

**ACSG CONFERENCE 17 - 19 MARCH 2010
PROTEA HOTEL, STELLENBOSCH**

**PROGRAMME DAY 1: PRE-CONFERENCE WORKSHOP
17 MARCH 2010**

07:30 – 08:00 **Registration for Workshops**

Tea & Coffee

08:00 – 12:00 **Morning Session**

Workshop 1 [Venue: Mag 1]

Introduction to Development Centres

Presenter: Sandra Schlebusch, The Consultants

Workshop 2 [Venue: Mag 3]

Validating Assessment Centres

Presenters: Kevin Murphy, Pennsylvania State University

12:00 – 13:00 **Lunch**

13:00 – 17:00 **Afternoon Session**

Workshop 3 [Venue: Mag 1]

Introduction to Assessment Centres

Presenter: Petrus Nel, UWC

Workshop 4 [Venue: Mag 3]

Adaptation of AC Features for a Country in Africa

Presenter: Diana Krause, Alpen-Adria University Klagenfurt, Austria & Robert Rossberger

14:00 – 16:00 **Research Focus Area Workshop [Venue: Mag 2]**

Facilitators: Deon Meiring, SAPS; Anne Buckett, Precision HR

PROGRAMME DAY 2: 18 MARCH 2010

- 07:30 – 08:15 **Registration for Conference**
- 08:15 – 08:30 **Welcome**
Sandra Schlebusch, Chairperson
- 08:30 – 09:15 **COMMEMORATIVE DELEGATE GROUP PHOTO**
- 09:15 – 10:00 **Keynote Address: Assessment centre essentials**
Kevin Murphy, Pennsylvania State University
- 10:00 – 10:30 **Tea & Coffee**
- 10:30 – 11:15 **OPEN SPACE SESSION 1 – RESEARCH / BEST PRACTICE**
- Mag 1: Social perceptiveness: its role for performance in selection procedures and for the prediction of job performance**
Martin Kleinmann, University of Zurich, Switzerland & Jürgen Deller, Leuphana University of Lüneburg, Germany
- Mag 2: Calculating the final integrated score in assessment centres for selection: a qualitative or quantitative approach?**
Nadine Butler, SHL
- Mag 3: The role and effect of unconscious defensive structures in assessment centres: a systems psychodynamic perspective**
Frans Cilliers, UNISA
- Mag 5: The assessment of technical competencies: the emergence of a new era**
Pieter Bronkhorst, Evalex
- Mag 6: DEMINAR 1**
- 11:30 – 12:15 **OPEN SPACE SESSION 1 REPEAT**
Mag 6: DEMINAR 2
- 12:15 – 13:30 **LUNCH**
- 13:30 – 14:15 **Keynote Address: State of the art assessment centre practices in South Africa: survey results, challenges, and suggestions for improvement**
Diana Krause, Alpen-Adria University Klagenfurt, Austria

14:30 – 15:15 **OPEN SPACE SESSION 2 – RESEARCH / BEST PRACTICE**

Mag 1: Assessment centres in the military

Francois de Kock, University of Stellenbosch; Lt Col. Albert Meyer, Military Psychological Institute & Maj. Natascha Bruwer, Military Psychological Institute

Mag 2: The variability of assessment centre validities: subject to purpose?

Kim Dowdeswell, SHL

Mag 3: A two-stage assessment centre that brought all employees to a higher level of performance

Roy Perham, John Jay College, New York City, USA

Mag 5: Exploring the equivalence and rater bias in AC ratings

Gert Roodt, University of Johannesburg & Sandra Schlebusch, The Consultants

Mag 6: DEMINAR 3

15:15 – 15:45 **Mid-afternoon break**

Tea & Coffee

15:45 – 16:30 **OPEN SPACE SESSION 2 REPEAT**

Mag 6: DEMINAR 4

18:30 **Gala dinner**

(Theme: Smart – wine tasting and 5-course dinner at L’Avenir)

PROGRAMME DAY 3: 19 MARCH 2010

- 07:30 – 08:30 **Registration**
- 08:30 – 09:00 **Welcome**
Sandra Schlebusch, Chairperson
- 09:00 – 09:30 **Plenary Address: Ethical issues and challenges: over the years and into the future**
Anne Buckett, Precision HR
- 09:30 – 10:30 **Keynote Address: Psychometrics & assessment centres: can there be a meeting of minds?**
Kevin Murphy, Pennsylvania State University
- 10:30 – 11:00 **Tea & Coffee**
- 11:00 – 11:45 **OPEN SPACE SESSION 3 – AC APPLICATIONS**
- Mag 1: Developing talent in racially diverse workplaces**
Nischal Khandai, African Bank Limited
- Mag 2: Practical application of levels of work in assessment centre design and competency design**
Jacques Haworth, BLOSS
- Mag 3: Backing the wrong horse: when management overrides assessment centre results**
Wilma Botha, NIA
- Mag 5: Are assessment centres an enabling experience for the disabled?**
Johan Greeff, Treetops Consulting & Lucilee Greeff, Treetops Consulting
- Mag 6: DEMINAR 5**
- 11:45 – 12:45 **LUNCH**
- 12:45 – 13:30 **OPEN SPACE SESSION 3 REPEAT**
Mag 6: DEMINAR 6
- 13:45 – 14:45 **Keynote Address: Applying assessment centres cross-culturally**
Diana Krause, Alpen-Adria University Klagenfurt, Austria
- 14:45 – 15:00 **Evaluation & closure**