

AC ACADEMY - MODULE 2

THE DESIGN AND DEVELOPMENT OF AN ASSESSMENT CENTRE

PURPOSE OF MODULE 2

The purpose of Module 2 is to lay the foundation for delegates to design and develop an Assessment Centre (AC) that will meet the important components required for AC validity. In addition, delegates will have a solid platform to support practical initiatives with their clients.

The aim of this module is to transfer sufficient skills so that, with practice, the delegates are on the road to competence.

COURSE OUTCOMES

- Being able to practically implement stage 1 (Analysis) and stage 2 (Design and Development) of the AC Design Model
- Being able to build a business case for an AC
- Being able to identify competencies and simulations for use during the AC
- Being able to compile an AC Blueprint that can be followed for AC development
- Knowing how to involve the appropriate stakeholders during the design and development of the AC
- Having a basic understanding of designing and developing simulations and simulation documentation
- Being able to design the simulation sequence during the AC
- Knowing how to compile an AC Administration Manual and AC Technical Manual
- Being able to deliver a fully functional AC ready for implementation
- Being able to design and develop an AC with ethics in mind

COURSE CONTENT

Part 1 (Asynchronous E-learning)

The theory and practical guidelines on how to design and develop an AC are shared and discussed in a comprehensive, practical manner. Each section is concluded with a short knowledge test that must be passed (80% passing mark) before the participant is allowed to progress to the following section.

The module also concludes with a knowledge test that is based on knowledge from the complete module.

Part 2 (synchronous Practical Facilitated Session) – successful completion of part 1 is mandatory before attending part 2:

Knowing the theory is not enough to be competent in designing and developing an AC. During this **2-day facilitated session** delegates need to practically implement the steps in stages one and two of the AC Design Model. This entails physically designing and developing an AC for a fictitious client.

TARGET GROUPS

Delegates attending Module 2 should at least have successfully completed *Module 1: Introduction to Observing Behaviour During an Assessment Centre*.

The typical target audience for Module 2 is:

- Industrial and Organisational Psychologists (IOPs)
- Psychometrists
- People working in the Human Resources or Training and Development departments
- Anyone with a solid background in understanding Human Behaviour

MODULE 2 CONTINUES PROFESSIONAL DEVELOPMENT (CPDs)

- **Part 1:** 30 CEUs plus 2 Ethics
- **Part 2:** 12 CEUs plus 1 Ethics

CONTACT INFORMATION

For more information, please contact:

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