

AC Academy Masterclass

Introduction To Development Assessment Centres (DACs)

PURPOSE OF THE MASTERCLASS:

The purpose of this Masterclass is to open the possibility of using an Assessment Centre for developmental purposes and to distinguish between the different types of Assessment Centres used for developmental purposes.

THE AIM IS TO PROVIDE DELEGATES WITH AN UNDERSTANDING OF DEVELOPMENT ASSESSMENT CENTRES SO THAT THEY CAN MAKE INFORMED DECISIONS ABOUT IMPLEMENTING THE APPROPRIATE CENTRE WITHIN IN THEIR ORGANISATIONS

After attending the masterclass, the delegates will be able to implement the appropriate DAC effectively within their organization.

RATIONALE FOR DACs:

Development interventions can be expensive. In addition, line managers are hesitant to send their subordinates for training if they do not see the results of the training in the work environment. Employees themselves are also reluctant to attend training since it does not address development needs as perceived by them. Therefore, chances are that training and development interventions may not be successful. Development Assessment Centres (DACs) may positively impact this situation since the development interventions are truly needs-driven, the organisation can include these interventions as part of its Workplace Skills Plan and eventually claim some of the levies back, and as DAC participants buy into their individual development needs, they will probably be more committed to address these needs.

CONTENT OF MASTERCLASS:

The topics that will be discussed are:

- Defining Assessment Centres for various purposes

- Understanding the differences between types of Assessment Centres for development purposes
- Six steps to implement DACs
- Practical pointers about implementing DACs

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, Training and Development, Talent Management departments
- Organisational decision-makers