

2023 ACSG Conference Programme

Draft – 20 February 2023

AC Academy Training Modules

Monday, 13th and Tuesday, 14th March 2023

08:00 – 17:00 Virtual & In-person Zoom 1	* Module 1, Part 2: Introduction to Behaviour Observation During an Assessment Centre <i>Sandra Schlebusch (LEMASA, South Africa)</i>
08:00 – 17:00 Virtual & In-person Zoom 1	* Module 2, Part 2: The Design and Development of an Assessment Centre <i>Sandra Schlebusch (LEMASA, South Africa)</i>
08:00 – 17:00 Virtual & In-person Zoom 1	* Module 3, Part 2: Designing Simulations <i>Sandra Schlebusch (LEMASA, South Africa)</i>

Pre-Conference Workshops

Wednesday, 15th March 2023

08:00 – 17:00 Virtual Zoom 2	Introduction to Assessment Centres <i>Sandra Schlebusch (LEMASA, South Africa)</i>
08:00 – 12:30 Virtual Zoom 1	Statistics for People Practitioners <i>Leoni van der Vaardt & Leon de Beer (NWU, South Africa)</i>
13:00 – 17:30 Virtual Zoom 2	Ethical excellence in Assessment Centres: The Practitioners Guide to Ethical Acculturation <i>Henriëtte van den Berg (Private Practitioner, South Africa)</i>

Practical Sessions Only *

- Only the practical session of Module 1 **OR** 2 **OR** 3 will be presented during the 2023 Virtual ACSG conference.
- It is recommended to complete the theoretical parts of Module 1, 2 and 3 before booking to attend the practical session.
- At least 10 participants are required to host a practical session.

Conference Day One

Thursday, 16th March 2023

09:00 – 09:30 Official Welcome and Opening of the 43rd Annual ACSG Conference
Zoom 1 **Kim Dowdeswell** (Chair: ACSG, South Africa)

09:30 – 10:30 Your Leadership Footprint – How will you be remembered?
Zoom 1 **Dave van der Merwe** (MAC Consulting, South Africa)

TRANSITION (10:30 – 10:45)

10:45 - 11:30 Identifying internal talent to ensure leadership continuation in a leading energy sector organisation
Zoom 1 **David Bischof** (Evalex, South Africa) & **Marita Becker** (Eskom, South Africa)

10:45 - 11:30
Zoom 2

Adapting AC design principles for an online L&D intervention: A case study
Carla Botha (Signify), **Anne Buckett** (PrecisionACS), & **Nicole Engels** (SYSPRO) South Africa

TRANSITION (11:30 – 11:45)

11:45 – 12:30 TAT – does it really make a difference? A practical case study informed by theory and practice in South Africa
Zoom 1 **Suzanne Gericke** (Meraki Human Capital, South Africa)

11:45 – 12:30
Zoom 2

Discussion paper – from ordinary to extraordinary: the assessment centre continuum
Tracey Stetka (Joint Prosperity, South Africa)

LUNCH (12:30 – 13:30)

13:30 – 14:15 Utilising virtual reality assessments in the workplace: Exploring the perceptions of psychometrists and industrial psychologists – the final results
Zoom 1 **Marelle Botha** (Inpsyght, South Africa)

13:30 – 14:15
Zoom 2

To Be Advised

TRANSITION (14:15 – 14:30)

Conference Day One

Thursday, 16th March 2023

14:30 – 15:15 Zoom 1	In the garden of forking paths: The role of Artificial Intelligence (AI) in developing and deploying a decision effectiveness simulation exercise <i>Pieter Bronkhorst & Jaco de Jager (Evalex, South Africa)</i>	13:30 – 14:15 Zoom 2	Beyond your conventional Situational Judgement Test (SJT): Designing a contemporary SJT to measure multiple constructs across various levels of complexity <i>Sebastian Clifton & Eltroné Wilhelm (TTS-Talent, South Africa)</i>
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TRANSITION (15:15 – 16:00)

16:00 – 17:00	Perceptions from Around the World: Practitioners Experience of the Change in Required Leader Competencies – Assessment Centre Global Village <i>Convenor: Sandra Schlebusch (LEMASA, South Africa)</i>
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TRANSITION (17:00 – 17:15)

17:15 – 18:00 Zoom 2	ACSG Annual General Meeting
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TRANSITION (18:00 – 18:15)

18:15 - 19:15 Zoom 1	How Leaders Build Agility and Resilience Is Not How You Think <i>Elaine Pulakos (PDRI, USA)</i>
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Conference Day Two

Friday, 11th March 2022

09:00 – 10:00 **Being Human: Future perspective on the emerging world of work**
Zoom 1 *Dieter Veldsman (AIHR, The Netherlands)*

TRANSITION (10:00 – 10:15)

10:15 – 11:00 **The evolving role of the Chief HR Officer (CHRO)**
Zoom 1 *Ajay Jivan (SABPP, South Africa)*

10:15 – 11:00 **How less can really be more: Insights from a validation case study in a South African call centre**
Zoom 2 *Jenna Smit (CHC Consulting, South Africa)*

TRANSITION (11:00 – 11:15)

11:15 - 12:00 **Assessment Standards South Africa (ASSA) – An independent evaluation of assessment instruments to promote quality standards of testing in South Africa**
Zoom 1 *David Bischof & Hennie Kriek (ASSA, South Africa)*

11:15 - 12:00 **To Be Advised**
Zoom 2 *Renjini Joseph (UJ, South Africa)*

TRANSITION (12:00 – 12:15)

12:15 – 13:15 **Ethics in Practice: An Assessment Centre Case Study**
Zoom 1 *Convenor: Sandra Schlebusch (LEMASA, South Africa) & Henriëtte van den Berg (Private Practitioner, South Africa)*

13:30 – 14:30 **Closing and Announcement of new ACSG Committee**
Zoom 1