

ACSG CONFERENCE • 14 - 16 MARCH 2007

PROTEA HOTEL, STELLENBOSCH

PROGRAMME DAY 1: 14 MARCH 2007

- 07:30 - 08:00 **Registration for Workshops**
Tea & Coffee
- 08:15 – 12:00 **PRE-CONFERENCE WORKSHOPS**
- Workshop 1 – Mac 1:**
Introduction to Assessment Centres
Anthony Wilson, Saville Consulting, anthony.wilson@savilleconsulting.com
- Workshop 2 – Mac 2:**
Development and Practical Implications of Development Centres
George Thornton, Department of Psychology, Colorado State University, Fort Collins, Colorado, thornton@lamar.colestates.edu & Deborah Rupp, Institute of Labour and Industrial Relation, Department of Psychology, University of Illinois at Urbana-Champaign, derupp@uiuc.edu
- Workshop 3 – Mac 3:**
Guidelines in the Designing and Developing of Simulation Exercises for Assessment Centres
Anne Bucket, Precision HR, anne@precisionhr.co.za
- Workshop 4 – Mac 5:**
The Effect of Gender & Ethnicity on the Assessment of Leadership Effectiveness
Beverly Alimo-Metcalfe - University of Leeds, UK & Real World Group, b.m.alimo-metcalfe@leeds.ac.uk
- Workshop 5 – Mac 6:**
Giving Feedback after a Development Centre
Sandra Schlebusch, The Consultants, sandra@theconsultants.co.za & Christine de Wet, christine@lemasa.co.za
- 12:00 – 13:00 **Registration for Conference**
- 13:00 – 13:15 **Welcoming**
Deon Meiring, Chairperson
- 13:15 – 14:00 **Lunch** (Starters & Main Course)
- 14:00 – 14:45 **Opening Address**
How do you select your team to climb Everest – Team Everest 2006
Rene Hochreiter, James Allan and Associates, rene@jamesallan.co.za
- 14:45 – 15:15 **Lunch** (Desserts / Coffee & Break)
- 15:15 - 18:30 **PANEL DISCUSSION**
- Personality and Assessment Centres in South Africa**
Facilitator - Gert Roodt
(JVR, Psytech SA, Saville Consulting, SAPI Project, SHL, Thomas International)
- 19:00 – 20:00 **Sundowners & Cocktails** on Sundeck

PROGRAMME DAY 2: 15 MARCH 2007

- 07:30 – 08:15 **Registration for Conference**
- 08:15 – 09:00 **Welcome & ACSG Nomination Process**
- 09:00 - 09:45 **International Survey of Assessment Centre Practices Around the World**
George Thornton, Department of Psychology, Colorado State University, Fort Collins, Colorado, thornton@lamar.colostates.edu
- 09:45 – 10:30 **Launching the Assessment and Development Centre Guidelines for South Africa**
Deon Meiring, South African Police Services, meiringd@yebo.co.za
- 10:30 – 11:00 **Tea & Coffee Break**
- 11:00 – 11:45 **OPEN SPACE SESSION 1: ASSESSMENT CENTRE THEMES**
- Mac 1: Back to the Future: Assessment Centres 2012**
Johan Greeff and Lucille Greeff, Treetops Management and Development Consultants, johan@treetops.co.za
- Mac 2: Using Assessment Centres to Identify and Develop Talent: A Deloitte Perspective**
Nigel Ritson & Lee-Ann Greyling, Deloitte, nritson@deloitte.co.za, lgreyling@deloitte.co.za
- Mac 3: The reliability of structured interviews: Competency Rating Interviews as a case in point**
Gert Roodt, University of Johannesburg, gr@rau.ac.za
- Mac 5: A correlation study of the relationship between the Career Path Appreciation (CPA), Occupational Personality Profile (OPP) and Assessment Centre Dimensions**
Claudia Coustas, BioSS Southern Africa, claudia@bioSS.com
- Mac 6: Ebony and Ivory: Do Assessment Centres strike the right chords?**
Wilma Botha, SHL, Pretoria, Wilma@shl.co.za
- 11:45 – 12:00 **Re-Setup**
- 12:00 – 12:45 **OPEN SPACE SESSION 1 REPEAT**
- Mac 1: Back to the Future: Assessment Centres 2012**
Johan Greeff and Lucille Greeff, Treetops Management and Development Consultants, johan@treetops.co.za
- Mac 2: Using Assessment Centres to Identify and Develop Talent: A Deloitte Perspective**
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Mac 6: Ebony and Ivory: Do Assessment Centres strike the right chords?
Wilma Botha, SHL, Pretoria, Wilma@shl.co.za

12:45 – 14:00 **Lunch**

14:00 - 14:45 **Developmental Assessment Centres: “Fact or Fiction”**
Deborah Rupp, Institute of Labour and Industrial Relation, Department of Psychology, University of Illinois at Urbana-Champaign, derupp@uiuc.edu

14:45 – 15:30 **OPEN SPACE SESSION 2: DEVELOPMENT CENTRE THEMES**

Mac 1: Sustaining development post centre -some practical steps
Willie Marais & Hein Schröder, Private Consultants, wilie@orgdev.co.za & schroder@global.co.za

Mac 2: Using Principles of Coaching during a Development Centre
Sandra Schlebusch, The Consultants, sandra@theconsultants.co.za

Mac 3: Feedback on feedback: What Development Centre experts had to say
Danie Oosthuizen, SHL, Pretoria, danie@shl.co.za

Mac 5: Designers need extraordinary skills: Challenges & practical steps in designing a bespoke assessment centre across the organisation for development purposes
Anne Buckett, Precision HR, anne@precisionhr.co.za & Rian Viviers, UNISA, viveam@unisa.ac.za

Mac 6: Wake up Assessor – Stop looking for talentYou want motivated talented
Werner Barkhuizen, Saville Consulting, werner.barkhuizen@savilleconsulting.co.za

15:30 – 16:00 **Tea & Coffee Break**

16:00 – 16:45 **OPEN SPACE SESSION 2 REPEAT**

Mac 1: Sustaining development post centre -some practical steps
Willie Marais & Hein Schröder, Private Consultants, wilie@orgdev.co.za & schroder@global.co.za

Mac 2: Using Principles of Coaching during a Development Centre
Sandra Schlebusch, The Consultants, sandra@theconsultants.co.za

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- 16:45 **Close Day 1**
- 18:30 for 19:00 **Evening Function**
Formal Banquet & Entertainment by Heinz Winkler

PROGRAMME DAY 3: 15 MARCH 2007

- 07:30 – 08:30 **Registration & Refreshments**
- 08:30 – 9:30 **Welcome**
Chairman's Report - Deon Meiring
Nomination of new ACSG committee & Voting
- 09:30 – 10:15 **Assessing Leadership: The Critical Importance of Getting it Right**
Beverly Alimo-Metcalfe, University of Leeds, UK & Real World Group,
b.m.alimo-metcalfe@leeds.ac.uk
- 10:15 - 11:00 **Remote Assessment: Better, Faster, Cheaper ?**
Deborah Rupp, Institute of Labour and Industrial Relation, Department of
Psychology, University of Illinois at Urbana-Champaign, derupp@uiuc.edu
- 11:00 – 11:30 **Tea & Coffee Break**
- 11:30 – 12:15 **OPEN SPACE SESSION 3: LEADERSHIP THEMES**
- Mac 1: Think manager – think (fe)male: A South African Perspective**
Lize Booysen, booysae@unisa.ac.za & Stella M Nkomo, nkomosm@unisa.ac.za,
Graduate School of Business Leadership, University of South Africa
- Mac 2: The relationship between Transformational Leadership**
Psychodynamic attributes, Behaviour and effectiveness: towards Authentic
Leadership
Danie Maritz, PD Business Learning Consultants, danie@productivity.co.za
- Mac 3: Using the Leadership Behaviour Inventory (LBI) to provide 360°**
feedback as part of a leadership development process.
Hazel Dunbar, Stellenbosch Business Leadership School,
hazel.dunbar@ipages.co.za
- Mac 5: Implementing Leadership Development in Sasol - A Leadership**
Pipeline framework
Wikus Ehlers, Sasol, wikus.ehlers@sasol.com
- Mac 6: Forecasting leadership development needs using the Hogan**
Assessment Series and the BarOn EQ-I™
Valerie Hammond, valerie@jvrafrica.co.za
- 12:15 – 12:30 **Re-Setup**
- 12:30 – 13:15 **OPEN SPACE SESSION 3 REPEAT**
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feedback as part of a leadership development process.**

*Hazel Dunbar, Stellenbosch Business Leadership School,
hazel.dunbar@ipages.co.za*

**Mac 5: Implementing Leadership Development in Sasol - A Leadership
Pipeline framework**

Wikus Ehlers, Sasol, wikus.ehlers@sasol.com

**Mac 6: Forecasting leadership development needs using the Hogan
Assessment Series and the BarOn EQ-I”**

Valerie Hammond, valerie@jvrafrica.co.za

- 13:15 – 14:00 **Comparison of assessment centre for prediction VS developmental
assessment centres (DAC)**
*George Thornton, Department of Psychology, Colorado State University, Fort
Collins, Colorado, thornton@lamar.colestates.edu*
- 14:00 – 14:15 **Announcing New ACSG committee**
- 14:15 – 14:30 **Evaluation & Closure**
- 14:30 **Lunch**