

AC ACADEMY - MODULE 3

THE DESIGN AND DEVELOPMENT OF A SIMULATION

PURPOSE OF MODULE 3

Simulations are used during Assessment Centres, Diagnostic Centres and Development Assessment Centres. In addition, simulations are used during various training and development interventions. Irrespective of the context in which simulations are used, the simulations must be designed in such a way that they elicit visible behaviour linked to the focal constructs of the simulations. Effective simulation design and development directly impacts the validity of the results obtained from using simulations.

The aim of this module is to introduce potential simulation designers to the process, vigour and skill of designing simulations that will deliver cost-effective, reliable and valid results.

COURSE OUTCOMES

The delegates will be able to:

- Understand the legal and ethical frameworks that simulations need to adhere to
- Determine the focal constructs of the simulation
- Determine the most appropriate simulation type to design
- Design and develop the simulation content
- Design and develop the simulation documents
- Compile the administration and technical simulation manuals
- Design the simulation user(s) training

TARGET GROUPS

It is recommended that delegates attending Module 3 should have successfully completed *Module 2: Designing and Developing Assessment Centres*.

The typical target audience for Module 3 is:

- IO Psychologists
- HR Professionals
- Psychometrists
- People working in Human Resources or Training and Development
- Training Designers

DURATION OF MODULE 3

Two-days facilitated workshop.

AVAILABILITY OF MODULE 3

This module is available when a minimum of 10 delegates have enrolled for the module, or it is presented in-house for a client organisation.

MODULE 3 CONTINUES PROFESSIONAL DEVELOPMENT (CPDs)

- 12 CEUs plus 1 Ethics

CONTACT INFORMATION

For more information, please contact:

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