



Module 4: Implementing an Assessment Centre (Implementing ACs 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 4: Implementing an Assessment Centre

Purpose of Module 4

Delivering reliable and valid Assessment Centres are a combination of various factors. However, the consistent and effective application of the centre with competent process owners, are also significant factors that influence valid and reliable centres. The purpose of this module is to position aspects that need to be adhered to during and after a centre to enable reliable and valid centres.

Course Outcomes

- Being able to design effective observer training programmes
- Being able to ensure competent Assessment Centre staff
- Being able to identify appropriate criteria to select observers and other role players
- Being able to effectively administer an Assessment Centre to also enable operational reliability
- Being able to facilitate the data integration session
- Ensuring that effective reporting and feedback take place
- Knowing what processes to have in place to ensure effective future Assessment Centres – e.g. data capturing; data storage; cost reconciliation; stakeholder feedback and Assessment Centre maintenance
- Being knowledgeable about the ethics of implementing an Assessment Centre

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 14 CEUs can be earned by attending

Duration – Two days

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