

21st Annual SIOP Conference

Dallas, Texas

Adam's Mark Hotel

May 5-7, 2006

Workshops May 4



ASSESSMENT CENTRE RELATED ACTIVITIES

Workshop 11 (half day)

Breathing New Life into Assessment Centers: Leveraging Assessment, Learning, and Technology to Develop Top Talent

**Presenters: Kirk L. Rogg, Aon Consulting
John C. Scott, Applied Psychological Techniques, Inc. (APT)**

Coordinator: Robin Cohen, Bristol-Myers Squibb

Building and developing top talent is a critical priority for today's successful organizations. However, some companies are reducing the role assessment centers play in developing top talent because of resource considerations and/or a de-emphasis on in-depth assessment information. The purpose of this workshop is to provide participants with the ideas, tools, and techniques to breath new life into assessment centers. This workshop will explore innovations and concepts in assessment centers that will lead to a compelling business case for their use. The workshop will also include an update on current best practices in assessment centers, provide for focused real-time development and showcase how the assessment center can serve as a strategic development intervention. The workshop will have a strong emphasis on developing participants' skills through hands-on, experiential exercises in the following areas: (a) building the business case for assessment centers by aligning the process with organizational goals and linking results to valued organizational outcomes; (b) leveraging technology to develop, validate and administer assessment centers; (c) integrating best practice learning techniques into the assessment center experience, and (d) measuring the results, ROI, and strategic alignment of the assessment center. This workshop should be of interest to practitioners who are responsible for developing and managing talent in organizations, either in a consulting or internal role.

This workshop is designed to help participants:

- Create a business case that aligns assessment and development centers with valued organizational strategies and initiatives
- Deliver engaging, relevant, efficient, reliable and valid assessment centers using state-of-the-art technology

- Use assessment centers that feature integrated learning techniques including purposeful reflection, learning circles, action learning, and peer dialogues
- Evaluate assessment centers against the alignment with organizational strategies and calculate ROI analyses
- Apply lessons learned to create innovative assessment centers that leverage best practices in learning and technology to develop top talent

Kirk L. Rogg is senior vice-president and Global Practice Leader for Aon Consulting's Leadership Assessment and Development services. He recently authored the book *My Leadership Journey: Turning Personal Insights into Leadership Wisdom*. He has also published work in a wide range of areas including using technology to create virtual assessment centers, evaluating the ROI of human capital initiatives, identifying high-potential leaders, linking job roles to business metrics, understanding organizational support & employee loyalty, and identifying cognitive processing of hiring decisions. Prior to joining Aon Consulting in 1992, Dr. Rogg worked with IBM and Marion Laboratories to design and implement various workforce learning and employee selection programs. He earned his PhD in I-O psychology from Kansas State University.

John C. Scott is vice-president and co-founder of Applied Psychological Techniques (APT), an HR consulting firm. He directs consulting services in the areas of selection development and validation, 360-degree feedback, survey design, performance management, and executive assessment. John is the current APA convention program chair for Division 14, serves on SIOP's Professional Practice Book Series editorial board, and is an author and frequent presenter in the areas of selection, surveys, program evaluation and assessment. He is co-editor of the *Human Resource Program Evaluation Handbook* (2003, Sage). He received his PhD from the Illinois Institute of Technology.

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Program

Day	Time	Duration	Room	Program Number, Type
Friday	1:30 PM	50 Minutes	Lone Star A-B	69 Poster
<i>Prediction of Cross-Situationally Consistent and Specific Aspects of Assessment Center Performance</i>				69 - 5 Poster
Drollinger, Sabrina			Foster, Mark	
Gentry, William			Lance, Charles	
Nemeth, Yvette				

Submitted by: [Yvette M. Nemeth](#)

Friday	3:30 PM	50 Minutes	Live Oak	95 Special Event
<i>Assessment Centers for Multiple Purposes: Prediction, Diagnosis, and Development</i>				
Thornton, George				

Submitted by: [George C. Thornton](#)

Saturday	8:00 AM	50 Minutes	Lone Star A-B	136 Poster
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Assessment Centers: Current Practices in the United States **136 - 1 Poster**

Cigularov, Konstantin

Eurich, Tasha

Krause, Diana

Thornton, George

Submitted by: [George C. Thornton](#)

SITUATIONAL JUDGMENT TEST ACTIVITIES

SIOP Organizational Frontiers Series: Situational Judgment Tests -Theory, Measurement, and Application

Authors of chapters in the upcoming SIOP Frontiers Series volume, Situational Judgment Tests: Theory, Measurement, and Application, address a variety of topics related to the study of situational judgment. The session is structured around broad questions facing SJT research and practice. The session will be interactive with audience participation.

Bauer, Talya

Brooks, Margaret

Fritzsche, Barbara

Lievens, Filip

McDaniel, Michael

Olson-Buchanan, Julie

Ployhart, Robert

Pritchard, Robert

Schmitt, Neal

Truxillo, Donald

Weekley, Jeff

Submitted by: [Jeff A. Weekley](#)

Saturday	9:00 AM	50 Minutes	Lone Star A-B	141 Poster
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Using SJTs to Evaluate Equal Opportunity and Diversity Training Programs

We discuss the inadequacies associated with currently used methods for evaluating diversity training outcomes in the context of organizational effectiveness and suggest Situational Judgment Tests (SJT) as a viable, more comprehensive, and more credible alternative. This study addresses the construction of a SJT as well as the associated methodological challenges.

141 - 17 Poster

Esson, Patrice

Findlay, Rolanda

Hauenstein, Neil

Kalanick, Julie

Submitted by: [Julie Kalanick](#)

Saturday **10:30 AM** **110 Minutes** **Lone Star C2** **152 Symposium**

Advances in Research in Situational Judgment Tests: Content and Constructs

Although situational judgment tests (SJTs) have been demonstrated as valid predictors of job performance, we do not know much about what they measure. The 5 papers in this symposium address key issues concerning SJT content and constructs including situation specificity, decision-making strategies, content factors, construct-ability interaction, and creating parallel forms.

Chan, David	Drzakowski, Stephanie
Friede, Alyssa	Imus, Anna
Johnson, Jeff	Krokos, Kelley
Legree, Pete	Lievens, Filip
Oswald, Frederick	Russell, Teresa
Schmitt, Neal	Schneider, Robert
Shivpuri, Smriti	Waugh, Gordon

Submitted by: [Gordon Waugh](#)

Saturday **3:30 PM** **110 Minutes** **Lone Star C2** **226 Panel Discussion**

Situational Judgment Tests: Construct Validity and Directions for Future Research

Studies that directly address the construct validity of Situational Judgment Tests (SJTs) are lacking. This SJT expert panel will discuss conceptual, methodological, and practical issues associated with construct validity research on SJTs, with the goal of relating the emerging issues to the advancement of SJT theory, research, and practice.

Borman, Walter	Chan, David
Lievens, Filip	McDaniel, Michael
Ployhart, Robert	Schmitt, Neal

Submitted by: [Neal W. Schmitt](#)

152. Symposium: Saturday, 10:30–12:20 Lone Star C2 (2nd floor-CC)

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Gordon Waugh, HumRRO, *Chair*

Frederick L. Oswald, Michigan State University, Alyssa Friede, Michigan State University, Neal W. Schmitt, Michigan State University, Stephanie M. Drzakowski, Michigan State University, Anna Imus, Michigan State University, Smriti Shivpuri, Michigan State University, *Trait and Situational Variance in a Situational Judgment Measure of Goal Orientation*

Kelley J. Krokos, American Institutes for Research, *The Situational Nature of Situational Judgment*

Robert J. Schneider, Personnel Decisions Research Institutes, Jeff W. Johnson, Personnel Decisions Research Institutes, Pete Legree, U.S. Army Research Institute, *Do SJTs Measure the Same Construct Above and Below the Median?*

Gordon Waugh, HumRRO, Teresa L. Russell, Self-Employed, *The Effects of Content and Empirical Parameters on the Predictive Validity of a Situational Judgment Test*

Filip Lievens, Ghent University, *Situational Judgment Tests in High Stakes Testing: An Examination of Different Procedures for Creating Parallel Forms*

David Chan, Singapore Management University, *Discussant*

Submitted by Gordon Waugh, gwaugh@humrro.org

226. Panel Discussion: Saturday, 3:30–5:20 Lone Star C2 (2nd floor-CC)

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David Chan, Singapore Management University, *Chair*

Walter C. Borman, Personnel Decisions Research Institutes, ***Panelist***

David Chan, Singapore Management University, ***Panelist***

Filip Lievens, Ghent University, ***Panelist***

Michael A. McDaniel, Virginia Commonwealth University, ***Panelist***

Robert E. Ployhart, University of South Carolina, ***Panelist***

Neal W. Schmitt, Michigan State University, ***Panelist***

Submitted by David Chan, davidchan@smu.edu.sg