



ACSG NEXT 25 YEARS

OPINION SURVEY RESULTS (20 FORMS RECEIVED BACK)

Question	Answer	Comment
1. Do the ACSG in it current format cater for your needs. YES/ NO If NO - Please indicate what is your need.	YES = 13 NO = 5 YES AND NO = 2	<ul style="list-style-type: none">• Please include a delegate list.• More interactive e.g. newslines & web.• Openspace sessions repeated to get greater exposure.• Too much advertising of consultants in presentations.• More international speakers.• Theme and all presentations focusing on the theme.• Need a website for knowledge management.• Need a balance between academic and practical presentations.• Use opportunity for exhibitors, books, suppliers ect.

Question	Answer	Comment
<p>2. Do you think that we need to host our conference again at SPIER, if so what would your motivation be?</p>	<p>YES = 13 EITHER OR = 2</p> <p>NO = 5</p>	<ul style="list-style-type: none"> • Keeps delegates together, stay till end, better networking • Traffic less • Out of city, nice and relaxed atmosphere. • Any other venue outside of town maybe Paarl. • Better learning environment. • Accommodation too expensive. • City centre accessible.
<p>3. This year we have included Pre-conference Workshops. Would you like to see that we continue with this practice? YES/NO</p> <p>On which practical issues of assessment centres would you like the workshops to focus on?</p>	<p>YES = 20</p> <p>NO = 0</p>	<ul style="list-style-type: none"> • More exercises on the AC itself. • Research. • Feedback and development. • Assessor Training. • Design to decrease costs. • Introductory topics for new entrants into the field of AC. • Role-play and in-basket writing skills. • Development centre material. • Trends in AC. • Including material to identify pathology. – Any qualitative experience. • Integration of information. • Research. • Training of facilitators. • Practical rather than theoretical. • Case studies. • Practical Workshops. • Best practices benchmarks – blue chip companies. • Standardisation of assessment instruments – practical guidelines. • Correlation between the outcome of the AC and job performance. • Ethics.

Question	Answer	Comment
<p>4. Do you think that International speakers add value to our conference, IF Yes could you elaborate?</p>	<p>YES = 16 NO = 0 YES AND NO = 4</p>	<ul style="list-style-type: none"> • Enable to compare where SA stands in comparison with other countries. • Foster a culture of keeping abreast with first world organisations. • Objective view from outside. • Different view and broader perspective as long as it is not too academic. • Fresh and new international concepts • Benchmarking & high quality research. • Challenge our thinking. • Sometimes to statistical. • Information regarding international protocols and practises, first hand experience rather than theoretical research. • Eminence of speaker is not important, focus on content. • International Case Studies. • Diversity and needs of SA not always addressed.
<p>5. What would you like the local speakers to focus on in the future?</p>		<ul style="list-style-type: none"> • Predictive validity studies of AC. • Different experiences of real problems and solutions. • Group discussions. • Case studies. • More practical approach to problems in AC. • Anything but cheap political speeches. • Sharing skills e.g. report writing. • What is workable – benchmarking. • Less statistics. • Trends in AC. • Data integration. • Linking exercises with competencies. • Practical logistical issues. • Practical AC experience both with regards to traditional AC as well as new ways to use. • Research. • Theme. • Practical rather than theoretical. • Try and include different industries. • Assessment Experience re affirmative action, graduate management trainees ect.

Question		Answer	Comment
6.	Would you like to receive a conference invitation in the post or would you prefer and email invitation.	POST = 0 EMAIL = 16 BOTH = 4	<ul style="list-style-type: none"> • Post will pull more people. • Advertising in publications of website for registrations – emails not always workable. • Firewalls block some of the info – keep it simple and refer to website.
7.	Would you like to register electronically for the conference or do you want to send in a fax with your registration.	ELECTRONIC = 16 FAX = 4	<ul style="list-style-type: none"> • Email form as well to cater for all. • Proof of payment still needs to be faxed so can just as well fax form. • Struggled to download.
8.	Would you like to receive more information from the ASSG, (e.g. Active web site with info and references to assessment centre information.)	YES = 20 NO = 0	
9	Do you think that we need to advertised the ACSG conference more in the media e.g. HR magazine, Peoples Dynamics, PsyTalk, SIOPSA conference, PsySSA conference.	YES = 20 NO =	<ul style="list-style-type: none"> • Send out invite to all major organisations. • TV and radio. • Need new blood.

Question	Answer	Comment
10. What do you see as the major challenges facing ACSG in the next year?		<ul style="list-style-type: none"> • Application, introduction to offer cheaper quicker assessment methods. • Keeping members involved and active. • Bringing new thinking and developments to our attention. • Maintaining the high standard. • Transferring of skills and knowledge from current group to new and upcoming leadership. • Transformation. • Making sure that it adds value. • Black speakers criticising the ACSG for being racial. • Cost of conference. • Attracting Black AC delegates. • Threats from other bodies. • Focusing on more practical issues. • EE Speakers. • Transformation in the committee, attendees and the use of assessment centres. • Publicity of both AC as well as purpose of the ACSG beyond just assessment practitioners. • Staying relevant and helping members to stay abreast of newest developments. • Overlap of some of the presentation at the Psychology conference – investigate synergies. • Inviting department of Labour, HPCSA, and SIOPSA representative. • Showcase of different products available. • New blood.
11. If the ACSG had one or two one-day events throughout the year – networking days, mini-conferences, and seminars with guest speakers etc, would you be interested? If so, list a few places you would be willing to travel to?	<p>YES = 18</p> <p>NO = 2</p>	<ul style="list-style-type: none"> • GAUTENG • Johannesburg - day session, breakfast workshops. • Pretoria • Coastal cities. • Cape Town • Old Mutual and USB conference facilities. • PE • Durban • Bloemfontein • Round trip basis to reach more individuals. • Midrand • Boland

Question	Answer	Comment
12. Do you think the ACSG should have a membership (and a membership fee) and a constitution? YES / NO	YES = 8 NO = 12	<ul style="list-style-type: none"> • To pay for website. • Credibility as formal organisation. • Would have people who are really interested in AC. • To rigid. • More red tape. • Already paying other membership fees, becoming too expensive.
If so, what sort of benefits do you think would flow a more formalized approach?		<ul style="list-style-type: none"> • Points could be gained by attendance of members, prizes awarded at end of each period (e.g. 2 years) • Better infrastructure • Access to information. • More fees available for international speakers.
What, if anything, could the ACSG offer that it cannot offer now?		<ul style="list-style-type: none"> • Updates on the current issues in AC. • Contact details of others not involved in the field. • Active website. • List of references, textbooks, videos ect.
If not, say what you think the advantages of the present system are.		<ul style="list-style-type: none"> • Easy networking channel, valuable information sharing and learning environment. • Affordable. • Informal networking. • Practitioners and line managers can also attend. • Accessible to students and private consultants.