

# The 41<sup>st</sup> International Congress on Assessment Center Methods

OCTOBER 9-10, 2018 WINDSOR, UNITED KINGDOM

HI-TECH | HI-TOUCH | HI-TECH | HI-TOUCH | HI-TECH | HI-TOUCH | HI-TECH



OCTOBER 8, 2018 PRE-CONFERENCE WORKSHOP

## Hi-Tech or Hi-Touch: The Future of Assessment Centres



The UK-Assessment Centre Group is partnering with The International Congress on Assessment Center Methods for its 2018 conference.



How can we  
**INTEGRATE**  
technology into  
assessment  
centres?

And how can  
we do it  
**WITHOUT**  
impacting the  
human element?



# Hi-Tech or Hi-Touch: The Future of Assessment Centres

## General Sessions

**PLEASE JOIN US | OCTOBER 9-10, 2018** in Windsor, U.K. for the 41st International Congress on Assessment Center Methods—the premiere conference on assessment centre methodology.

In partnership for the first time with the UK-Assessment Centre Group, this year’s theme, *Hi-Tech or Hi-Touch: The Future of Assessment Centre Methodology*, will examine how technology is impacting assessment centres around the world. Speakers will discuss the integration of technology into assessment centres, the impact of guidelines, ethics, and regulations, real-world and unique applications for using assessment centres, new research, and much more.

Don’t miss this opportunity to connect with the brightest minds in our industry and share best practices, collaborate, and learn what’s new.

**REGISTER NOW AT**  
[WWW.ASSESSMENTCENTERS.ORG](http://WWW.ASSESSMENTCENTERS.ORG)

Package Option	Early Bird Cost Per Person	Standard Cost Per Person
Full conference with overnight room on October 8 & 9	£470	£520
Full conference with overnight room on October 9	£355	£395
Full conference with no overnight room	£260	£290
1/2-day pre-conference workshop (Assessment Centre Basics)		£75
Gala Dinner Guest		£45 (includes VAT)

Registration fees are exclusive of VAT. Early Bird pricing available until August 15.

**Introduction | William C. Byham, Ph.D.**  
*DDI, United States*

### What Do Organisations Want from Assessment Centres and How Are Their Needs Being Met?

Dr. Byham will open the conference with insights from the *Global Leadership Forecast 2018* and focus on the data relevant to the use of the assessment centre method, now and in the future. This research study, the largest of its kind, is based on data from 25,812 leaders, 2547 HR professionals, 2488 organisations from 54 countries, representing 26 major industrial sectors. The research was sponsored by DDI, The Conference Board, and EY.

In his presentation, Dr. Byham will explore gender and age differences and the differences among industry groups and countries. He will compare the views of three levels of management to each other and to non-management employees, then discuss the differences in the views of top management versus the views of managers in HR departments. Large differences in the need for assessment centres by country will also be discussed.

In small groups, Congress participants will have the opportunity to briefly discuss the findings, then share with the group their ideas on how assessment must change to meet current and future needs.

**Keynote | Ben Hawkes**  
*Selection Assessment Lead, Shell International, United Kingdom*

### Evolve or Die: The Future of Assessment Centres

In 2016, Shell International ceased using assessment centres for global graduate selection, replacing them with an entirely online selection process. Shell is not unique in choosing to move away from assessment centres in favour of other selection methods. Many other employers have also made this choice in order to reduce time-to-hire, improve candidate experience, simplify the selection process, and deliver better value. Is this the beginning of the end for assessment centres, or do they have a future?

Ben will argue that it is vital that assessment centre researchers and practitioners more aggressively adopt new and emerging workplace technologies—from telepresence to artificial intelligence—to ensure that

assessment centres remain a valid, relevant, and cost-effective selection option for employers. Drawing from his in-house and vendor-side experience, Ben talks as a proponent of assessment centres who is, nonetheless, dissatisfied with the slow integration of technology into the assessment centre method.

### Panel Discussion | Authorities for Assessment Centre Practice: Laws, Regulations, Standards, Guidelines, and Ethics

**Moderators: George C. Thornton, III, Ph.D.,**  
*Colorado State University, United States*  
**Doug Reynolds, Ph.D.,** *DDI, United States*

**Discussants: Helen Baron,** *United Kingdom;*  
**Stefan Hoefl,** *University of Applied Labor Studies, Germany;*  
**Dion Meiring,** *Department of Human Resource Management, South Africa;*  
**Sandra Schlebusch,** *Lemasa, South Africa*

Moderators and panelists will discuss the impact of guidelines, laws, regulations, and ethics on assessment centres around the world. This rich discussion will explore “levels of authority” including GDPR, Assessment Centre Guidelines, SIOP Principles, and AREA Standards, in terms of education, governance, practice, and research.

Delegates will learn about the wide variety of legal, professional, and ethical obligations that impact the design, implementation, and research on the assessment centre method. Speakers will compare and contrast the importance of complying with these important authorities in different applications of the assessment centre method in parts of the world.

**Keynote | Dr. Iain Coyne**  
**Associate Fellow of the British Psychological Society and a Fellow of the Higher Education Academy**

Dr. Coyne’s keynote presentation will discuss the importance of ensuring good practice, integrity, and security of data are being preserved when assessments embrace technology to ensure we don’t lose sight of the fundamental principles of good practice assessment. He will then lead a panel discussion of assessment practitioners who will dive deeper into the topic of integrating technology into assessment centre methodology.

# Hi-Tech or Hi-Touch: The Future of Assessment Centres

## Concurrent Sessions

### How Artificial Intelligence is Transforming Assessment Centre Simulations: Does an AI-driven Simulation Produce the Same Predictive Validities as the Traditional Methods?

**Pieter Bronkhorst, Ph.D.**, *Organisation and Management Technologies (OMT), Evalex Talent Solutions (EICM), and Odyssey Talent Management | South Africa*

### Relationships of Analytical, Practical, and Emotional Intelligence with Behavioural Dimensions of Performance of Top Managers

**Anna Baczyńska, Ph.D.**, *Kozminski University | Poland*

### Combining Psychometric Tests and Assessment Centres

**Svetlana Simonenko, Detech | Russia**

### Development of the Canadian Army Officer Selection Assessment Centre

**Joseph Berry and Bernadette Myslicki, Military Personnel Research & Analysis | Canada**

### An Alternative to Personality Questionnaires: Introducing Personality Tasks

**Max Choi, Quest Partnership, Ltd | United Kingdom**

### TELKOM Post Assessment Development

**Teuku Zilmahram, PT Telekomunikasi | Indonesia**

### (Part 1) Assessment Centres for Recruitment and Selection of Judge Candidate Selection

### (Part 2) The Promotion Processes of Chief Judge and Vice Chief Judge in the Republic of Indonesia Supreme Court

**Mr. Pudjoharsoyo | Indonesia**

**Ms. Indriyani Ratnaningsih | Indonesia**

### Incorporating Business Processes, Rules and Policies in the Design of Simulations for an Assessment Centre for Private Bankers

**Lydia Cillie-Schmidt, The Talent Hub | South Africa**

### A View of Assessment Centres in the Caribbean: Challenges and Strategies

**Jeremy Francis, Beyond Consulting | Trinidad and Tobago**

### Developing a New Exercise in Assessment Centres for Recruiting Expert Talent at Mobarakeh Steel Company (MSC)

**Homayoon Kord, Mobarakeh Steel Company | Iran**

### Fusing Assessment and Development to Develop Disruptive Leadership: A Case Study

**Bruce Watt, DDI | United Kingdom**

### Virtual Assessment Centres for Restructure and Redundancy

**Katy Welsh, PSI | United Kingdom**

### Selecting Young Future Entrepreneurs in Southern Africa: Key Findings and Learnings from the Allen Gray Orbis Foundations Scholarship and Fellowship Validation Study

**Carl Herman, Allan Gray Orbis Foundation | South Africa**

### Typical Personality Pattern for Executive-Level Leaders: A Case Study on 2000+ Executive-Level Assessment Centre Participants for Indonesia

**Daya Dimensi | Indonesia**

### Panel Discussion on Development Centres

Moderator:

**Sandra Schlebusch, Lemasa | South Africa**

Panelists:

**Dolunay Bulut, T. IS Bankasi A.S | Turkey**

**Stella Stoyneva, ForTeam Talent Assessment | Bulgaria**

**Wisnoe Satrijono, PT PLN (Persero) | Indonesia**

**Natalia Sushko, HR Technologies | Ukraine**

### A Look from Germany: Options for Digital Innovations in Assessment Centres

**Christof Obermann, RFH Cologne School for Applied Sciences | Germany**

## SCHEDULE OF EVENTS

### MONDAY | OCTOBER 8

12:00–17:00

Pre-conference workshop:  
Assessment Centre Basics  
(optional)

17:00–20:00

Opening Reception &  
Early Registration

### TUESDAY | OCTOBER 9

9:15–9:30

Welcome

9:30–11:00

General Session and  
Keynote Address

11:15–12:00

Concurrent Sessions

12:00–13:00

Lunch

13:15–17:00

General and Concurrent Sessions

18:30–21:30

Gala Dinner at the  
De Vere Beaumont Estate

### WEDNESDAY | OCTOBER 10

8:45–13:00

Keynote and Concurrent Sessions

13:00–14:00

Lunch



## Conference Venue

### DE VERE BEAUMONT ESTATE

Old Windsor, Berkshire  
Burfield Road SL4 2JJ

#### PRE-CONFERENCE WORKSHOP: ASSESSMENT CENTRE BASICS

**Monday, October 8 | 12:00–17:00**

Year after year, the pre-conference workshop receives rave reviews. It is intended for those just starting to use assessment tools, or for HR generalists who would like a basic overview. As a participant, you will receive an introduction to assessment centre methodology, review basic guidelines, and discuss best practices. The cost of the pre-conference workshop is 75 GBP and includes lunch.

#### Networking

#### OPENING RECEPTION

**Monday, October 8 | 18:00–20:00**

If you are joining us on the Monday evening, start your networking by joining other delegates for our opening drinks reception in the bright and airy Beaumont Room which overlooks the gardens. You will also be able to pick up your registration materials at this time.

#### Gala Dinner Banquet

#### DE VERE BEAUMONT ESTATE

**Tuesday, October 9 | 8:30–21:30**

On the Tuesday evening, all delegates are invited to the Conference Banquet which will be held in the conference centre's magnificent Chapel. Additional guests (non-delegates) are welcome to join the banquet for £45 per head by prior arrangement. The evening will begin with a wine reception, followed by a three-course meal with coffee and mints afterwards. The after-dinner speaker is Graham Jolley, Britain's most baffling mindreader and entertainer—be prepared for an enlightening evening's entertainment!

#### DE VERE BEAUMONT ESTATE

This lovely English hotel sits at the heart of 40 acres of parkland on the outskirts of Royal Windsor, to the south west of London. Originally built as a house for Lord Weymouth in the 18th Century and used as a public school between 1854-1967, the estate comprises the main mansion house, a beautiful chapel, a large white Georgian house and 45 event spaces. A recent multi-million-pound refurbishment has ensured the hotel meets 21st Century standards, with free superfast WiFi, three new lounges and a stylish bar and restaurant serving great food from British suppliers. In addition to the natural ponds and specially commissioned sculptures to be discovered in the extensive grounds, other facilities at the hotel include an indoor pool, a gym and tennis courts. Guest rooms in the hotel are equipped with a flat-screen TV, desk and tea/coffee facilities. The rooms include a private bathroom with bath or shower. The Estate is set close to the River Thames and in the welcome pack, delegates will receive a walking map should they wish to explore the area. Local historical sites include the signing of the Magna Carta and the John F. Kennedy Memorial. Windsor Castle, Virginia Water, Savill Garden and Ascot Racecourse are also very close.

If you selected a conference package that includes overnight accommodation, the conference organisers will make your reservations with the De Vere Beaumont Estate on your behalf.

International delegates wishing to stay at the hotel for additional nights, either before or after the conference, are recommended to contact the hotel direct as soon as possible to ascertain availability/prices. Alternatively, use an online reservation service. A standard double currently costs about £110 for bed and breakfast.

#### GETTING TO THE DEVERE

The hotel is located just 3 miles from Windsor, minutes from J13 of the M25 and 15 minutes from Heathrow; Egham is the nearest station with fast connections to London Waterloo and Reading.



For updates on speakers, presentations, agendas, and what's new, visit [www.assessmentcenters.org](http://www.assessmentcenters.org)

**Register Now**  
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