

**ACSG CONFERENCE 12 – 14 MARCH 2008  
PROTEA HOTEL, STELLENBOSCH**

**PROGRAMME DAY 1: PRE-CONFERENCE WORKSHOP  
12 MARCH 2008**

07:30 – 08:00 **Registration for Workshops**

Tea & Coffee

08:00 – 12:00 **Morning Session**

**Workshop 1 – Mac 1:**

*Introduction to Assessment Centres*

**Presenter: Danie Oosthuizen, SHL**

**Workshop 2 – Mac 2:**

*How to introduce competencies in assessment centres, how to select exercises and how to find, select and educate assessors*

**Presenter: Eva Bergvall, CLU**

**Workshop 3 – Mac 3:**

*Developing large-scale assessment interventions utilising Situational Judgement Tests and assessment centre techniques*

**Presenter: Pieter Möller, ABSA**

12:00 – 13:00 **Lunch**

13:00 – 17:00 **Afternoon Session**

**Workshop 4 – Mac 1:**

*Introduction to Development Centres*

**Presenter: Sandra Schlebusch, The Consultants**

**Workshop 5 – Mac 2:**

*Recent assessment centre research: dimensions, exercises, group differences and incremental validity*

**Presenters: Deniz Ones & Stephan Dilchert, University of Minnesota**

**Workshop 6 – Mac 3:**

*Naked data reveals all*

**Presenter: Charmaine Swanevelder, SHL**

## **PROGRAMME DAY 2: 13 MARCH 2008**

- 07:30 – 08:15 **Registration for Conference**
- 08:15 – 08:30 **Welcome**  
Anne Buckett, Chairperson
- 08:30 – 09:15 **Opening Address: Building HR and moving it up the value chain**  
**Fergus Marupen, General Manager: HR, Kumba Iron Ore Limited**
- 09:15 – 10:00 **Keynote Address: Recent assessment centre research: a recap**  
**Deniz Ones, University of Minnesota**
- 10:00 – 10:30 Tea & Coffee
- 10:30 – 11:15 **OPEN SPACE SESSION 1: ASSESSMENT CENTRES**
- Mac 1: Incorporating leadership and organisation design principles into assessment centres**  
**Chris Swart, Old Mutual**
- Mac 2: A structured approach in AC design and development**  
**Gert Roodt, UJ & Sandra Schlebusch, The Consultants**
- Mac 3: Gaining a competitive advantage by using assessment centres to further talent management: A Case Study**  
**Kas Koekemoer, QLS**
- Mac 5: How situational judgement tests and assessment centre techniques were combined in assessing 660 managers countrywide within 22 working days**  
**Pieter Möller, ABSA**
- Mac 6: Validity of an assessment centre as a measure of competency ratings for development in a large financial institution**  
**Barbara Bashabe, UCT student & Burger van Lill, UCT (student paper)**
- 11:30 – 12:15 **OPEN SPACE SESSION 1 REPEAT**
- 12:15 – 13:30 **LUNCH**
- 13:30 – 14:15 **Keynote Address: Comparisons with a big five test including an economical study of costs between an internal / external assessment centre**  
**Eva Bergvall, CLU**

**14:15 – 15:00 OPEN SPACE SESSION 2: DEVELOPMENT CENTRES**

**Mac 1: Merging development centre methodology and coaching to address leadership**

**Hilde Hay, Independent Consultant**

**Mac 2: Eating the elephant one bite at a time! Integrating development centres and talent management – a case study**

**Gina Wilson, Cliffe Dekker Inc.**

**Mac 3: The practical and added value of competency-based interviews as part of a development centre**

**Johan Struwig, SHL**

**Mac 5: Hybrid assessment centres / development centres: economic sense, compromise or professional bastardisation?**

**Johan Greeff, Treetops & Lucille Greeff, Treetops**

**Mac 6: Leadership development centres**

**Werner Barkhuizen, Saville Consulting**

**15:00 – 15:30 Mid-afternoon break**

Tea & Coffee

**15:30 – 16:15 OPEN SPACE SESSION 2 REPEAT**

**16:30 – 17:15 Launch of new South African Assessment Centre book**

**Gert Roodt, UJ & Sandra Schlebusch, The Consultants**

**18:30 Gala dinner and entertainment**

**(Theme – traditional South African)**

## **PROGRAMME DAY 3: 14 MARCH 2008**

- 07:30 – 08:15 **Registration**
- 08:15 – 08:30 **Welcome**  
Anne Buckett, Chairperson
- 08:30 – 09:15 **Opening Address: Being talented at talent management: profiling talent for success**  
**Theo Veldsman, Executive, Thought Leadership, Bytes People Solutions, Bytes Technology Group, Altron. Part time Professor, Department of Human Resource Management, University of Johannesburg**
- 09:15 – 10:00 **Keynote Address: Assessing cognitive ability: multiple methods and new approaches: implications for AC's**  
**Stephan Dilchert, University of Minnesota**
- 10:00 – 10:30 Tea & Coffee
- 10:30 – 11:15 **OPEN SPACE SESSION 3: LEADERSHIP / TALENT MANAGEMENT / ETHICS**
- Mac 1: Corporate governance and assessments (ethics)**  
**Wiehann Rademan, Sanlam**
- Mac 2: An international survey into assessment centre practices and the implications for global talent management strategies**  
**Nigel Povah, A&DC (international speaker)**
- Mac 3: Servant leadership: research insights and suggestions**  
**Zani Dannhauser, University of Stellenbosch**
- Mac 5: Designing and implementing a leadership development framework and assessment tool for a public utility**  
**André Venter, Eskom & Johann Kritzinger, Eskom**
- Mac 6: Ethical situations facing South African psychologist – An outsider's perspective**  
**Ype H Poortinga, Tilburg University, Netherlands**
- 11:30 – 12:15 **OPEN SPACE SESSION 3 REPEAT**

- 12:30 – 13:15 **Keynote Address: Validation study on material used in City of Gothenburg's assessment centre**  
**Eva Bergvall, CLU**
- 13:15 – 14:00 **Keynote Address: Expanding the criterion domain: counterproductive work behaviours**  
**Deniz Ones, University of Minnesota**
- 14:00 – 14:15 **Evaluation & closure**
- 14:15 **LUNCH**