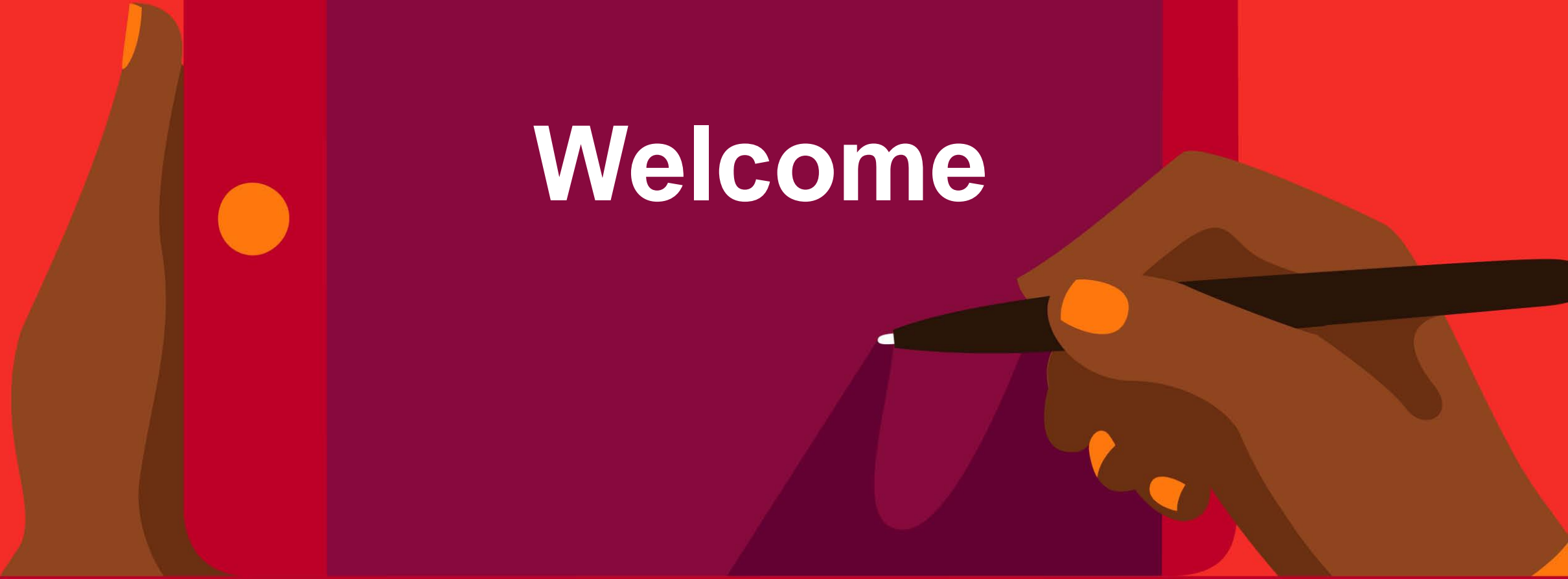


The development of Assessment Centre competence in our IOP interns





Welcome



Agenda

- 1 Defining our IOP interns and the identified need
- 2 Key roles
- 3 Assessment centre end-to-end project
- 4 Masterclasses
- 5 Masterclass - next steps
- 6 Final thoughts





Defining our IOP interns and the identified need



1 8-10 IOP interns annually

2 Interns from various universities





Defining our IOP interns and the identified need



3

Exposure and experience differs

4

Internship requirements



Key Roles - Overview



Design Team

- Understanding the business need
- Essential competency profiling
- Simulation design
- Establish SME relationship

Working team

- Design all communications to stakeholders
- Online meeting support

Coordinators

- Ensure smooth running of the AC day(s)

Observer

- ORCE methodology



Assessment centre end to end project

Virtual ACDC

- **Candidates vs. colleagues**
- **Simulations vs. experiences**
- **Assessors vs. DC coaches**





Masterclasses

What does this entail?

Assessment centre end to end project





Masterclasses

What does this entail?

Assessment framework





Masterclasses

What does this entail?

Simulation design





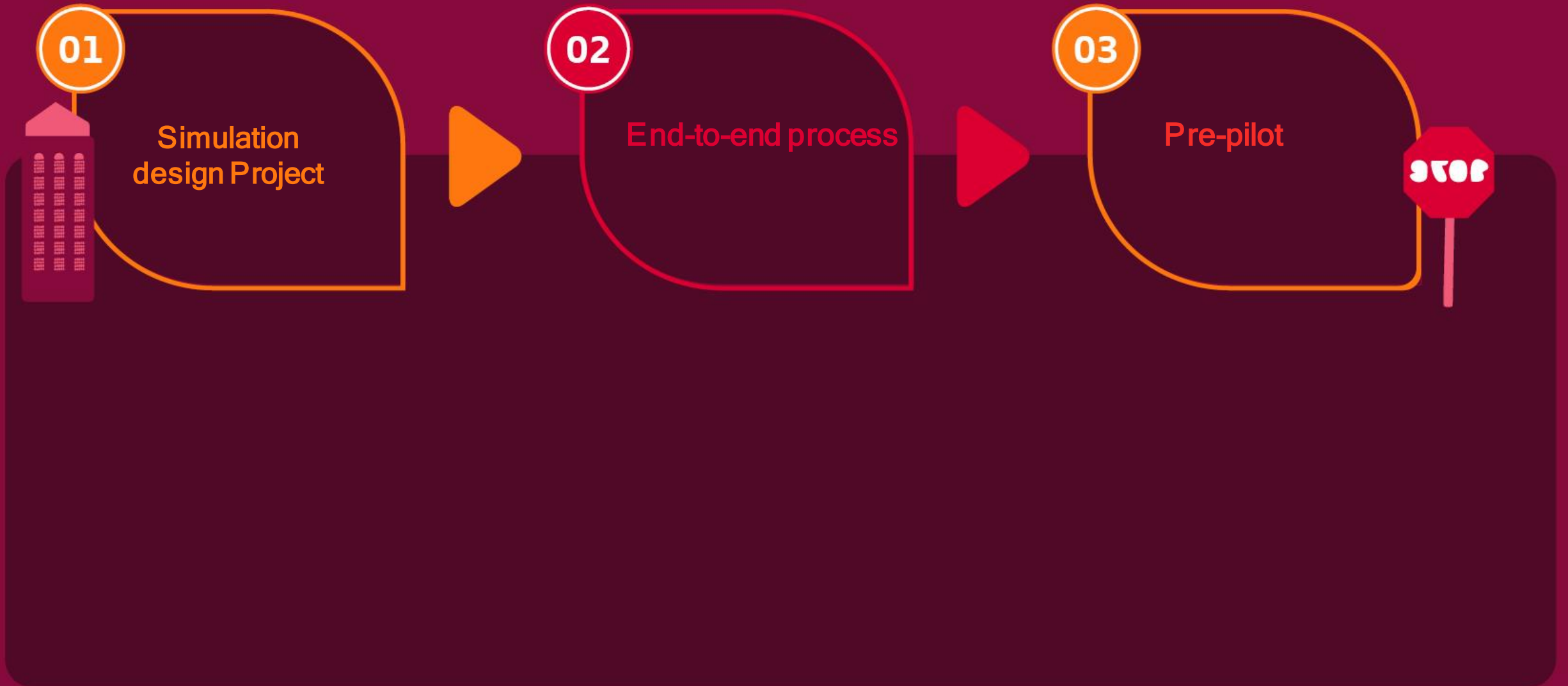
Masterclasses

What does this entail?

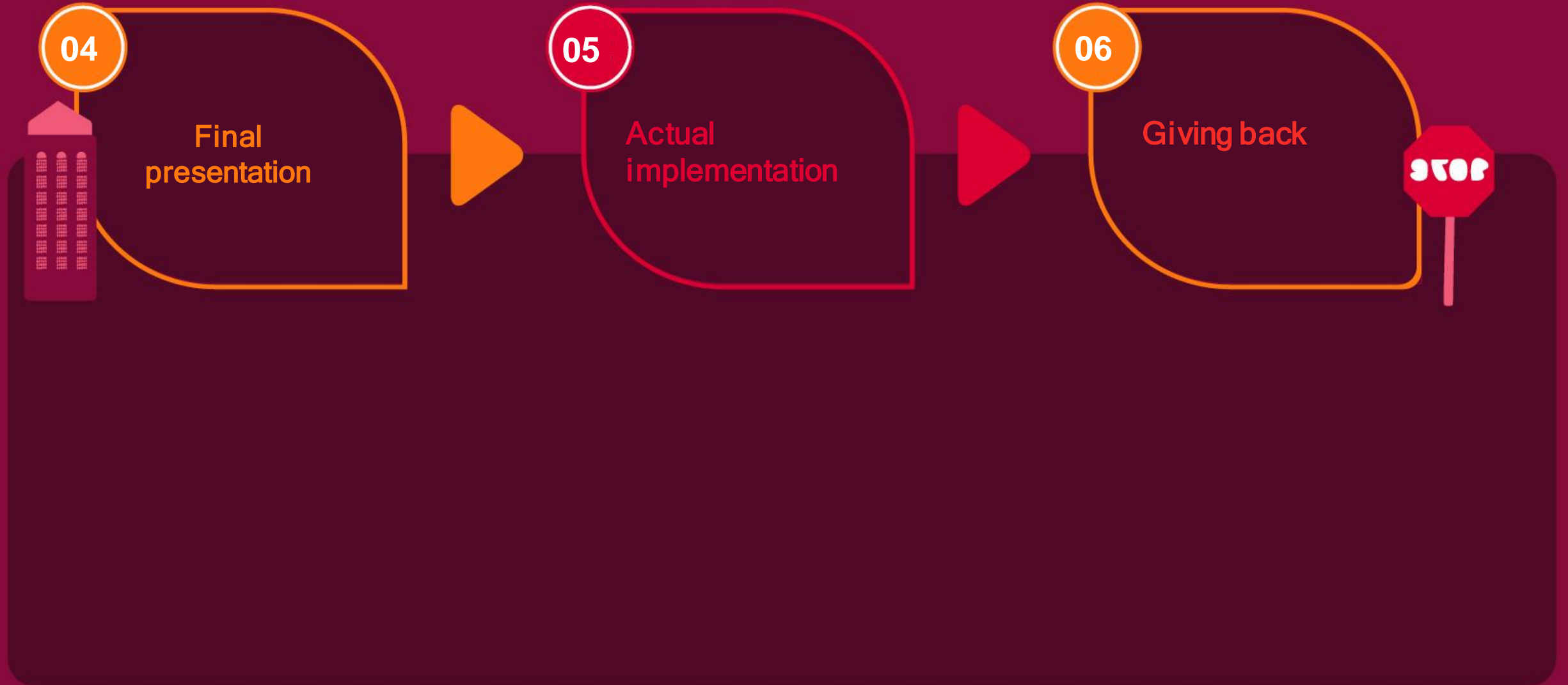
Assessor training



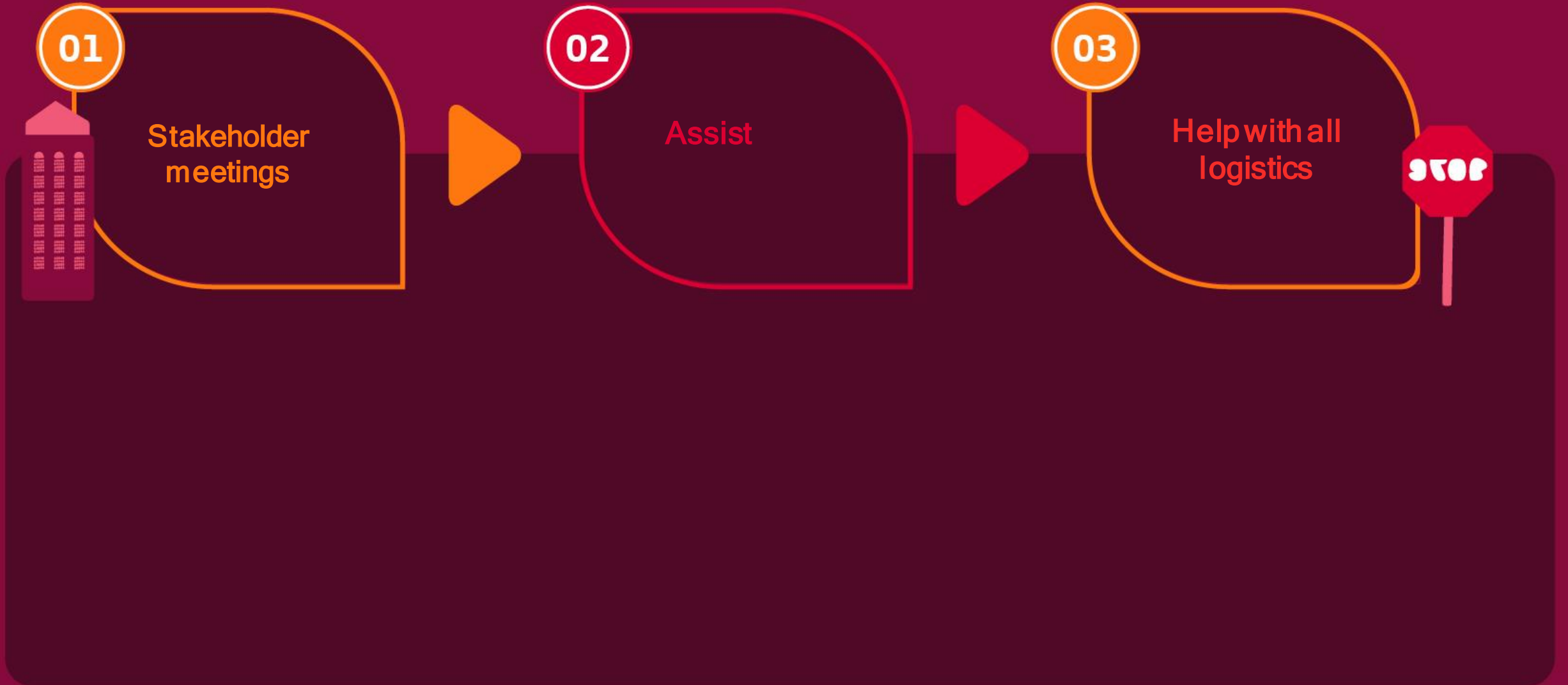
Simulation design masterclass - next steps



Simulation design masterclass - next steps



Assessor training - next steps



Assessment centre - next steps



What our previous IOP Interns have to say about our assessment centre experience

The assessment centre experience was very insightful

Educational experience

Seeing the AC used in grad recruitment created depth of understanding of the practical and evidence side of ACs

Designing the first ever virtual AC was a daunting task with limited case studies or research to guide us. We had to think critically and be extremely organized

As an intern it was great to see the methodology of ACs applied in the business context and on such a large scale

Stakeholder buy-in either makes or breaks the process. Therefore have a clear process plan and regular check-ins with stakeholders

I got a huge amount of exposure to the centres and training

The virtual context has the potential to either enhance or undermine the experience value of the experience depending on the design and how technology is leveraged

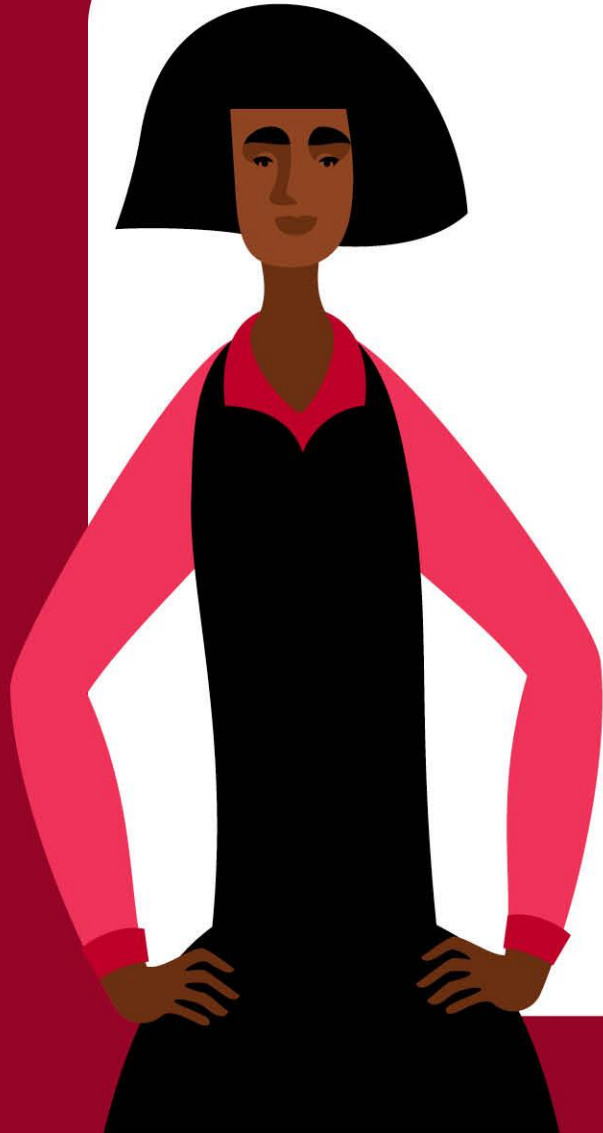
Curated content per area allowed me to learn more about the area but also gave the candidate a realistic expectation

Its important that assessors understand the importance of their role and time needed

The progress made from the first centre to the last was different based on my understanding, experience and learning

The structure of group activity, presentation and interview gives a nice view of how candidates would work in different spaces

Advantages of our approach



Industrial psychology intern

- End to end exposure
- Increases overall confidence
- Gets them ready for the 'real world'
- Our interns with an edge in the job market
- Develop and refine their AC skills

Organisation

- Increases productivity
- Enhance perspective
- Contributing to the IO profession



Final thoughts



Various degrees of exposure and different universities

While we acknowledge that this is the case with 90% of our interns (as some may come from the same university) our end to end approach is effective and impactful

Quarterly reports and presentations

We know that it is effective and impactful as the group need to present back to the leaders and provide quarterly reports where they share their progress as well as further recommendations.

Some even decide on this as the internship elective

New norm

While we are currently living through our new norm, this is the perfect opportunity to give the interns all the exposure, but also allow them to experiment and come up with new suggestions (all within best practice guidelines)



Thank you

