

# 46th ACSG Annual Conference

## Assessment Centres and Assessments: Beyond Borders

23 – 27 March 2026

Johannesburg, South Africa



[www.acsg.co.za](http://www.acsg.co.za)

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# 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**

**[www.acsg.co.za](http://www.acsg.co.za) | [conference@acsg.co.za](mailto:conference@acsg.co.za)**



# 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 <b>Venue 1</b>	Open Space Presentations 3: There is no future for psychometrists in South Africa. A debate for and against the statement – Elrie Oosthuysen <b>Venue 4</b>
15:20 – 16:20	Open Space Presentations 4: The Missing Link in HR Transformation: Coaching Development Assessment Centres – Uanda Ndou <b>Venue 1</b>	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 <b>Venue 4</b>
16:20 – 16:50	ACSG Annual General Meeting <b>Venue 1</b>	
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 <span style="float: right;">Venue 1</span>	
09:15 – 10:15	Plenary Session: Group Discussion <span style="float: right;">Venue 1</span> 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 <span style="float: right;">Venue 1</span>	
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 <span style="float: right;">Venue 1</span>	Open Space Presentations 5: How top managers differ from the other people. The results of the latest psychometric research – Svetlana Simonenko <span style="float: right;">Venue 4</span>
12:45 – 13:45	Plenary Session: Ethics Presentation <span style="float: right;">Venue 1</span> The Ethics of AI and AI in Ethics - Emma Ruttkamp-Bloem	
13:45 – 14:00	Closing and Announcing 2027 Keynote Speaker - Marelle Botha <span style="float: right;">Venue 1</span>	
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



# ACSG Terms and Conditions



*Please read our terms  
and conditions*