

# 2022 ACSG Conference Programme

## AC Academy Training Modules

Monday, 7 <sup>th</sup> and Tuesday, 8 <sup>th</sup> March 2022	
08:00 – 17:00 (In Person & Virtual) Zoom 1	<b>Module 1: Introduction to Behaviour Observation During an Assessment Centre (Observer 101) *</b> <i>Sandra Schlebusch (LEMASA, South Africa)</i>

**Practical Modules Only \*** Only the practical part of Module 1 will be presented during the 2022 ACSG conference at a reduced rate of R3 000.00 (excl VAT) and students at R1 000.00 (excl VAT). It is recommended to complete the theoretical part of Module 1 before booking to attend the practical session. The theoretical part of Modules 1 is available on TalentLMS as eLearning course at a reduced rate of R3 000.00 (excl VAT), students R1 000.00 (excl VAT) from 14 February 2022 until 4 March 2022.

## Pre-Conference Workshops

Wednesday, 9 <sup>th</sup> March 2022	
08:00 – 12:00 Virtual Zoom 2	<b>Introduction to Assessment Centres</b> <i>Sandra Schlebusch (LEMASA, South Africa)</i>
08:00 – 12:00 Virtual Zoom 1	<b>Ethical Decision-making</b> <i>Babette Barnard (Private Practitioner, South Africa)</i>
13:00 – 17:00 Virtual Zoom 2	<b>Introduction to Development Centres</b> <i>Sandra Schlebusch (LEMASA, South Africa)</i>
17:00 – 21:00 Virtual Zoom 1	<b>How to Gamify an Assessment Centre: Learning and Applying the Language of Games</b> <i>Richard Landers (University of Minnesota, USA)</i>
17:00 – 21:00 Virtual Zoom 2	<b>Career and Work Assessment: Integrating Interests, Abilities, and Personality</b> <i>Rodney Lowman (Lowman &amp; Richardson/Consulting Psychologists, San Diego, USA)</i>

## Conference Day One

Thursday, 10 <sup>th</sup> March 2022			
<b>08:30 – 09:00</b>	<b>Registration</b> for in-person attendees		
<b>09:00 – 09:30</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>Official Welcome and Opening of the 42<sup>nd</sup> Annual ACSG Conference</b> <i>Kim Dowdeswell (Chairman: ACSG, South Africa)</i>		
<b>09:30 – 10:30</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>Comprehending Employee Happiness: A Positive Psychology Perspective</b> <i>James Ramakau (Kumba Iron Ore, South Africa)</i>		
<b>10:30 – 11:00</b>	REFRESHMENT BREAK		
<b>11:00 - 11:45</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>Implementation of AI in a Development Centre</b> <i>Hendrik Bronkhorst (Evaalex, South Africa)</i>	<b>11:00 - 11:45</b> <i>Camphor 3</i> <i>Zoom 2</i>	<b>A Virtual Global Assessment Centre: It can be done!</b> <i>Gwendoline Long (SHL, South Africa)</i>
TRANSITION (11:45 – 12:00)			
<b>12:00 – 12:45</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>The structural and predictive validity of a game-based cognitive assessment in South Africa</b> <i>Laird McColl (Criteria Corp Australia), Sharlene Olivier and Xander van Lill, (JvR, South Africa)</i>	<b>12:00 – 12:45</b> <i>Camphor 3</i> <i>Zoom 2</i>	<b>Identifying internal talent, driving succession planning and enhancing organisational performance in a leading telecommunication organisation</b> <i>David Bischof (Evaalex, South Africa) and Juba Mashaba (CellC, South Africa)</i>
<b>12:45 – 13:45</b>	LUNCH		

## Conference Day One

**Thursday, 10<sup>th</sup> March 2022**

<p><b>13:45 – 14:30</b> <i>Camphor 1 &amp; 2</i> Zoom 1</p>	<p><b>Expanding the criterion domain for counterproductive work behaviour in the workplace: preliminary results from behaviour based SJT</b>  <i>Jürgen Becker (UWC, South Africa) and Matthew Kleineibst (Astra Constatine, South Africa)</i></p>	<p><b>13:45 – 14:30</b> <i>Camphor 3</i> Zoom 2</p>	<p><b>FROM ACs to DCs: An Evolution in using Development Centres to Identify, Develop and Engage Talent in Absa</b>  <i>Daniel Burger and Stacy Isaacs (Absa, South Africa)</i></p>
TRANSITION (14:30 – 14:45)			
<p><b>14:45 – 15:00</b></p>	<p><b>EXHIBITOR'S CORNER – Pinsight</b></p>		
TRANSITION (14:45 – 15:00)			
<p><b>15:00 – 15:45</b> <i>Camphor 1 &amp; 2</i> Zoom 1</p>	<p><b>The New Standard – A Case Study of Global Implementation and Predictive Validity of VACs</b>  <i>Amy Huber (Pinsight, USA)</i></p>	<p><b>15:00 – 15:45</b> <i>Camphor 3</i> Zoom 2</p>	<p><b>Global Leadership Trends Informing Assessment Centre Design</b>  <i>Christelle Hargroves (Duja Solutions, South Africa)</i></p>
TRANSITION (15:45 – 16:00)			
<p><b>16:00 – 17:30</b> <i>Camphor 1 &amp; 2</i> Zoom 2</p>	<p><b>Symposium - Nudges, Habits, &amp; Coaching Apps: New Technologies for Leadership Development</b>  <i>Martin Lanik (Pinsight, USA)</i></p>		
<p><b>17:30 - 18:00</b></p>	<p><b>REFRESHMENT BREAK</b></p>		
<p><b>18:00 - 19:00</b> <i>Camphor 1 &amp; 2</i></p>	<p><b>Ethical and Unethical Assessment Centre Practices: Technology, Predicting Unethicality, and AC Usage in Corrupt Organisations</b>  <i>Rodney Lowman (Lowman &amp; Richardson/Consulting Psychologists, San Diego, USA)</i></p>		

Zoom 2	
Conference Day One	
Thursday, 10 <sup>th</sup> March 2022	
TRANSITION (19:00 – 19:15)	
<b>19:15 – 20:15</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>Games, Gameful Design, and Gamification: A New Direction for Assessment Centres</b> <i>Richard Landers (University of Minnesota, USA)</i>



## Conference Day Two

<b>Friday, 11<sup>th</sup> March 2022</b>			
<b>09:00 – 09:45</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>Shifting Feedback Practices in the Age of COVID: Practical Implications for AC Practitioners</b>  <i>Sebastian Clifton, Kim Dowdeswell and Danie Oosthuizen (TTS-Talent, South Africa)</i>	<b>09:00 – 09:45</b> <i>Camphor 3</i> <i>Zoom 2</i>	<b>TAT – does it really make a difference? A practical case study informed by theory and practice in South Africa</b>  <i>Suzanne Gericke (Meraki Human Capital, South Africa)</i>
TRANSITION (09:45 – 10:00)			
<b>10:00 – 10:45</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>Race to the bottom: How multiple hurdle gamified Situation Judgement Tests can unlock the potential of entry level workers</b>  <i>Jürgen Becker (UWC, South Africa), Kevin Distiller (Odyssey Talent, South Africa) and Matthew Kleineibst (Astra Constatine, South Africa)</i>	<b>10:00 – 10:45</b> <i>Camphor 3</i> <i>Zoom 2</i>	<b>A VR Assessment Centre: the tool, methodology and participants' first reactions</b>  <i>Anna Baczynska (Kozminski University, Poland)</i>
10:45 – 11:15 REFRESHMENT BREAK			
<b>11:15 - 12:00</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>AC Focal Competencies in a Hybrid World of Work</b>  <i>Danie Oosthuizen (TTS-Talent, South Africa)</i>	<b>11:15 - 12:00</b> <i>Camphor 3</i> <i>Zoom 2</i>	<b>Utilising Virtual Reality Assessments in the Workplace: What do we Know?</b>  <i>Marelle Botha (Inpsyght Consulting, South Africa), Juraida Latif and Marius Stander (NWU, South Africa)</i>
TRANSITION (12:00 – 12:15)			

## Conference Day Two

Friday, 11 <sup>th</sup> March 2022	
<b>12:15 – 13:00</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>ACSG Annual General Meeting</b>
TRANSITION (13:00 – 13:15)	
<b>13:15 – 14:15</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>Assessment Centres and Ethics: From In-person to Virtual Assessment Centres to Autonomous and Intelligent Systems</b> <i>Petrus Nel (UJ, South Africa) and Sandra Schlebusch (LEMASA, South Africa)</i>
<b>14:15 – 15:00</b> <i>Camphor 1 &amp; 2</i> <i>Zoom 1</i>	<b>Closing</b>
<b>15:00 – 17:00</b>	<b>LATE LUNCH</b>