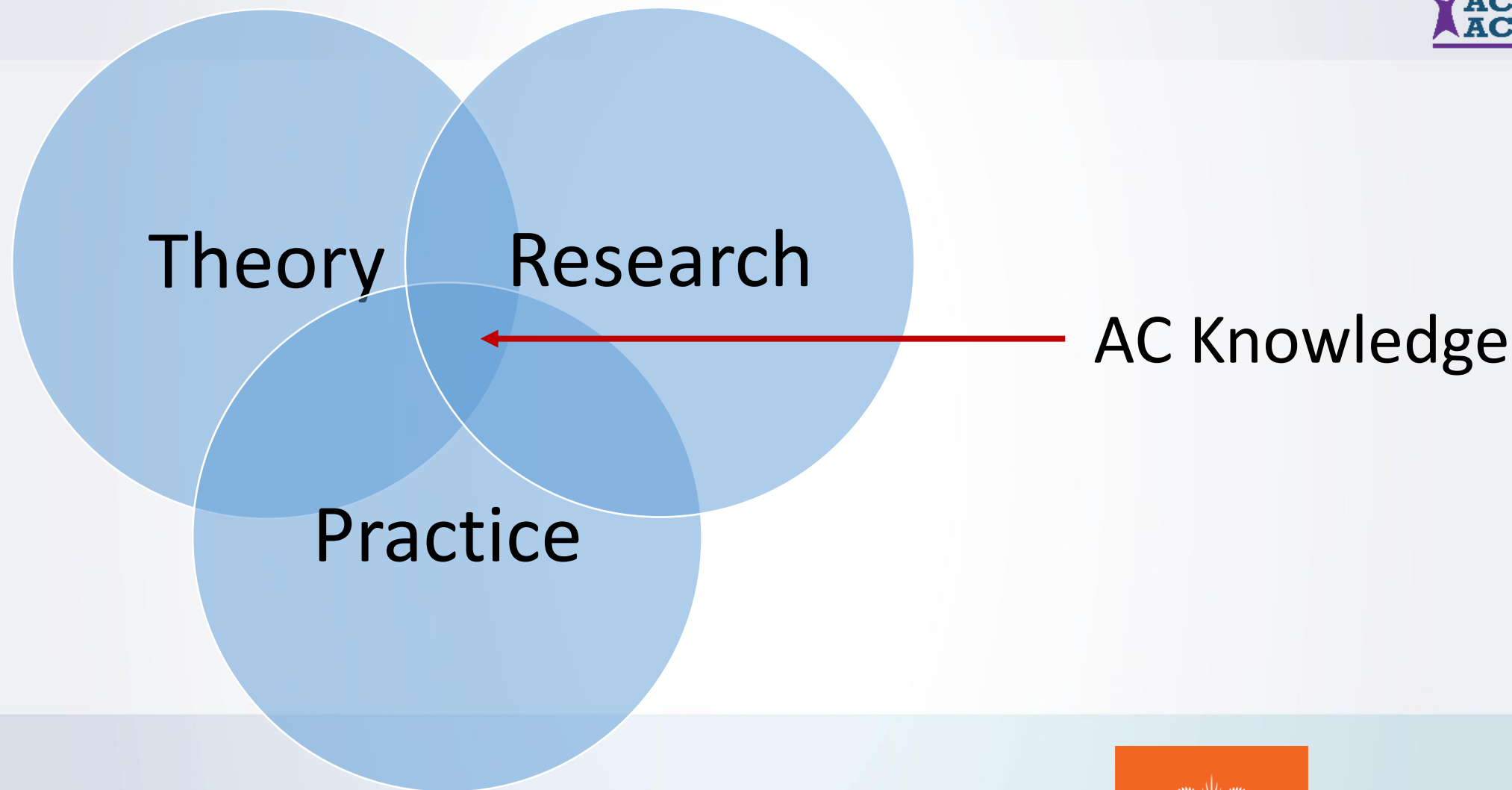


Tripartite Model to AC Competence: A Stakeholder Perspective

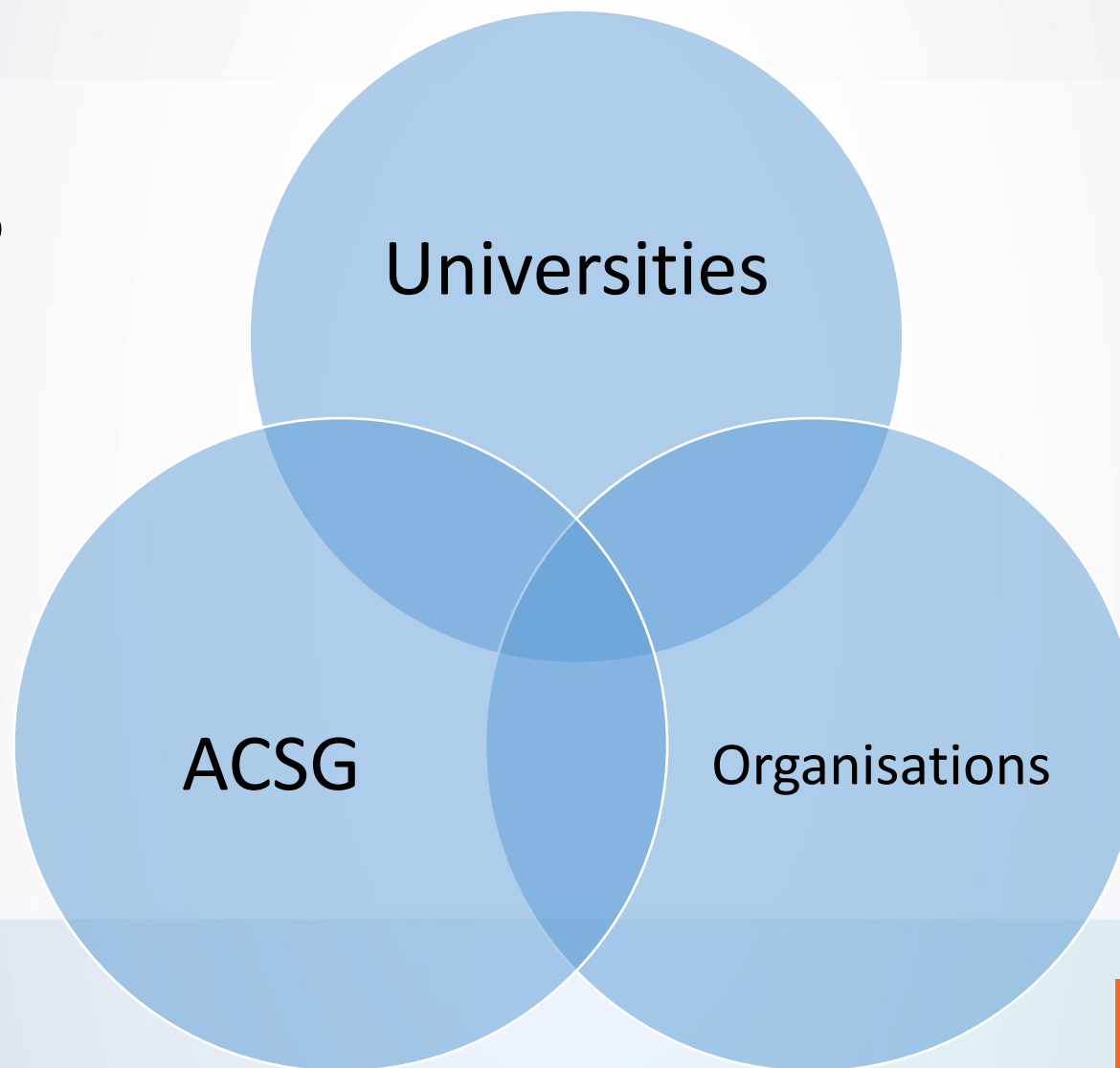
Facilitators:

Petrus Nel

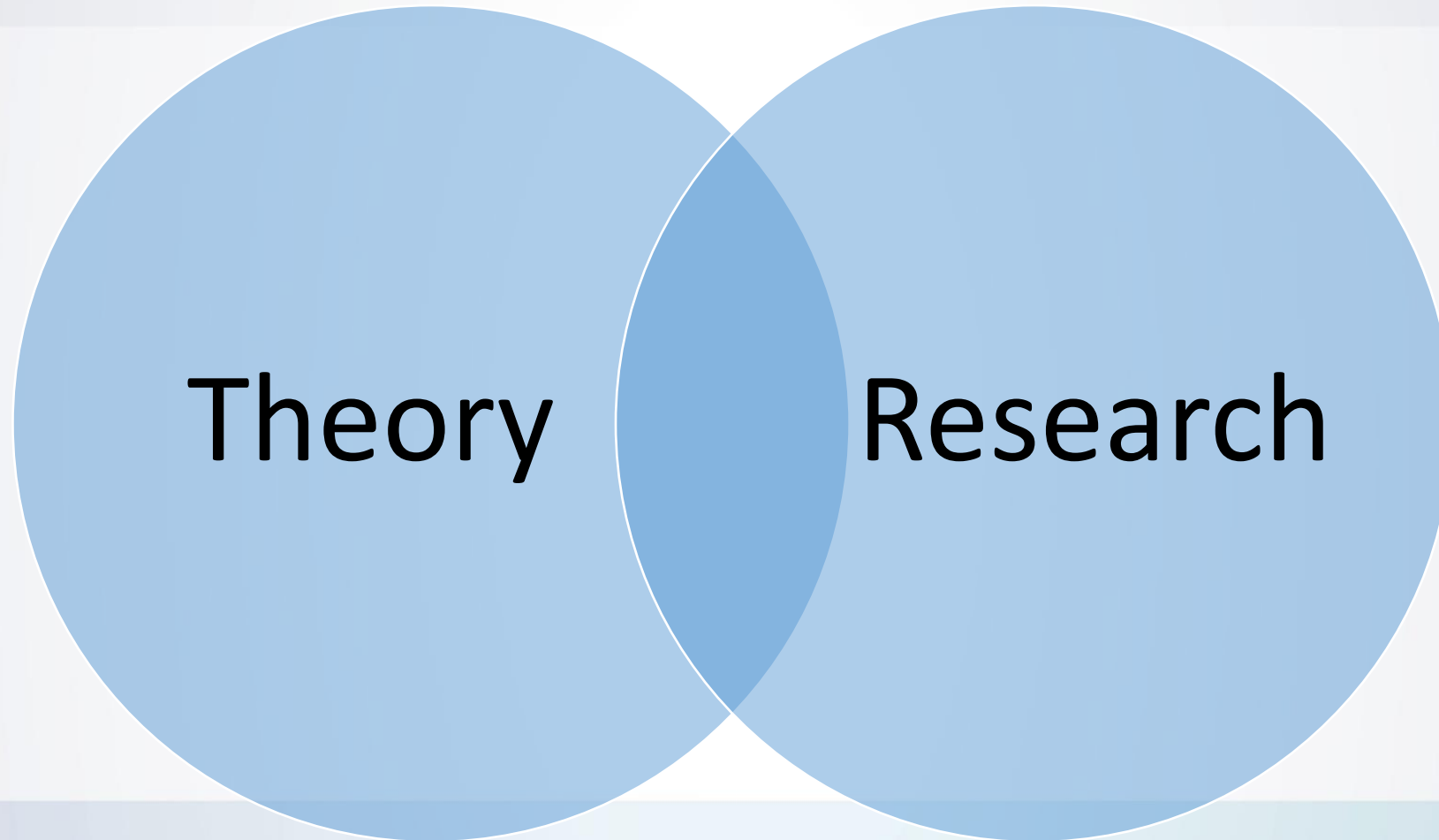
Sandra Schlebusch



Who Takes Accountability?



Universities



Theory

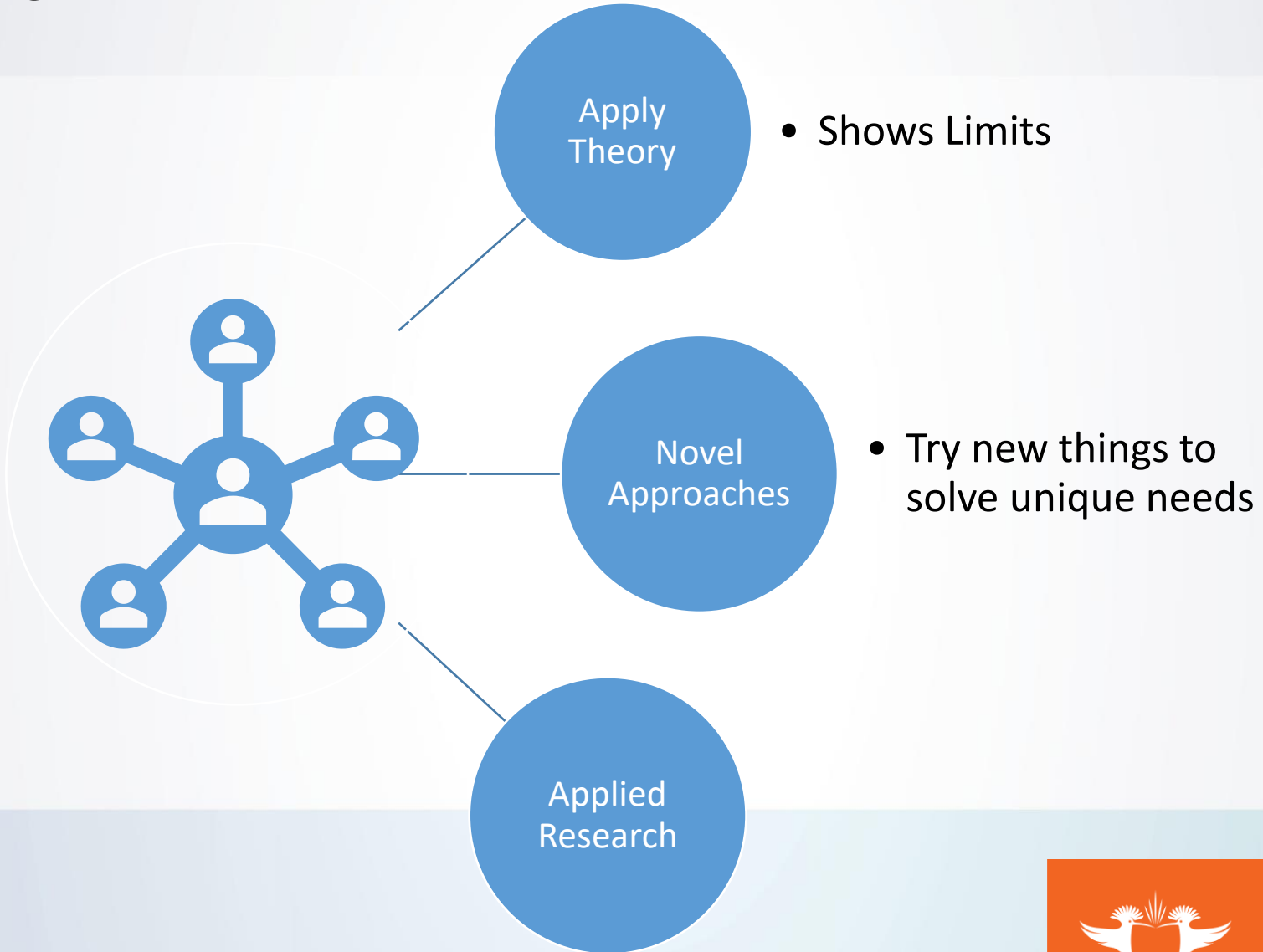
Research



Organisations

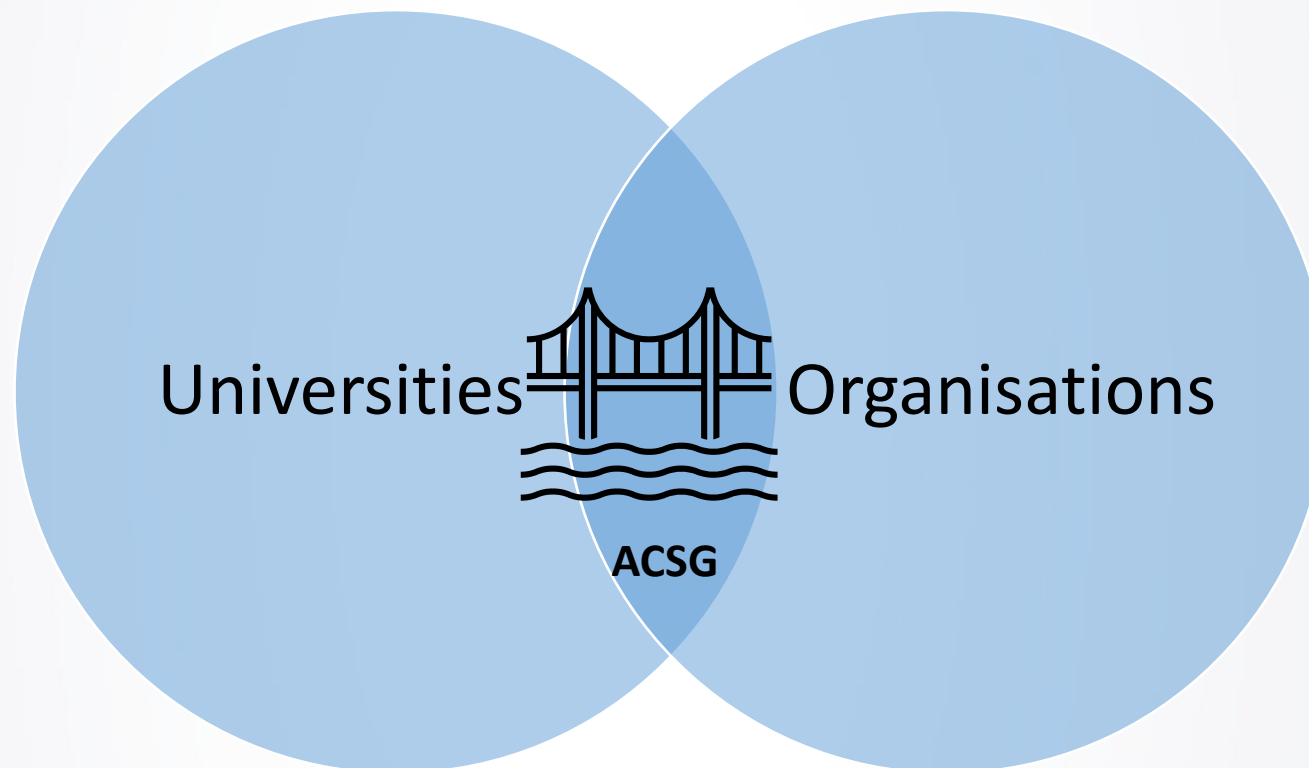


Practice





Forum to Share



Enable

Connect



Shares Knowledge

Exposure to Practice for Students & Researchers

Opportunities to Test New Theories & Practices

Examples



- Directed 14 IOP Interns to the Allan Gray Orbis Foundation (AGOF) to assist with various selection activities
Interns obtain AC experience; AGOF obtains skilled assessors

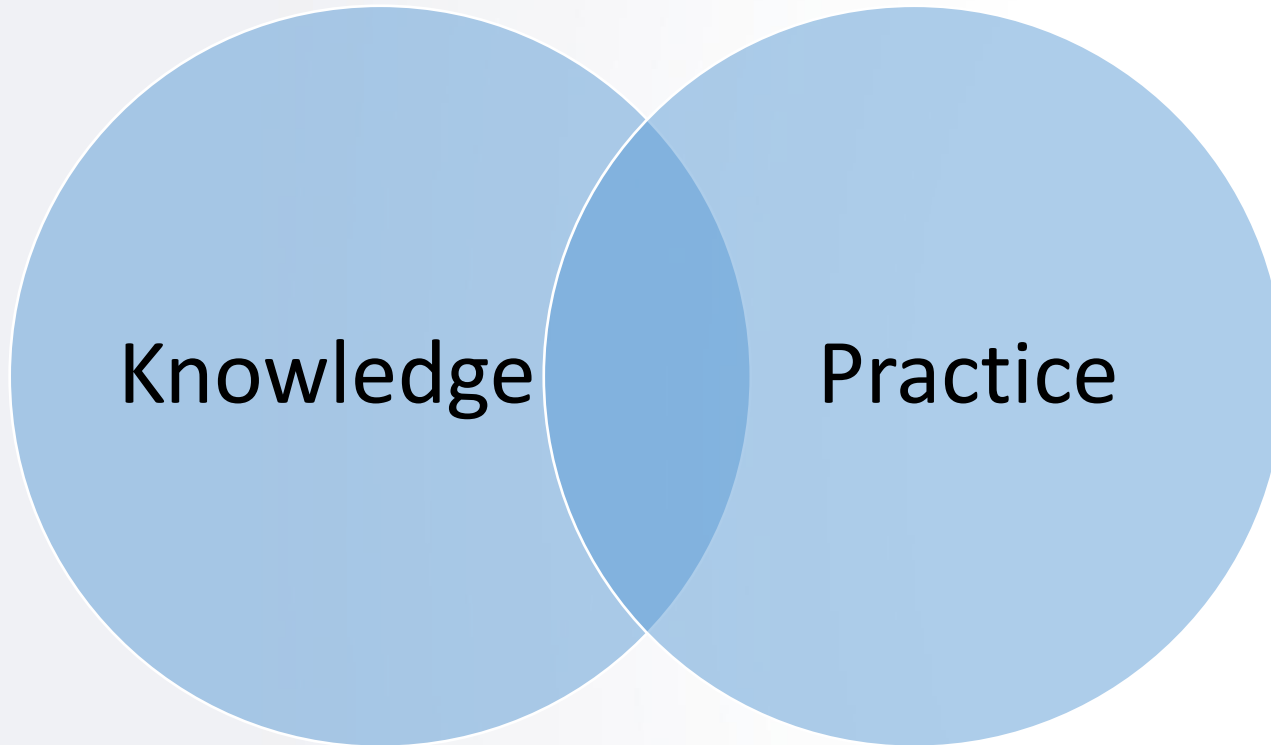


- Directed research opportunity to universities – request received from Marisa Born





- Endeavouring to re-introduce ACs on academic curricula
- Offering assistance to present on ACs at universities
- Various AC Academy modules aimed at skills transfer about various AC competence aspects



Workshops:

- Introduction to Assessment Centres
- Introduction to Development Centres

Modules:

1. Introduction to Behaviour Observation
2. Introduction to Designing & Developing Assessment Centres
3. Designing & Developing Simulations
4. Implementing Assessment Centres
5. Evaluating & Validating Assessment Centres

Already assisting Universities:

- University of the Free State
- University of Pretoria
- University of Johannesburg
- University of Stellenbosch (intermittent)
- University of Cape Town (intermittent)



University of the Free State



Thinus Delport



- Lecturer and industrial psychologist at the University of the Free State
- Experience in both the corporate sector as well as in consultation.
- Lecturing research methodology,
 - career psychology and advance assessment with interests in the field of positive psychology constructs



University of Western Cape



Jürgen Becker



- Specialises in building of structural and mathematical models that can be applied to diagnose and inform human capital, structural, and financial solutions in the workplace
- Research focus areas: personnel selection as a broad discipline and Assessment Centres in particular
- In his capacity as senior statistician at the Statistical Consultancy Services of the University of Johannesburg has steadily contributed to the scientific investigation of sample-based approaches in personnel selection and development
- Current research interests: the use of sample-based assessment to inform unsecured lending risk & the physiological impact of sample-based assessment on applicants



UNIVERSITY of the
WESTERN CAPE



University of Pretoria



Karel Stanz



- Former Head of the Department of Human Resource Management at the University of Pretoria and at the University of Johannesburg
- Was visiting professor at the Desautels Faculty of Management, McGill University, Montreal, Canada; spent time at the University of Toronto and the Wharton School, University of Pennsylvania; was visiting Scholar at University of Queensland, Brisbane, Australia
- Seconded to act as the Director of Human Capital from 1 July 2013 to 30 April 2014 and was also seconded to the VC's office as the Project Coordinator Insourcing
- Teaches Talent Management on masters' level
- Editor in Chief for the SA Journal of Human Resource Management
- He also is a founding executive and serves on the executive committee of the Africa Academy of Management (AFAM)



University of Johannesburg



Karolina Laba



- Currently working at the University of Johannesburg's Department of Industrial Psychology and People Management
- Has over 15 years of industry experience which includes working for the: Military Psychological Institute, SASOL, Emfuleni Local Municipality, KLM Empowered Human Solutions Specialists (Pty) Ltd, Adcorp and other organisations
- Projects include using assessments for selection, development, and career counselling purposes; training and development; implementation of assessment centres; amongst others
- Has published in local and international peer-reviewed journals, and supervises research at the masters and doctoral level



University of Johannesburg



Gail Wrogeman



- Specialisation include Systems thinking, systems and organisational development, executive and team coaching, Systems coaching, Supervision and development of consulting and coaching teams, cultural change and alignment consulting
- Gail is an industrial and organisational psychologist, qualified coach and coach supervisor
- Has more than 20 years' experience across many industries – financial services, mining, consulting, public sector, education and social development
- Part-time lecturer – Masters in Coaching (UJ)
- Currently the chair of SIOPSA's interest group in coaching and consulting psychology



Allan Gray Orbis Foundation (AGOF)



**Zoelfah Hardien-
Marriday**



- Assessment and Development Specialist at Allan Gray Orbis Foundation
- Registered Psychometrist
- Has more than 15 years' experience working with evaluations, assessments, feedback coaching and related talent management environments;
- Core focus is on the assessment and development strategy for high impact entrepreneurs, aligning and refining assessment tools, development methodologies and processes for the various programmes within the Allan Gray Orbis Foundation



ABSA

Stacy Isaacs



- Honours Industrial Psychology
- Completed her six-month Psychometry internship through UJ and Absa and has been practicing as a registered Psychometrist
- Strong interest in Psychometry and the end-to-end design of assessment and development centres.
- Been involved with the complete Graduate recruitment process which includes Assessment Centre.
- Currently responsible for overseeing the Assessment function within Absa.
- Her interest in technology and Assessment and Development Centres constantly keeps her researching ways to improve the typical approach and take Assessment Centres to the next level



Road Ahead