

AC Academy Workshop

Introduction To Assessment Centres

PURPOSE OF THE WORKSHOP:

The purpose of this workshop is to provide delegates with basic knowledge on the use of Assessment Centre technology.

THE AIM IS TO PROVIDE DELEGATES WITH AN UNDERSTANDING OF ASSESSMENT CENTRE METHODOLOGY SO THAT THEY CAN MAKE INFORMED DECISIONS ON HOW AND WHERE ASSESSMENT CENTRES CAN BE USED IN THEIR ORGANISATIONS.

Delegates will not become Assessment Centre practitioners after attending this workshop but will have a good source of reference on which informed decisions about Assessment Centres can be based.

CONTENT:

The topics that will be discussed are:

- Defining Assessment Centres
- Different purposes and uses of assessment centres
- Simulations and Competencies as focal constructs
- Assessment Centres and Technology
- Types of assessment centre exercises
- The critical role of the observer / assessor
- Designing and Developing Assessment Centres
- Assessment centre ethics
- Why do Assessment Centres fail?

Given that this is an introductory type of workshop, information will mainly be shared through presentations and questions and answers

DURATION:

4- hours OR 1 Day

TARGET AUDIENCE:

- Industrial and Organisational Psychologists (IOPs)
- Psychometrists
- Industrial and Organisational Psychologists busy with their Internship
- People working in the Human Resources or Training and Development departments
- Potential Observers / Assessors
- Line Managers