

11 – 15 March 2013
At Spier in Stellenbosch, South Africa



ACSG Academy Training Workshops

Monday, 11 and Tuesday, 12 March 2013	
07:00 – 08:00	Registration and Breakfast Foyer and Courtyard
08:00 – 17:00 Simonsberg / Stellenberg Rooms	<p>Introduction to behaviour observation during an Assessment Centre (Observer 101)</p> <ul style="list-style-type: none"> Anne Buckett (<i>Precision HR, South Africa</i>) and Christine de Wet (<i>LeMaSa, South Africa</i>) <p>10:00 – 10:30 Refreshment Break 12:30 – 13:30 Lunch 15:00 – 15:30 Refreshment Break</p>
08:00 – 17:00 Auditorium	<p>The design and development of an Assessment Centre (Designing Centres 101)</p> <ul style="list-style-type: none"> Sandra Schlebusch (<i>LeMaSa, South Africa</i>) and George Thornton (<i>Colorado State University, USA</i>) <p>10:00 – 10:30 Refreshment Break 12:30 – 13:30 Lunch 15:00 – 15:30 Refreshment Break</p>

Tuesday, 12 March 2013

13:00 – 17:00 **Exhibitors' Build-up Time**

15:00 – 17:00 **Registration for Pre-Conference Workshops on 13 March 2013**

Pre-Conference Workshops

Wednesday, 13 March 2013	
07:00 – 08:00	Registration and Breakfast Foyer and Courtyard
08:00 – 12:00 Simonsberg Room	<p>1 Introduction to Assessment Centres</p> <ul style="list-style-type: none"> Petrus Nel (<i>University of the Free State, South Africa</i>) <p>10:00 – 10:30 Refreshment Break</p>
08:00 – 12:00 Auditorium	<p>2 The assessment of managers: ACs versus multisource feedback</p> <ul style="list-style-type: none"> Brian Hoffman (<i>University of Georgia, USA</i>) <p>10:00 – 10:30 Refreshment Break</p>
08:00 – 12:00 Stellenberg Room	<p>3 How to identify, develop and retain leadership talent</p> <ul style="list-style-type: none"> David Bischof (<i>Deloitte Consulting, South Africa</i>) and Matt Malan (<i>Deloitte Consulting, South Africa</i>) <p>10:00 – 10:30 Refreshment Break</p>
12:00 – 13:00	Lunch
13:00 – 17:00 Simonsberg Room	<p>4 Introduction to Development Centres</p> <ul style="list-style-type: none"> Sandra Schlebusch (<i>LeMaSa, South Africa</i>) <p>15:00 – 15:30 Refreshment Break</p>
13:00 – 17:00 Stellenberg Room	<p>5 Coaching as a tool for personal and professional development: Towards a model of practice-based evidence</p> <ul style="list-style-type: none"> Aletta Odendaal (<i>University of Johannesburg, South Africa</i>) <p>15:00 – 15:30 Refreshment Break</p>
13:00 – 17:00 Heidelberg Room	<p>6 Feedforward: A neuroscience approach to feedback</p> <ul style="list-style-type: none"> Mary-Joe Emde (<i>NeuroLeadership Group, South Africa</i>) <p>15:00 – 15:30 Refreshment Break</p>
13:00 – 17:00 Auditorium	<p>7 Evidence-based practice when evidence is sparse: Research gaps and what practitioners can do about them</p> <ul style="list-style-type: none"> Alyssa Gibbons (<i>Colorado State University, USA</i>), Dan Hughes (<i>a&dc, United Kingdom</i>), Deon Meiring (<i>University of Pretoria & University of Stellenbosch, South Africa</i>) and Jürgen Becker (<i>University of Johannesburg, South Africa</i>) <p>15:00 – 15:30 Refreshment Break</p>

15:00 – 19:00 **Registration for Conference on 14 & 15 March 2013**

17:30 – 19:00 **Networking Cocktail** in the Foyer of the Spier Conference Centre

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Conference Day 1

Thursday, 14 March 2013		
07:00 – 08:00	Registration and Breakfast	Foyer and Courtyard
08:00 – 08:30 Auditorium	Welcome, administrative arrangements and nomination procedure for election of ACSG committee members <ul style="list-style-type: none"> Lydia Cillié-Schmidt (Chairman, ACSG) 	
08:30 – 08:45 Auditorium	Official Opening <ul style="list-style-type: none"> Bill Byham (DDI, USA) 	
08:45 – 09:45 Auditorium	Opening Address – South Africa’s national development plan 2030 <ul style="list-style-type: none"> Geeva Pillay (Department of Public Service and Administration, South African Government) 	
09:45 – 10:00	Commemorative Delegate Group Photo	
10:00 – 10:15	Refreshment Break	
10:15 – 11:15 Auditorium	Plenary Session – IGNITE: Technology-enabled Assessment Centre 2.0: Where is the evidence <ul style="list-style-type: none"> Martin Lanik (Global Assessor Pool, USA) 	
11:15 – 12:15	Open Space Session One (Various Venues)	
12:15 – 13:00	Lunch	
13:00 – 14:00 Auditorium	Keynote Address – Toward multifaceted interpretation of Assessment Centre performance <ul style="list-style-type: none"> Brian Hoffman (University of Georgia, USA) 	
14:00 – 15:00	Open Space Session Two (Various Venues)	
15:00 – 15:30	Refreshment Break	
15:30 – 16:30 Auditorium	Keynote Address – Neuroscience of feedback <ul style="list-style-type: none"> Mary-Joe Emde (NeuroLeadership Group, South Africa) 	
16:30 – 17:00	ACSG Bi-Annual General Meeting	

19:00 – 23:00 **Gala Dinner** at Van Ryn’s Brandy Distillery

Conference Day 2

Friday, 15 March 2013		
07:00 – 08:00	Registration and Breakfast	Foyer and Courtyard
08:00 – 08:30 Auditorium	Election procedure for new ACSG committee members <ul style="list-style-type: none"> Lydia Cillié-Schmidt (Chairman, ACSG) 	
08:30 – 09:30 Auditorium	Keynote Address – Where Assessment Centres are going and how they will get there: Improvements in selection / promotion accuracy and development success <ul style="list-style-type: none"> Bill Byham (DDI, USA) 	
09:30 – 10:00	Refreshment Break	
10:00 – 11:00 Auditorium	Keynote Address – Evidence-based practices in Assessment Centres: Strengths, concerns and challenges from a global survey <ul style="list-style-type: none"> Alyssa Gibbons (Colorado State University, USA), Dan Hughes (a&dc, United Kingdom) 	
11:00 – 12:00	Open Space Session Three (Various Venues)	
12:00 – 13:00	Lunch	
13:00 – 14:00 Auditorium	Plenary Session – Talent management and alternative centre models: Construct validity evidence for different Assessment Centres for different purposes <ul style="list-style-type: none"> George Thornton (Colorado State University, USA) 	
14:00 – 15:00	Open Space Session Four (Various Venues)	
15:00 – 15:30	Refreshment Break	
15:30 – 16:30 Auditorium	Plenary Session – Ethical Assessment Centres: Theory, principles and cases <i>Leon van Vuuren (University of Johannesburg, South Africa) and Sandra Schlebusch (LeMaSa, South Africa)</i>	
16:30 – 17:00 Auditorium	Announcement of new ACSG committee and Closing <ul style="list-style-type: none"> Lydia Cillié-Schmidt (Chairman, ACSG) 	



Thursday, 14 March 2013						11:15 – 12:15 Open Space Session One	
Case Studies	Data Analytics	Trends	Assessment Centre Enhancements	Person Centered AC Practice	Assessment Centre Research Results	Boardroom Discussion	Speaker's Corner
Auditorium	Stellenberg Room	Simonsberg Room	Helderberg Room	Amphitheatre Boardroom 1	Amphitheatre Boardroom 2	Van Lievens Room Manor House	Reynolds Room Manor House
AC Based Leadership Development That Works <i>Elizabeth Vasques</i>	From Measurement To Analytics: Methods for Applying Evidence-Based Management and Advanced Analytics to Assessment Centre Programmes <i>Scott Erker</i>	Do Traditional Assessment Centres Cater for the Recruitment of the Millennial Generation? <i>Ceri Neilson and Pieter Möller</i>	Talent Management and Succession Planning at Executive Level – A Development Centre Project <i>David Bischof</i>	Removing the Lamp From Under the Bucket: Nurturing Talent in a Person-Centred Development Assessment Centre <i>Wilma Botha</i>	Ethical Challenges in Assessment Centres Within the South African Context <i>Vuyani Muleya, Linda Fourie and Sandra Schlebusch</i>	Preparing our Future Leaders, an Insight from Assessment Centre Results <i>Meitriani Dian Utami and Aprilya Safarini</i>	Staying Healthy and Avoiding Burnout in the Helping Process <i>Anthony Wilson</i>

Thursday, 14 March 2013						14:00 – 15:00 Open Space Session Two	
Case Studies	Speaker's Corner	Trends	Assessment Centre Enhancements	Person Centered AC Practice	Assessment Centre Research Results	Boardroom Discussion	Speaker's Corner
Stellenberg Room	Simonsberg Room	Amphitheatre Boardroom 2	Auditorium	Helderberg Room	Amphitheatre Boardroom 1	Van Lievens Room Manor House	Reynolds Room Manor House
Competency Based Assessments for Senior Management Service (SMS) Members in the South African Public Service <i>Rhulani Makhubela</i>	Criteria, Practices and Ethical Pitfalls when Selecting Assessment Instruments for your Assessment Centre <i>Gert Roodt, Francois De Kock and Sandra Schlebusch</i>	Advantages of Technology in Evidence Based Talent Management <i>Jan Van Der Westhuizen</i>	Who Brings You Profit – Your Boss or Your Teller? (Line and Top Management Competencies as Predictors of Business Outcomes in a Bank) <i>Eugene Lurie</i>	Engaging Participants in Assessment: A Choice of Fidelity <i>Joe Ungemah</i>	Trait Activation Theory: A Practical Application <i>Gerdi Mulder</i>	Ethical Challenges in Assessment Centres Within the South African Context <i>Vuyani Muleya, Linda Fourie and Sandra Schlebusch</i>	Assessment Centre as a Method for Identifying Talent in the Legal and Judiciary Agencies <i>Maharsi Anindyajati and Kartika Destiani</i>



Friday, 15 March 2013							11:15 – 12:15 Open Space Session Three
Case Studies	Data Analytics	Trends	Assessment Centre Enhancements	Person Centered AC Practice	Assessment Centre Research Results	Boardroom Discussion	Speaker's Corner
Stellenberg Room	Amphitheatre Boardroom 1	Auditorium	Simonsberg Room	Helderberg Room	Amphitheatre Boardroom 2	Van Lievens Room Manor House	Reynolds Room Manor House
<p>Developmental Assessment Practices At Siemens: Lessons Learned and Trends for the Future</p> <p><i>Laszlo Reisch and Daniel Pichl</i></p>	<p>Using External Benchmarking to Determine the Components of an Organisation's Assessment Centre Adding the Most Value in Identifying Potential</p> <p><i>Danie Oosthuizen and Kim Dowdeswell</i></p>	<p>Test Drive: How Assessment Centres are Emerging at the Forefront of Talent Management</p> <p><i>Martin Lanik</i></p>	<p>Enriching Assessment Centres with Appreciative Inquiry: Creating Opportunities for Talent</p> <p><i>Lou Van Beirendonck</i></p>	<p>Increasing Work Engagement Through Knowledge Sharing Intervention</p> <p><i>Aldira Meyer and Aprilya Safarini</i></p>	<p>Content Validation: The Forgotten Step-Child or a Crucial Step in AC Validation</p> <p><i>Klaus-Peter Müller and Gert Roodt</i></p>	<p>Legal Constraints of Running Large-Scale Assessment Centres in the European Public Sector</p> <p><i>Stéphane Vanderveken and Sari Lekhonen</i></p>	<p>360 Evaluations: Does it Add Value to the Assessment Centre Process?</p> <p><i>Jeanne Olivier and Christelle Van Rensburg</i></p>

Friday, 15 March 2013							14:00 – 15:00 Open Space Session Four
Case Studies	Data Analytics	Trends	Assessment Centre Enhancements	Person Centered AC Practice	Assessment Centre Research Results	Boardroom Discussion	Speaker's Corner
Simonsberg Room	Stellenberg Room	Auditorium	Amphitheatre Boardroom 1	Helderberg Room	Amphitheatre Boardroom 2	Van Lievens Room Manor House	Reynolds Room Manor House
<p>The Design and Implementation of a Collaborative Development Centre for Training Professionals: A Case Study</p> <p><i>Sandra Schlebusch and André Gouws</i></p>	<p>Internet Based AC and Potential: Evidence to Predict Functioning at Increasingly Complex Levels of Work</p> <p><i>Pieter Bronkhorst</i></p>	<p>No Passport Required: Effectively Implementing Assessment Centres Across Borders</p> <p><i>Scott Erker</i></p>	<p>Assess for Success: How Competency-Based Interviews Can Add Value to Your Assessment Centre</p> <p><i>Jeanne Olivier</i></p>	<p>Assessment Centre Reliability and the Role of Participant Motivation: Does it Depend on Task?</p> <p><i>Johan Struwig and Kim Dowdeswell</i></p>	<p>Construct Validity of a Managerial Assessment Centre</p> <p><i>Vuyo Nako and Antoni Barnard</i></p>	<p>Criteria, Practices and Ethical Pitfalls when Selecting Assessment Instruments for your Assessment Centre</p> <p><i>Gert Roodt, Francois De Kock and Sandra Schlebusch</i></p>	<p>Combining Assessment Centres with Performance Rankings</p> <p><i>Marina Coetzee and Caitlin De Kock</i></p>