



## Module 3: Designing Simulations (Designing Simulations 101)

The AC Academy's aim is to establish competence with AC practitioners in designing, delivering, and researching Assessment Centres (ACs) designed according to best practice and ethical guidelines to the benefit of all stakeholders.

### **Mission of the AC Academy**

Establishing and transferring competence to AC practitioners to design, implement, and research ACs according to best practice and ethical guidelines that support Talent Management objectives in organisations. This is done through presenting various training interventions.

### **Vision of the AC Academy**

To have world-class AC competence of South African, African and international AC practitioners to ensure the ethical, scientific and needs-driven delivery of ACs in organisations.

### **Module 3: Designing Simulations**

### **Purpose of Module 3**

The purpose of Designing Assessment Centres 101 is to lay the foundation for delegates to design an AC that will meet the important research components required for AC validity and practitioners will have a solid platform to support practical initiatives with their clients.

**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**

- Being able to understand the legal framework that simulations need to adhere to
- Being able to determine the focal constructs of the simulation
- Being able to determine the most appropriate simulation type to design
- Being able to design the simulation content
- Being able to design the simulation documents
- Being able to compile the administration and technical simulation manuals
- Being able to design the simulation user(s) training
- Being able to design simulations with ethics in mind

### **Target Groups**

- IO Psychologists
- Psychometrists
- People working in Human Resources or Training and Development
- Anyone with a solid background in Human Behaviour

**Continuous Professional Development** – Up to 21 CEUs can be earned by attending

**Duration** – Three days

Want to Know More?  
Please contact Judith Williamson on +27 83 304 6068 or  
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