

AC ACADEMY - MODULE 4

IMPLEMENTING AN ASSESSMENT CENTRE

PURPOSE OF MODULE 4

Delivering reliable and valid Assessment Centres (ACs) 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 aim of this module is to position aspects that need to be adhered to during and after an assessment centre to enable reliable and valid centres.

COURSE OUTCOMES

- Embed the Assessment Centre in other people processes
- Design an Assessment Centre Policy
- Know what processes to have in place to ensure an effective Assessment Centre practice – e.g., data capturing and storage; cost reconciliation; stakeholder feedback, Assessment Centre maintenance
- Design effective observer training programmes
- Ensure competent Assessment Centre staff
- Identify appropriate criteria to select observers and other role players
- Effectively administer an Assessment Centre to also enable operational reliability
- Facilitate the data integration session
- Ensure that effective reporting and feedback take place
- Be knowledgeable about the ethics of implementing an Assessment Centre

TARGET GROUPS

Delegates attending Module 4 should at least have attended an Assessment Centre and have a basic understanding of what an Assessment Centre entails, or alternatively, have attended the workshop: *Introduction to Assessment Centres*.

The typical target audience for Module 4 is:

- IO Psychologists
- HR Professionals

- Psychometrists
- OD Specialists
- Learning and Development Specialists
- Anyone interested in Talent Management

DURATION OF MODULE 4

Two days online or in-person facilitated workshop.

AVAILABILITY OF MODULE 4

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 4 CONTINUES PROFESSIONAL DEVELOPMENT (CPDs)

- 12 CEUs plus 1 Ethics

CONTACT INFORMATION

For more information, please contact:

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