

46th ACSG Annual Conference

Assessment Centres and Assessments: Beyond Borders

23 – 27 March 2026

Johannesburg, South Africa



www.acsg.co.za

www.acsg.co.za | conference@acsg.co.za

Preface



As organisations confront unprecedented complexity, the way we identify, assess, and develop talent is being fundamentally re-examined. Globalisation, digital transformation, hybrid work models, artificial intelligence, and increasing expectations of fairness and sustainability have reshaped both the workplace and the workforce. In this evolving context, Assessment Centres can no longer be confined by traditional boundaries—disciplinary, geographic, methodological, or conceptual. They must evolve.

The ACSG Conference 2026, themed *Assessment Centres and Assessment 2026: Beyond Borders*, invites practitioners, scholars, and decision-makers to engage with this evolution. This conference is a deliberate call to move beyond established assumptions and explore what Assessment Centres must become to remain relevant, credible, and impactful in the decade ahead.

“Beyond Borders” speaks to more than international reach. It challenges us to cross boundaries between science and practice, between technology and human judgement, and between efficiency and ethical responsibility. It asks how Assessment Centres and assessments can operate effectively across cultures while remaining locally meaningful; how they can harness innovation without compromising validity; and how they can contribute not only to organisational performance, but to broader social and economic wellbeing.

Over the course of the conference, participants will be exposed to cutting-edge research, evidence-based practice, and real-world case studies from diverse sectors and regions. Leading academics will present the latest thinking on assessment design, psychometrics, fairness, and future skill requirements. Senior practitioners will share insights from the field—what is working, what is not, and what lies ahead. Together, these perspectives will create a rigorous yet practical dialogue that advances the profession.



For corporate leaders, the conference offers a strategic lens on how Assessment Centres and assessments can support talent decisions in an increasingly volatile environment—supporting succession planning, leadership development, and workforce transformation at scale. For academic institutions, it provides a platform to shape and influence practice, strengthen research-practice partnerships, and ensure that assessment methodologies remain grounded in robust theory and empirical evidence.

Equally important, the ACSG Conference 2026 is a space for critical reflection. It encourages participants to question inherited models, challenge unconscious biases, and consider the ethical implications of assessment in a data-rich world. It recognises that the future of Assessment Centres will be defined not only by innovation, but by intentional choices about values, purpose, and responsibility.

This conference is not simply about what Assessment Centres and assessment are today—it is about what they could and should be tomorrow. By bringing together diverse voices and perspectives, ACSG 2026 aims to inspire new thinking, foster meaningful collaboration, and set a clear direction for the future of assessment.

We invite you to join us in March 2026 to think beyond borders, engage with the forefront of the discipline, and help shape the next chapter of Assessment Centres and assessments.

ACSG Executive Team

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Conference Programme

Virtual Workshop

21 March 2026

Emerging Practitioners Workshop

Time	Activity
08:30 – 09:00	Registration
09:00 – 09:15	Opening
09:30 – 10:30	Guardians of Integrity: Cybersecurity, AI Cheating, and Ethical Practice in Modern Talent Assessments - Sarita Naidoo, and Marco Pretorius
10:30 – 10:45	Refreshment Break
10:45 – 11:45	Guardians of Integrity: Cybersecurity, AI Cheating, and Ethical Practice in Modern Talent Assessments - Sarita Naidoo, and Marco Pretorius
12:00– 15:00	Guardians of Integrity: Cybersecurity, AI Cheating, and Ethical Practice in Modern Talent Assessments - Sarita Naidoo, and Marco Pretorius



Conference Programme

Virtual Workshop

Monday, 23 March 2026 | Virtual | Part 2

08:30 - 09:00	Registration
09:00 - 09:15	Opening
09:15 - 11:00	Observing Behaviour During an Assessment Centre
11:00 - 11:15	Refreshment Break
11:15 - 13:30	Observing Behaviour During an Assessment Centre
13:30 - 14:30	Lunch
14:30 - 15:30	Observing Behaviour During an Assessment Centre
15:30 - 15:45	Refreshment Break
15:45 - 17:00	Observing Behaviour During an Assessment Centre

Wednesday, 25 March 2026 | Virtual | Part 2

08:30 - 09:00	Registration
09:00 - 11:00	Observing Behaviour During an Assessment Centre
11:00 - 11:15	Refreshment Break
11:15 - 13:30	Observing Behaviour During an Assessment Centre
13:30 - 14:30	Lunch
14:30 - 15:30	Observing Behaviour During an Assessment Centre
15:30 - 15:45	Refreshment Break
15:45 - 17:00	Observing Behaviour During an Assessment Centre



Conference Programme

Virtual Conference

24 March 2026

Conference Day 1

Time	Activity
09:00 – 09:15	Welcome – Marelle Botha
09:15 – 10:15	Local Keynote Presentation: Claude-Hélène Mayer Women leadership in the Fourth Industrial Revolution – South African insights
10:20 – 11:20	Presentation 1: Cahyo Amiseso; Galuh Asrirani and Benny Prasetyo Guideline and Ethical Consideration of Assessor Assessment Center Training – Indonesia
11:20 – 11:45	Refreshment Break
11:45 – 12:45	Presentation 2: Hani Pahlevi Evolving Assessment Centre Practices: Redesigning Competency Frameworks and Measurement for Emerging AI-Related Skills
12:45 – 13:30	Lunch
13:30 – 14:30	Presentation 3: Justi Ariesthiawati Green Leadership and the Future of Assessment Centers: Insights from PASSTI's National Initiative
14:30 – 15:30	International Keynote Presentation: Martin Lanik and Archie Millard Designing for Everyone: Making Assessment Centers Accessible
15:30 – 15:45	Refreshment Break
15:45 – 16:45	Ethics Presentation: Alewyn Nel Just Because We Can? Ethics in the Age of AI
16:45 – 17:00	Closing – Marelle Botha



Conference Programme

In-Person Conference

26 March 2026,
Radisson Red, Johannesburg

Conference Day 2

Time	Activity	
08:00 – 09:00	Arrival	
09:00 – 09:30	Welcome - Marelle Botha	Venue 1
09:30 – 10:30	International Keynote Presentation: Filip Lievens Talent assessment in the 21st century: Progress and Challenges	Venue 1
10:30 – 10:45	Commemorative Group Photo	Venue 1
10:45 – 11:15	Refreshment Break	Venue 3
11:15 – 12:15	Open Space Presentations 1: Why your leadership framework is outdated: How AI has revolutionised it – Pieter Bronkhorst Venue 1	Open Space Presentations 1: Decoding the Superworker: Measuring Human Readiness for an AI-Enabled World of Work – Salome Jansen van Vuuren Venue 4
	Open Space Presentations 2: Identifying Future Entrepreneurs in Southern Africa: Insights from the Allan Gray Orbis Foundation's Second Validation Study – Zoelfah Hardien-Marriday Venue 1	Open Space Presentations 2: Beyond the Hype: Safeguarding Assessment Integrity in the Age of AI – Sebastian Clifton Venue 4
13:20 – 14:20	Lunch	



Conference Programme

In-Person Conference

26 March 2026,
Radisson Red, Johannesburg

Conference Day 2

Time	Activity	
14:20 – 15:20	Open Space Presentations 3: Reclaiming The Human Touch: The Enduring Value of In-Person Development Centres in A Digital Era – Alex Terblanche Venue 1	Open Space Presentations 3: There is no future for psychometrists in South Africa. A debate for and against the statement – Elrie Oosthuysen Venue 4
15:20 – 16:20	Open Space Presentations 4: The Missing Link in HR Transformation: Coaching Development Assessment Centres – Uanda Ndou Venue 1	Open Space Presentations 4: Transforming Public Sector Talent Management in Botswana: Institutionalizing a National Assessment and Development Centre for Competency-Based Human Resource Excellence – David Phekoetsile Venue 4
16:20 – 16:50	ACSG Annual General Meeting Venue 1	
16:50	Drinks and Networking	



Conference Programme

In-Person Conference

27 March 2026,
Radisson Red, Johannesburg

Conference Day 3

Time	Activity	
08:00 – 09:00	Arrival	
09:00 – 09:15	Welcome - Marelle Botha Venue 1	
09:15 – 10:15	Plenary Session: Group Discussion Venue 1 Unravelling Talent Assessment Prospects and Challenges in the Age of Artificial Intelligence: Assessment Centres and Beyond - Facilitator Jaco de Jager Panellists: Filip Lievens; Hennie Kriek; Pieter Bronkhorst; Nicola Taylor	
10:15 – 10:45	Refreshment Break	
10:45 – 11:45	Operationalising Assessment Centre Best Practice in the South African Public Sector: Challenges, Solutions, and Lessons Learned - Hlamalani Mavasa Venue 1	
11:45 – 12:45	Open Space Presentations 5: Beyond Efficiency: Quantifying the Predictive Validity of a Science-Based Hiring Process on Retention, Productivity, and ROI in High-Volume Recruitment – Morne Bester Venue 1	Open Space Presentations 5: How top managers differ from the other people. The results of the latest psychometric research – Svetlana Simonenko Venue 4
12:45 – 13:45	Plenary Session: Ethics Presentation Venue 1 The Ethics of AI and AI in Ethics - Emma Ruttkamp-Bloem	
13:45 – 14:00	Closing and Announcing 2027 Keynote Speaker - Marelle Botha Venue 1	
14:00 – 15:00	Lunch	



2026 Annual Conference Pricing

Activity	Individual Bookings (Exclusive of VAT)	Description
AC Academy Training (Part 1 and Part 2)	R 4 500.00	Access to both Part 1 and Part 2 of the training
Virtual Conference Day 1 (24 March 2026)	R 1 200.00	Virtual access to all live streamed sessions
Student Fee Virtual Conference Day 1 (24 March 2026)	R 750.00	Discounted virtual access for full-time students
Early Bird Virtual Day 1	R 900.00	Discounted rate for in-person conference (before 14 February 2026)
In-Person Conference Day 2 (26 March 2026)	R 2 300.00	Access to all sessions and activities for one day only
In-Person Conference Day 3 (27 March 2026)	R 2 300.00	Access to all sessions and activities for one day only



2026 Annual Conference Pricing

Activity	Individual Bookings (Exclusive of VAT)	Description
Early Bird Registration Conference Day 2 and Day 3	R 2 800.00	Discounted rate for in- person conference (before 14 February 2026)
In-Person Conference Day 2 and Day 3 (26 and 27 March 2026)	R 3 200.00	Access to all sessions and activities for both In-person conference days
Student Fee Conference Day 2 and Day 3 (26 and 27 March 2026)	R2 000.00	Discounted virtual access for full-time students
All Inclusive Package	R 4 400.00	All-inclusive package covering all Pre-conference Workshops (excluding AC Academy Module 1), Virtual and In-person conference



Booking Information

Booking

Individual Bookings:

1. RSVP to the event.
2. Receive a quote.
3. Accept the quote.
4. The invoice will automatically generate. Payment Terms and Conditions

Booking Deadline:

All bookings close 20 March.

Electronic Transfer:

ACSG Bank Details

FNB, Sandton City

Account Holder: SA Assessment Centre Study Group NPC

Current Account Number: 6242 862 3426

Branch Code: 250 655

Swift Code: FIRNZAJJ



Terms and conditions:

- Booking is provisional until full payment has been received.
- Please ensure that you comply with your employer's procurement procedures. Any outstanding fees not paid by your employer will be out of your own pocket.
- Attendance certificates will be issued electronically after the conference, and only upon confirmation of payment.
- Training programmes, conference, and/or exhibition fees are payable before the start of the conference on 23 March 2026, unless other arrangements have been made with Marelise Botha. Once proof of payment has been received, the booking for the training, conference and/or exhibition will be confirmed electronically by the ACSG
- When payment is made via electronic transfer, please quote your invoice number as a reference and mail a copy of the deposit slip or proof of electronic transfer to Conference Administration at conference@acsg.co.za.
- In the event that the training, conference or exhibition space is cancelled by the client/delegate, furnishing ACSG with a written notice to that effect:
 - at least 14 (fourteen) consecutive days prior to the training/conference starting date, no cancellation fee shall be payable by the client/delegate;
 - less than 14 (fourteen) consecutive days, but at least 7 (seven) consecutive days, prior to the training/conference starting date, a cancellation fee equivalent to 50% (fifty percent) of the full training/conference fee, shall be payable by the client/delegate; and
 - less than 7 (seven) days prior to the training/conference starting date, a cancellation fee equivalent to the full training/conference fee shall be payable by the client/delegate.
 - A delegate may be substituted by another delegate if the ACSG has been informed in writing. ACSG reserves the right to alter the workshop and/or conference details at any time.

Advertising on the ACSG website is provided on the basis of brand exposure and organisational support for the ACSG as a not-for-profit entity. The ACSG makes no representations or guarantees regarding sales, leads, or commercial returns arising from such advertising. As a study group, the ACSG does not conduct market segmentation and does not disclose member details, behavioural data, or website activity information to advertisers.

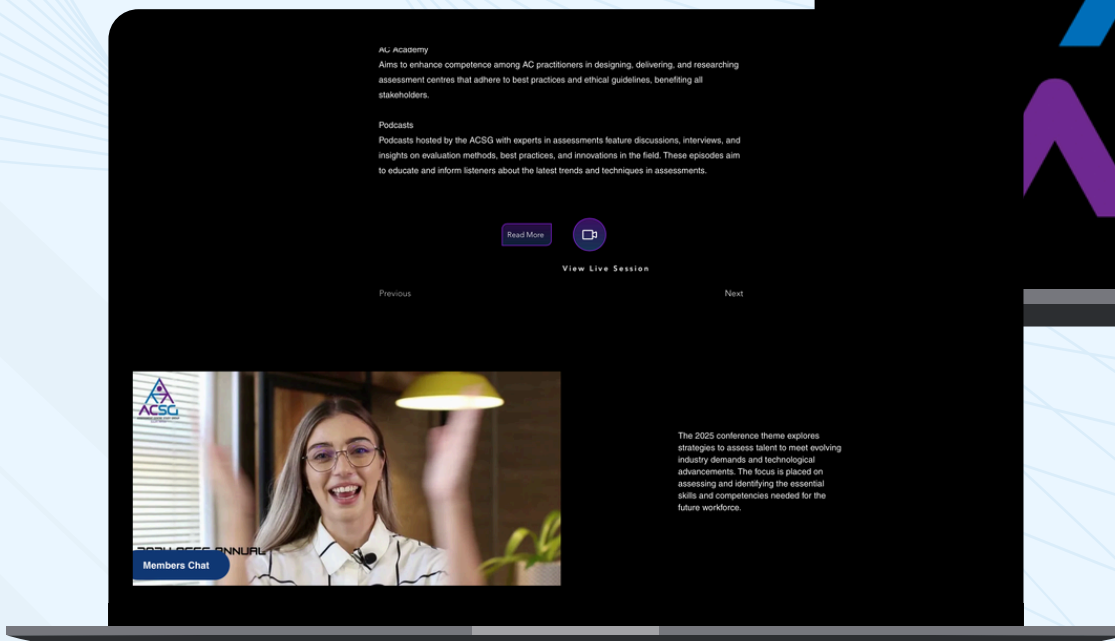


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ACSG

Check out our 45th ACSG Annual Conference!

The Assessment Centre Study Group is a special interest group of practitioners who present annual events on assessments and assessment centres each year. The group operates professionally and financially independently and consists of members and volunteers elected every second year. The chairperson is elected out of the members and resumes responsibility for the functioning of the study group.



Annual Conference Sponsorship

	Indigo (R21 500.00) Excl. VAT	Azure (R10 800.00) Excl. VAT	Cobalt (R5000.00) Excl. VAT
Logo Placement	<ul style="list-style-type: none"> • Home page • Events page • Sponsorship page • Abstract booklet • Conference programme • Mail • Virtual event platform 	<ul style="list-style-type: none"> • Home page • Events page • Sponsorship page • Abstract booklet • Conference programme • Mail • Virtual event platform 	
Socials: Promo video			
Mail Adverts			
Conference Presenter Spots			
In-person: Conference Exhibitors Stand			
In-person: Corporate Gifts/ Goodie Bag/ Goodie Bag items			
Conference tickets			

***Valid 12 months**

Your sponsorship package will commence when we receive confirmation of payment.

Annual Conference Sponsorship

Annual Conference Sponsorship packages explained

Logo Placement	<ul style="list-style-type: none">• Web: Your logo will be on the Home Page, Events Page, Sponsorship Page, and in the website's footer.• Materials: It will appear in the Abstract Booklet, Conference Programme, and Conference Advertisements.• Email: Your logo will be included in conference-related emails.• Virtual Platform: It will be featured prominently on the virtual event platform.
Socials: Promo video	We'll be sharing a promotional video on our social media channels by having a short discussion with the sponsorship team, discussing the work you do and reasons for partnering with us.
Mail Adverts	Showcase your brand to our audience/data base through e-mail advertisements. Your logo and messaging will be prominently featured in our conference-related emails, ensuring maximum exposure to our engaged audience.
Presenter spots	You will receive one presenter spot at our conference. Please note that while the selected presenter will have the opportunity to lead a session, they will not have complimentary access to the entire conference. Instead, they will have access solely for the duration of their session. To ensure alignment with the conference theme, we kindly request that your presenter submit an abstract of their topic related to our conference theme.
In-person: Exhibitors Stand	You will receive one exhibition stand for the in-person portion of the conference. However, please note that the individual manning the stand will not have complimentary access to the rest of the conference events and sessions.

***Valid 12 months**

Your sponsorship package will commence when we receive confirmation of payment.

Annual Conference Sponsorship

Annual Conference Sponsorship packages explained

Conference tickets	You receive complimentary conference attendance. This means that an individual from your company will have full access to all pre-conference and conference sessions.
In-person: Corporate Gifts/ Goodie Bag/ Goodie Bag items	Add your branded items to the conference goodie bags or sponsor the bags themselves for increased visibility. You may also provide corporate gifts such as lanyards, notebooks, or other branded materials for attendees.

***Valid 12 months**

Your sponsorship package will commence when we receive confirmation of payment.





ACSG Terms and Conditions



*Please read our terms
and conditions*