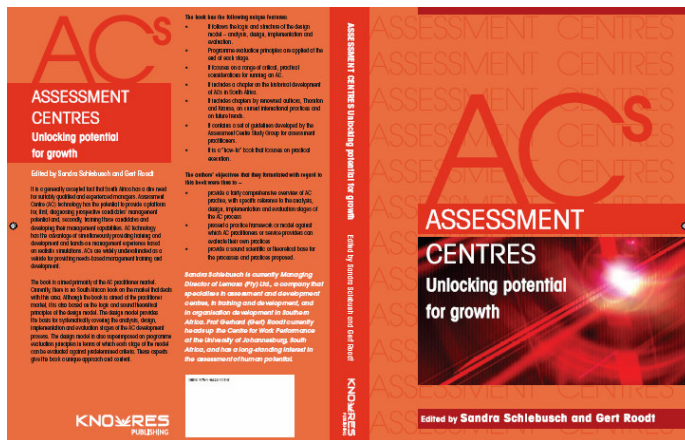


## New Book on Assessment Centres:

### ASSESSMENT CENTRES: Unlocking potential for growth



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Edited by

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Gert Roodt

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It is a generally accepted fact that South Africa has a dire need for suitably qualified and experienced managers. Assessment Centre technology has the potential to provide a platform for firstly, diagnosing potential candidates' management potential and secondly, training these candidates and developing their management capabilities. Assessment Centre technology has the advantage of simultaneously providing training and development and hands-on management experience based on realistic simulations. Assessment Centres are widely underestimated as a vehicle for providing needs-based management training and developing

The book is primarily aimed at the Assessment Centre practitioner market. There is currently no South African book on the market in this area. Although the book is aimed at the practitioner market, it is also based on the logic and sound theoretical principles of the Design Model. The Design Model provides the basis for systematically covering the analysis, design, implementation and the evaluation stages in the Assessment Centre development process. The Design Model is also superimposed on program evaluation principles where each stage of the model can be evaluated against predetermined criteria. These aspects give the book a unique approach and content.

The book has the following unique features:

- It follows the logic and structure of the Design Model – analysis, design, implementation and evaluation
- Program Evaluation principles applied at the end of each stage

- Focuses on a range of critical practical considerations for running an Assessment Centre
- A chapter on the SA historical development of Assessment Centres
- Chapters on international current practices and future trends by renowned international authors (Thornton and Krause)
- Inclusion of a set of Guidelines from the Assessment Centre Study Group to Assessment Practitioners
- A 'how to' book that focuses on practical execution

Sandra is currently the MD of Lemasa Pty Ltd, a company that specialises in Assessment and Development Centres, training and development and organisation development in Southern Africa. Prof Gerhard (Gert) Roodt is currently heading the Centre for Work Performance at the University of Johannesburg, South Africa and has a longstanding interest in assessment of human potential.