

You are invited to join us for the annual ACSG conference at The Hilton in Sandton, South Africa.

- Two AC Academy training workshops, Observer 101 and Designing Centres 101;
- Two pre-conference workshops, Introduction to Assessment Centres and Introduction to Development Assessment Centres; and
- The 40th Annual Conference.

AC ACADEMY TRAINING WORKSHOP on 9 and 10 March 2020

Module 1 - Introduction to Behaviour Observation during an Assessment Centre (Observer 101)

Purpose

Part of the reliability and validity of an Assessment Centre depends on using competent observers – people who have proven their competence in **O**bserving behaviour, **N**oting behaviour, **C**lassifying behaviour and **E**valuating behaviour (**ONCE**). While such competence can only be achieved through continuous practice, it is critical that it builds on a solid theoretical and applied foundation.

The purpose of Observer 101 is to introduce the potential observer to ONCE and to lay the foundation for becoming a competent observer.

Course Outcomes

We follow a data-driven approach to assessing behaviour displayed during simulations by centre participants. Observer 101 will therefore focus on training potential observers on ONCE. At the end of the course, the delegates will have a grounded understanding of:

- Accurately identifying behaviour
- Correctly Observing behaviour during an interactive simulation
- Accurately Noting behaviour during an interactive simulation
- Objectively Classifying behaviour according to focal constructs; and
- Fairly Evaluating behaviour according to norms.
- Being knowledgeable about ethics when Observing, Noting, Classifying and Evaluating behaviour

Target Groups

- IO Psychologists
- Psychometrists
- SETA Registered Assessors
- People working in Human Resources or Training and Development professionals
- Individuals responsible for making behaviour-based talent decisions in simulation exercises and interviews
- Delegates should have a solid behavioural scientific background

Duration – Two days

Seats Available – 5

This invitation is specifically for students (under graduate, honours, M1) and interns (not in full time employment) to get exposure as part of their internship requirements

AC ACADEMY TRAINING WORKSHOP on 9 and 10 March 2020

Module 2 – The Design and Development of an Assessment Centre (Designing Centres 101)

Purpose

The purpose of *Designing Centres 101* is to lay the foundation for delegates to design an Assessment Centre (AC) that will meet the important research components required for AC validity, providing practitioners with a solid platform to support practical initiatives that serve client needs.

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

Upon completion of this workshop, delegates should be able to:

- Build a business case for an AC
- Develop a blue print that guides the AC design
- Identify competencies and simulations (or other focal constructs) for use during the AC
- Involve the appropriate stakeholders in the design of the AC
- Apply core principles in simulation development, including simulation documentation
- Design the simulation and other assessments' sequence during the AC
- Compile AC materials (including Administration and Technical Manuals)
- Deliver a fully functional AC ready for implementation
- Apply ethical principles in AC design and development

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
- Delegates should have a solid behavioural scientific background

Duration – Two days

Seats Available – 5



Introduction to Assessment Centres (Morning Workshop)

The purpose of this workshop is to provide delegates with basic knowledge on the use of Assessment Centre (AC) technology. The aim is to provide practitioners with an understanding of AC methods so that they can make informed decisions on how and where ACs can be used in organisations. Attendance will not qualify delegates as proficient AC practitioners, but it will provide a solid frame of reference on which informed decisions can be based.

The topics that will be discussed are:

- What is an assessment and development centre?
- Uses of ACs
- Why are competency models important in ACs?
- Types of AC exercises
- Compiling an assessment matrix and the selection of appropriate exercises
- The role of the observer
- The process of data integration and report writing
- Feedback principles
- AC ethics
- Steps in designing an AC

Given that this is an introductory workshop, information will mainly be shared through presentations with question-and-answer sessions.

Duration – Four Hours

Seats Available – 5

Introduction to Development Centres (Afternoon Workshop)

Assessment Centres (AC) can be used for two purposes: assessment and development. Most people are familiar with using ACs for selection purposes; only some are using ACs for development purposes. Training and development interventions are often met with resistance for various reasons. They can be expensive and line managers are often hesitant to support it if they do not expect to see the results of the training in the work environment. Employees themselves may be reluctant to attend training if it is not perceived to address their personal development needs. As a result, many interventions fail to yield the desired results.

ACs for developmental purposes, namely Diagnostic Centres (DCs) or Development Assessment Centres (DACs), provide contextually relevant growth opportunities by examining behaviours required for job success. A DAC simulates workplace challenges to identify participants' current strengths and developmental needs for the purpose of professional growth. Truly needs-driven development interventions increase relevance, stakeholder commitment and overall value-add at the organisational and individual levels.

This workshop introduces DCs and DACs and how to successfully implement a DC or DAC within an organisation so that the organisation can reap the benefits of needs-driven training and development interventions.

Duration – Four Hours

Seats Available – 5



The international keynote address at the 2020 ACSG conference will be delivered by **Nathan Kuncel**. Nathan is the Marvin D Dunnette Distinguished Professor of Industrial-Organizational Psychology and a McKnight Presidential Fellow at the University of Minnesota where he also earned his doctorate in Industrial-Organizational Psychology. His research generally focuses on how individual characteristics (intelligence, personality, interests) influence subsequent work, academic, and life success as well as efforts to model and measure success. Recently his research has examined the effects of judgment and decision making on the utility of admissions and hiring decisions. Nathan's has published in Science, Harvard Business Review, Psychological Bulletin, Review of Educational Research, The Wall Street Journal, Psychological Science, Perspectives on Psychological Science, among others. He is a Fellow of the Association for Psychological Science, the American Psychological Association, and the Society for Industrial and Organizational Psychology. He received the Anne Anastasi Award from the American Psychological Association – Div. 5, the Cattell Research Award from the Society of Multivariate Experimental Psychology, and the Jeanneret Award from the Society for Industrial and Organizational Psychology. Nathan is an enthusiastic triathlete which barely lets him keep up with his kids.

Nathan is a highly engaging speaker who is able to deliver complex ideas and concepts in a practical and appealing way. You can watch his TEDx Talks presentation on the strength of standardised testing as predictor of success at:

[Do standardized tests matter? | Nathan Kuncel | TEDxUMN](#)

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