

41st Annual ACSG Conference Programme from 15 to 19 March 2021

Turning theory into practice and promising beginnings

AC Academy Training Workshops

Monday, 15th and Tuesday, 16th March 2021

08:00 – 17:00	Module 1: Introduction to Behaviour Observation During an Assessment Centre (Observer 101) <i>Christine de Wet (LEMASA, South Africa)</i>
08:00 – 17:00	Module 2: The Design and Development of an Assessment Centre (Designing Centres 101) – Practical Only * <i>Sandra Schlebusch (LEMASA, South Africa)</i>

Practical Only * Only the practical part of Module 2: The Design and Development of an Assessment Centre will be presented during the 2021 ACSG conference at a reduced rate of R3 300.00 (excl VAT). It is recommended to complete the theoretical part of Module 2 (eLearning) before booking to attend the practical session. The theoretical part of Module 2: The Design and Development of an Assessment Centre is available on TalentLMS as eLearning course at R5 500.00 (excl VAT), students R1 500.00 (excl VAT).

Pre-Conference Workshops

Wednesday, 17th March 2021

08:00 – 12:30	Promoting ethical excellence in the design and operation of Assessment Centres <i>Henriëtte van den Berg (Private Practitioner, South Africa)</i>
13:00 – 17:30	Introduction to Development Centres <i>Petrus Nel (University of Johannesburg, South Africa)</i>
14:00 – 18:30	New Approaches in the Definition, Assessment and Development of Business Acumen and Strategy Execution: Critical Capabilities for Organizational Success as Seen Through the Lens of Organizations' X Factors <i>Sandra Hartog and Lynn Collins (BTS, USA)</i>



Conference Day One

Thursday, 18th March 2021

08:30 – 09:00	Official Welcome and Opening of the 41 st Annual ACSG Conference - Jaco de Jager (Chairman: ACSG, South Africa)			
09:00 – 10:00	Plenary Session – Practical Benefits from Psychological and Decision-making Theories George Thornton (Colorado State University, USA)			
TRANSITION				
10:15 – 11:15	Artificial Intelligence: Implications for the Assessment Centre Method Hennie Kriek & Kim Dowdeswell	Towards leadership effectiveness: the role of individual leadership competencies and constraints through the lens of the Bounded Leadership Model Anna Baczyńska, Andrzej Kozmiński, Pawel Korzyński & Ilona Skoczeń	Exhibitor's Corner	JAR THE INSTITUTE
				evalex Talent solutions
TRANSITION				
11:30 – 12:30	Do the principles of ORCE (observe, record, classify & evaluate) still apply when scoring digital and virtual simulation exercises? Danie Oosthuizen	IGNITE SESSION Tripartite Model to achieve AC Competence: A Stakeholder Perspective Petrus Nel & Sandra Schlebusch	Exhibitor's Corner	Pinsight
				Q&A
12:30 – 13:30	LUNCH - Towards Stillness, Starfish and O'Donohue's Beautiful Landscape of the Mind – Inette Taylor (Private Practitioner, South Africa)			
13:30 – 14:30	The AC Assessor Crisis: Is Artificial Intelligence eliminating the role of the Assessor in the AC method? Pieter Bronkhorst	Designing an Entrepreneurial Assessment Centre: Experiences from this Journey Carl Hermann & Landi Mashiloane	Exhibitor's Corner	Psytech SA understanding people
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TRANSITION				
14:45 – 15:45	Assessment Standards South Africa (ASSA) – Moving towards an online Assessment Certification Process David Bischof & Marie de Beer	Adaptability: Definition, Assessment, and Development George Thornton	Exhibitor's Corner	
TRANSITION				
16:00 – 17:00	International Keynote Address - Decoding the High Potential Mystery: A New Model for Talent Assessment Sandra Hartog (BTS, USA)			
17:00 – 17:15	Closing Day One – Jaco de Jager (Chairman: ACSG, South Africa)			

Conference Day Two

Friday, 19th March 2021

08:00 – 08:30	Welcome to Day Two - Jaco de Jager (Chairman: ACSG, South Africa)			
08:30 – 09:30	Local Keynote Address – Entrepreneurship Education is a Human Right Yogavelli (Yogi) Nambiar (Allan Gray Orbis Foundation, South Africa)			
09:30 – 10:00	ACSG Annual General Meeting - Jaco de Jager (Chairman: ACSG, South Africa)			
TRANSITION				
10:15 – 11:15	Psychological Portrait of an Entrepreneur Svetlana Simonenko	An Artificial Intelligence (AI) Driven Leadership Framework Pieter Bronkhorst	Exhibitor's Corner	
				
TRANSITION				
11:30 – 12:30	Moving ACs Online: Lessons from Global Implementations Martin Lanik	An intervention study to investigate diagnostic assessment centres as an avenue to improve the self-efficacy of university graduates - Melissa White, Jürgen Becker & Marieta du Plessis	Exhibitor's Corner	
				
12:30 – 13:30	LUNCH			
13:30 – 14:30	Plenary Session – Leadership in the Face of Covid-19: Glaring Fault Lines and Ethical Dilemmas Derick de Jongh (University of Pretoria, South Africa)			
TRANSITION				
14:45 – 15:45	<i>Red Table</i> : A candid conversation – the design of virtual assessment centres in our new reality Discussion Leader Stacy Isaacs	Case Study: Building AC Methodology in the Organisation's DNA Jeremy Francis	Exhibitor's Corner	
				
TRANSITION				
16:00 – 17:00	AC Ethics: In the Eye of the Beholder Linda Fourie, Sandra Schlebusch & Raeanne Naidoo	Identifying internal talent and driving succession planning in a non-profit mutual assurance organisation David Bischof & Vandana Varan	Exhibitor's Corner	
17:00 – 17:30	Closing Day Two – Jaco de Jager (Chairman: ACSG, South Africa)			