



ISBN: 978-1-86922-798-2

(print version) R429.00

eISBN: 978-1-86922-799-9

(ePDF) Price: R365.00

Format: 450+ pages

Publication October 2019



Knowledge Resources

Ground Floor, Yellowwood House,
Ballywoods Office Park
33 Ballyclare Drive, Bryanston

tel: (+27 11) 706 6009

fax: (+27 11) 706 1127

e-mail: orders@knowres.co.za

website: www.kr.co.za

ASSESSMENT CENTRES

Unlocking People Potential for Growth – 2nd Edition

by **Sandra Schlebusch & Gert Roodt**

While technology is enhancing every aspect of an Assessment Centre (AC), it remains a real art and skill to design and implement an AC. **Assessment Centres: Unlocking People Potential for Growth** is currently the *only* South African book on the market in this area. It unpacks the adapted AC Design Model and, in addition, addressing topical issues around **ACs**, including:

- The different purposes that **ACs** are used for.
- The introduction of **ACs** into South Africa and the growth of **ACs**.
- The role that the ACSG plays in promoting **ACs**.
- What **AC** practitioners should consider when using **ACs**.
- Why strategic positioning of an **AC** is important.
- The business case for **ACs** in organisations.
- The Code of Ethics for **ACs** in South Africa.
- **AC** Policy.
- **AC** case studies and the ethical implications.
- The **AC** Design Model.
- Why an **AC** needs to be grounded in a thorough job analysis.
- The theories underpinning **ACs**.
- The intricacies of simulation and **AC** development.
- The importance of trialling simulations and piloting an **AC**.
- The importance of confidentiality and the safe storage of material.
- An international perspective on current practices and future challenges around assessment centres.
- And more!

Assessment Centres: Unlocking People Potential for Growth is a complete 'how to' book that focuses on **practical execution**. In addition, it includes numerous case studies as examples for the principles discussed.

Sandra Schlebusch is the managing director of LEMASA (Pty) LTD and the owner of LeCouSa Consulting. She is a registered Psychometrist at the HPCSA. While her experience covers the whole spectrum of human and organisational development, her main focus is using simulations and Assessment Centres for developmental purposes. She has been actively involved in Assessment Centre design, implementation and evaluation for the past 30 years. She received an Award of *Recognition for Continuous Contribution to the field of Assessment Centres in South Africa* from the Assessment Centre Study Group (ACSG). She is a previous chairman of the ACSG and co-established the *AC Academy*, a part of the ACSG, with the aim to educate and skill potential Assessment Centre users. She currently holds a BCom Hons in Industrial Psychology, as well as an MBA.

Gert Roodt (DAdmin) is a licensed psychologist and a registered personnel practitioner. Gert was the Vice Dean: Research in the Faculty of Management at the University of Johannesburg, South Africa. He was the former head of the Centre for Work Performance in the Department of Industrial Psychology and People Management. He is a former chair of the Society for Industrial Psychology (1995–1997). He serves on review/editorial boards of nine local and international scholarly journals. He is author/co-author of more than 100 peer-reviewed journal articles and about 70 conference proceeding papers; 15 technical reports; and co-editor/co-author of 17 books; author/ co-author of 70 book chapters; and several articles in non-research-based journals. He is also presenter/co-presenter of approximately 135 peer-reviewed papers at national and international academic conferences.