

**THURSDAY 13 MARCH 2003**

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| <b>08:00</b> | <b>REGISTRATION AND REFRESHMENTS</b>  |
| 08:30        | <b>WELCOME</b><br>Willie Marais, <i>Chairperson SA Assessment Centre Study Group</i>  |
| 08:45        | <b>OPENING ADDRESS</b><br>Philip Spies – <i>Consulting Futurist and Former Director of the Institute for Future Research, University of Stellenbosch</i>      |
| 09:30        | <b>PLENARY SESSION</b><br><b>ASSESSMENT ON AN INTERNATIONAL STAGE</b><br>Helen Baron – <i>Independent Consultant, Industrial Psychologist, United Kingdom</i> |
| <b>10:30</b> | <b>REFRESHMENTS</b>   |
| 11:00        | <b>OPEN SPACE SESSION</b>   |
| <b>12:00</b> | <b>LUNCH</b>  |
| 13:00        | <b>PLENARY SESSION</b><br><b>VISA to (w)hole Leadership</b><br>Christo Nel - <i>Managing Director, The Graduate Institute of Management and Technology</i>    |
| 13:45        | <b>SMALL GROUP DISCUSSIONS</b><br>Chaired by ACSG committee members. Discuss issues raised by Plenary Speakers  |
| <b>14:30</b> | <b>REFRESHMENTS</b>   |
| 15:00        | <b>OPEN SPACE SESSION</b>   |
| 17:00        | <b>GUIDED TOUR OF SPIER ESTATE</b><br>(Refreshments will be served)   |
| <b>18:30</b> | <b>GALA DINNER AND DANCING</b>  |

**FRIDAY 14 MARCH 2003**

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| <b>08:00</b> | <b>REFRESHMENTS</b>  |
| 08:30        | <b>PLENARY SESSION</b><br><b>Challenges facing the Assessment and Development of leaders in a diversity context.</b><br>Bheki Sibiyi; <i>President of The Black Management Forum</i>               |
| 09:15        | <b>FINANCIAL REPORT AND ELECTION OF NEW COMMITTEE</b>  |
| <b>09:45</b> | <b>REFRESHMENTS</b>  |
| 10:15        | <b>OPEN SPACE SESSION</b>  |
| 11:45        | <b>PLENARY SESSION</b><br><b>A SEVEN POINT PLAN FOR BEST VALUE AND BEST PRACTICE IN ASSESSMENT CENTRES</b><br>Helen Baron – <i>Independent Consultant, Industrial Psychologist, United Kingdom</i> |
| 12:45        | <b>ANNOUNCEMENT OF NEW COMMITTEE MEMBERS</b><br>(This will be followed by a 15 minute session for Industrial Psychologists to discuss CPD Points)  |
| <b>13:00</b> | <b>LUNCH AND REWARDS</b>   |

**OPEN SPACE SESSION SPEAKERS AND TOPICS****Day One: 11:00****L Monk:** The Assessment of CA's**F Guest:** Online in-tray completion - sharing of experience**Prof Spangenberg & Pat Smit:** Guidelines on AC design and integration with HR Processes**M Van Aswegen:** Expatriate assessment and preparation**Day One: 15:00****R Van Zyl:** Assessment and rehabilitation of physically challenged manpower**Kas Koekemoer:** Gender and Race fairness in Assessment Centres**D Meiring:** Cross-cultural bias personality instruments complementing assessment centres in SAPS – a case study**W Botha** – Online assessment to promote transformational leadership on an international basis.**Day Two: 10:15****C Fourie:** Assessment when downsizing – shared learnings**J Le Roux & J McNulty:** Talent Management at the leadership level – OM Case study**N Muller:** Methodology and learnings of adding a career assessment interview to traditional assessment centres**S Schlebusch, Prof Gert Roodt and Aletta Odendaal:** Shared research on centres