

2018 ACSG Conference
Programme – Conference Days

Adapting to Disruption: Assessment Centres in the Future



ACSG Academy Training Workshops

Monday, 12 and Tuesday 13 March 2018	
07:00 – 08:00	Registration & Refreshments
08:00 – 17:00 Thema	<p>The Design and Development of an Assessment Centre (Designing Centres 101)</p> <ul style="list-style-type: none"> ▪ <i>Sandra Schlebusch (LEMASA, South Africa)</i> <p style="text-align: right;">10:00 – 10:30 Refreshment Break 12:30 – 13:30 Lunch 15:00 – 15:30 Refreshment Break</p>
08:00 – 17:00 Dzimba	<p>Evaluating and Validating an Assessment Centre (Validating ACs 101)</p> <ul style="list-style-type: none"> ▪ <i>Anne Buckett (Precision ACS, South Africa)</i> <p style="text-align: right;">10:00 – 10:30 Refreshment Break 12:30 – 13:30 Lunch 15:00 – 15:30 Refreshment Break</p>

Tuesday, 13 March 2018

15:00 – 17:00 Registration for pre-conference workshops on 14 March 2018

Module 2: The Design and Development of an Assessment Centre

Purpose of Module 2

The purpose of Designing Assessment Centres 101 is to lay the foundation for delegates to design an AC that will meet the important research components required for AC validity and practitioners will have a solid platform to support practical initiatives with their clients.

Although a short training programme is not enough to ensure competence, the aim of this training programme is to transfer sufficient skill so that, with practice, the delegates are on the road to competence.

Course Outcomes

- Being able to build a business case for an AC
- Being able to identify competencies and simulations for use during the AC
- Being able to compile an AC Blue Print that can be followed for AC design
- Knowing how to involve the appropriate stakeholders during the design of the AC
- Having a basic understanding of designing simulations and simulation documentation
- Being able to design the simulation sequence during the AC
- Knowing how to compile an AC Administration Manual and AC Technical Manual
- Being able to deliver a fully functional AC ready for implementation
- Being able to design and develop an AC with ethics in mind

Target Groups

Participants attending Designing Centres 101 should at least have attended an Assessment Centre and have a basic understanding of what an Assessment Centre entails.

- IO Psychologists
- Psychometrists
- People working in Human Resources or Training and Development
- SETA registered assessors
- Anyone with a solid background in Human Behaviour

Continuous Professional Development – Up to 14 CEUs can be earned by attending

Duration – Two days

Seats Available – 10

Module 5: Evaluating and Validating an Assessment Centre

Purpose of Module 5

An Assessment Centre, irrespective of its purpose, must deliver reliable and valid results in a cost effective manner. The purpose of this module is to position aspects to consider when evaluating the effectiveness of the centre, as well as approaches to determining the reliability and validity of a centre.

Course Outcomes

- Being able to conduct a systematic evaluation of the AC content and process involving all key stakeholders
- Being able to determine the operational reliability and the internal reliability of the overall AC process, as well as the different assessments within the AC
- Being able to conduct different types of validity analyses as is required by the purpose of the AC, as example construct validity, predictive validity, training validity, etc.
- Being knowledgeable about the ethics of evaluating and validating an Assessment Centre

Target Groups

Participants attending Evaluating and Validating Assessment Centres should already have attended Observer 101, Designing Centres 101, as well as Implementing ACs 101. In addition, participants are:

- IO Psychologists
- Psychometrists
- People working in Human Resources or Training and Development
- SETA registered assessors
- Anyone with a solid background in Human Behaviour

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Duration – Two days

Seats available - 10