. Interview Purpose Keep in mind that the purpose of the interview is to get to know the candidate. You're not testing or torturing the candidate with impossible questions. Instead, both of you should work together to gauge whether or not the position is an ideal fit for the candidate. Candidate Contact Finally, try to schedule the necessary interviews back-to-back and make effective	

 **Interview Purpose**  **Candidate Contact** 		use of time. If a candidate needs to meet several decision makers, try to have them all present in the same in-person or zoom interview.	
Notes:			

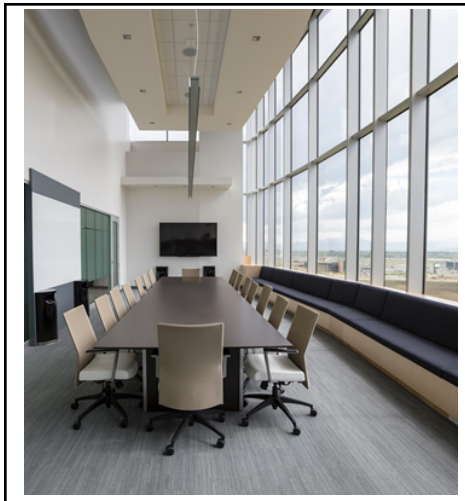
Slide 3.3/ Menu Title: *Knowledge Check*			Objective: 1
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The following image will appear:  	Knowledge Check Introduction There is no further text on this slide.	You will now complete a quick knowledge check based on the 7 Interviewing Elements.	The slide will advance automatically when the timeline concludes.
Notes:			

Slide 3.4 Menu Title: *Question*			Objective: 1
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The question and answers appear in the large grey area between the upper and lower banner.	Knowledge Check Question Question: In the interviewing process, which of the following should you NOT do: Answers: • Prepare a list of detailed, relevant questions.	In the interviewing process, which of the following should you NOT do:	The user will click a response to the question, then click Continue to advance.

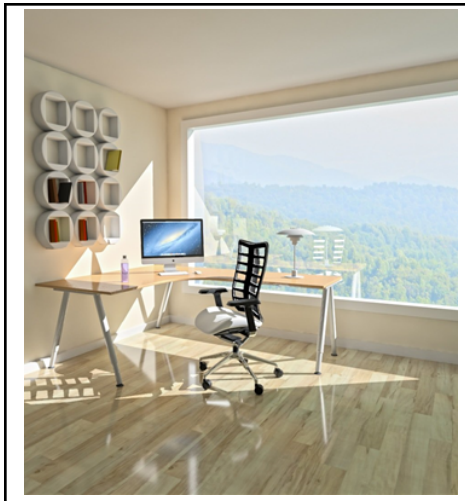
	• Schedule follow-up interviews quickly and efficiently • **Challenge the candidate repeatedly to see if they crack under pressure.** • Ask technical questions relevant to the job description. Correct Feedback: That's right! You selected the correct response. The interview is intended to gauge whether or not the candidate is a good fit for the role. Referring to a list of prepare questions is appropriate, as is scheduling follow-up interview promptly. However, aggressively challenging the candidate is not a good practice.		

	Incorrect Feedback: You did not select the correct response. The interview is intended to gauge whether or not the candidate is a good fit for the role. Referring to a list of prepare questions is appropriate, as is scheduling follow-up interview promptly. However, aggressively challenging the candidate is not a good practice.		
Notes:			

Slide 4.1 Menu Title: *Mini-Scenarios Introduction*			**Objective: 3**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Two different office backgrounds and avatars split the slide. On the left, the more formal office appears:	Mini-Scenarios Introduction No further text appears on this slide.	Now that we've covered the seven interviewing elements, it's time to respond to some mini-scenarios. Meet Nikki, who will be interviewing Renata. Nikki and Renata are going to engage in several conversations that might occur in an interview situation. Listen to the conversation, then respond to the following question.	The slide will advance automatically when the timeline concludes.

 Nikki, an avatar, occupies, this office:			

 On the right, a less formal office appears:			

 Renita, a different avatar, appears in this office space. Each avatar will change states to make a friendly gesture when signalled by the narration.			
Notes:			

Slide 4.2 Menu Title: *Mini-Scenario 1*			**Objective: 3**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The same office pictures and avatars appear on the Mini-Scenarios Introduction and all three Mini-Scenario Slides.	Mini-Scenario 1 No further text appears on this slide.	Nikki: Now that we've covered your background, I'd like to ask you a few questions about See Sharp. Your resume lists this as one of your programming languages. Renata: Yes, that's accurate and I'm happy to answer your questions.	The slide will advance automatically when the timeline concludes.

The avatars will change attitude and/or gestures as called for by the dialogue. The avatars on this slide should assume various positive answering poses.		Nikki2: Let's start with the basics. Can you tell me about the features of See Sharp? Renata 2: Certainly. See Sharp is an object-oriented programming language used in dot Net applications. Nikki 3: What do objects refer to? Renata 3: Classes are the basis of an object-oriented programming language. The class acts as a blueprint to create objects, and objects represent real-life entities, which are characterized by states, behavior, and identities.	
Notes:			

Slide 4.3 Menu Title: *Mini-Scenario 1 Question*			**Objective: 3**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The question and responses appear in the large grey area between the upper and lower banner.	Mini-Scenario 1 Response Question: In the conversation you've just heard, what did Nikki, the interviewer, do well? Answers: ● **She came prepared with a**	In the conversation you've just heard, what did Nikki, the interviewer, do well?	The user will click a response to the question, then click Continue to advance.

	list of questions relevant to the technical subject matter. ● She asked the candidate challenging questions that she couldn't answer ● Nikki displayed interest in the candidate as a person. ● Nikki used a checklist to evaluate the candidate Correct Feedback: That's right! You selected the correct response. It's important to prepare a list of relevant questions ahead of time. Incorrect Feedback: You did not select the correct response. Nikki managed the candidate well, asking relevant questions to the		

	technical position without being overly aggressive or condescending. She did not use a checklist.		
Notes:			

Slide 4.4 Menu Title: *Mini-Scenario 2*			**Objective: 3**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The same office pictures and avatars appear on the Mini-Scenarios Introduction and all three Mini-Scenario Slides. The avatars will change attitude and/or gestures as called for by the dialogue. The avatars on this slide should assume various unhappy listening and frustrated poses.	Mini-Scenario 2 No further text appears on this slide.	Renata: Hi, Nikki, I was just calling to follow up on my second-round interview. Nikki: Renata, it's great to hear from you. I'm sorry, we haven't gotten that interview on the calendar yet. Renata: Ok, well, I actually have an offer from another position. I was really interested in your company, but I can't afford to turn down the other offer.	The slide will advance automatically when the timeline concludes.
Notes:			

Slide 4.5 Menu Title: *Mini-Scenario 2 Question*			**Objective: 3**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The question and responses appear in the large grey area between the upper and lower banner.	Mini-Scenario 2 Response	Based on the conversation you've just heard, what should Nikki have done differently?	The user will click a response to the question, then click Continue to advance.

	Question: Based on the conversation you've just heard, what should Nikki have done differently? Answers: ● Nikki should have rejected the candidate first. ● She should have apologized and scheduled the second-round interview on the spot. ● **Nikki should have respected the candidate's time by promptly scheduling the second-round interview.** ● She should have called her boss. Correct Feedback: That's right! You selected the correct response. It's important to value the		

	candidate's time and schedule follow-up interviews promptly. Incorrect Feedback: You did not select the correct response. It's important to value the candidate's time and schedule follow-up interviews promptly.		
Notes:			

Slide 4.6 Menu Title: *Mini-Scenario 3*			**Objective: 3**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The same office pictures and avatars appear on the Mini-Scenarios Introduction and all three Mini-Scenario Slides. The avatars will change attitude and/or gestures as called for by the dialogue. The avatars on this slide should assume various excited (Renata) and bored/disinterested (Nikki) poses.	Mini-Scenario 2 No further text appears on this slide.	Nikki: We've covered most of the items on my checklist, but I wanted to ask you about a gap on your resume from 2012 to 2018. Renata: Yes, I didn't know how to list that on my resume. I joined the Air Force right out of college. I worked on computer systems programming. Nikki: Wow, that's really interesting. Let's discuss your knowledge of S Q L Servers.	The slide will advance automatically when the timeline concludes.
Notes:			

Slide 4.7 Menu Title: *Mini-Scenario 3 Question*			Objective: 3
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The question and responses appear in the large grey area between the upper and lower banner.	Mini-Scenario 3 Response Question: What should Nikki, the interviewer, have done after hearing about Renata's military experience? Answers: ● Nikki should have asked her boss what to do. ● Nikki should have immediately ended the interview because Renata shouldn't have left a gap on her resume. ● Nikki should have stuck to her checklist and list of questions.	What should Nikki, the interviewer, have done after hearing about Renata's military experience?	The user will click a response to the question, then click Continue to advance.

	● Nikki should have deviated from her list of questions to explore Renata's military experience in more detail. Correct Feedback: That's right! You selected the correct response. While having a list of questions is important, sometimes a candidate will offer information that should be explored. Renata's military experience could speak to her character and on-the-job training. Incorrect Feedback: You did not select the correct response. While having a list of questions is important, sometimes a candidate will offer information that should be explored. Renata's military experience could speak to her character and on-the-job training.		

	A resume gap would not automatically disqualify Renata, and Nikki should handle this question on her own.		
Notes:			

Slide 5.1 Menu Title: Quiz Overview			**Objective: N/A**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
A photo of a clipboard on a brown background appears on the slide. The letters F I N A L Q U I Z slowly appear on the white background. They begin to appear when cued by the narration. 	Quiz Overview	You will now take the final quiz, consisting of 5 True/False questions. You must score 100% on the quiz to receive a completion certificate.	The slide automatically advances when the timeline ends.
Notes:			

Slide 5.2 Menu Title: *Question 1*			**Objective: 1**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
All five final quiz questions will follow the same format. The quiz question will appear in black font (see the 1.1 slide Visual / Display for	Quiz Question 1 Question: You should develop a list of relevant	You should develop a list of relevant questions prior to the interview.	The user will click a response to the question, then click Continue to advance.

color code) in the grey box between the two banners. The user will click True/False after the question.	questions prior to the interview. Answers: **True** False		
Notes:			

Slide 5.3 Menu Title: *Question 2*			**Objective: 2**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
See above (all final quiz questions use the same visual appearance)	Quiz Question 2 Question: You should assess your candidate by using a checklist. Answers: True **False**	You should assess your candidate by using a checklist.	The user will click a response to the question, then click Continue to advance.
Notes:			

Slide 5.4 Menu Title: *Question* 3	**Objective: 1**

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
See above (all final quiz questions use the same visual appearance)	Quiz Question 3 Question: It is important to schedule follow-up interviews promptly. Answers: **True** False	It is important to schedule follow-up interviews promptly.	The user will click a response to the question, then click Continue to advance.
Notes:			

Slide 5.5 Menu Title: *Question 4*			Objective: 1
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
See above (all final quiz questions use the same visual appearance)	Quiz Question 4 Question: You should maintain sufficient technical knowledge yourself to judge the candidate's responses to your technical questions. Answers: **True** False	You should maintain sufficient technical knowledge yourself to judge the candidate's responses to your technical questions.	The user will click a response to the question, then click Continue to advance.

Notes:			

Slide 5.6 Menu Title: *Question 5*			**Objective: 2**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
See above (all final quiz questions use the same visual appearance)	Quiz Question 5 Question: You should attempt to make the candidate cry by asking increasingly challenging questions. Answers: True **False**	You should attempt to make the candidate cry by asking increasingly challenging questions.	The user will click a response to the question, then click Continue to advance.
Notes:			

Slide 5.7 Menu Title: *Results Slide (does not appear in Menu)*			**Objective: N/A**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The user will see either a Success or a Failure layer. On the left side of the slide, the user will see the Passing Score identified as 100%, followed by Your Score. If the user passes, a happy avatar will appear in	Quiz Results	No narration.	The user will view results of the final quiz. The user has the option to review quiz, print results, retry quiz, or click the next button.

the middle of the slide. If the user fails, the avatar will be sad. The avatar may be chosen from the Storyline character banks. On the right hand side of the screen, the user will see options to Review Quiz, Print Results, and Retry Quiz.			
Notes:			

Slide 5.8 Menu Title: *Conclusion*			**Objective: N/A**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
An initial video of scrolling computer text should appear. This video may be sourced from the Storyline video banks.	Conclusion The following phrase will appear on the screen after the initial video concludes: Congratulations and thank you. The phrase should use Segoe Script, size 40, color #E6E6FF (shiny grey).	Congratulations! You have now completed the Chocolate Systems Recruitment Training. Thank you for your participation.	The slide will end automatically.
Notes:			