

# 2016 ACSG Conference

## Brochure



The theme for the 36<sup>th</sup> annual SA Assessment Centre Study Group (ACSG) conference to be held from 6 to 8 April 2016 at the Lord Charles in Somerset West, South Africa is:

### *Addressing leadership challenges using Assessment and Development Centres*

Some contributions from our keynote speakers and presenters will focus on:

- Deeper Insights Through Big Data: **Assessment Centres Beyond 2015**
- Assessment and Development of **Which Leadership?**
- **Leadership as a Mission-critical Organisational Capability:** The Pressing Need for a Large Scale Organisational Intervention Perspective
- **The Dark Side of Leadership:** Cause and effect of leadership derailment
- Using **Elite Leadership Teams** for leadership development and application

The keynote and plenary speakers are **Marise Born**, Professor of Personnel Psychology and Chair of the Institute of Psychology at the Erasmus University Rotterdam (The Netherlands), **Martin Lanik**, CEO of Pinsight (USA), **Rodney Lowman** from the California School of Professional Psychology (USA) & UNISA (South Africa) and **Theo Veldsman**, University of Johannesburg (South Africa)). *As usual, conference attendees will receive CPD points and there will be even more ethical points as there are now two ethical sessions.*

Prior to the conference and at the same venue, the ACSG Academy will also present three training workshops on 4 and 5 April 2016 which are aimed at practitioners who want to develop their Assessment centre skills.

### **ACSG Academy, Pre-conference Workshops and Conference Structure**

**ACSG Academy training workshops** on Monday, 4 and Tuesday 5 April 2016 will include three two-day workshops: Observer 101, Designing Centres 101 and Implementing and Validation 101.

**Four Pre-Conference workshops** will take place on Wednesday, 6 April 2016. Both local and international presenters will conduct workshops. Each of the workshops will be four hours long to give enough time for interaction between presenters and delegates. Two workshops will be presented consecutively in the morning and two consecutively in the afternoon.

**Conference** on Thursday, 7 and Friday 8 April 2016 will include keynote presentations, plenary sessions, practice / practitioner sessions and a research symposium relevant to the conference theme as well as two presentations on ethics.

**Exhibitions** featuring industry leaders will provide you with the assistance you need to find the right assessment tools to help make an impact in your organisation.

**Committee:** David Bischof (Outgoing Chairman); Tebogo Kgatle (Conference Coordinator); Lydia Mdluli (Marketing & Communication); Petrus Nel (Chairman); Danie Oosthuizen (Treasurer); Ndayi Takawira (Special Projects); Mo'aaza Wadvalla (Marketing & Communication) and Judith Williamson (Company Secretary)

**Continuous Professional Development (CPD)** points can be gained from attending the workshops and conference needed to maintain your registration with the Health Professions Council of South Africa (HPCSA) through continuing learning and development. The ACSG conference can help you acquire 10 to 32 CEUs, plus 4 points for ethics!

## Who Should Attend?

Anyone involved in making decisions about people in organisations should attend. Typically people in the following roles attend:

- Talent Management Professionals
- Assessment and Development Centre practitioners
- Human Resource Directors
- Human Resource Managers
- Human Resource Professionals
- Human Resource Business Partners
- Human Capital Development Managers
- Organisational Development Managers
- Line Managers and Assessment and Development Centre Design Teams
- Corporate Business Consultants

## The Programme

Monday, 4 and Tuesday, 5 April 2016	
07:00 – 08:00	Registration and refreshments
08:00 – 17:00	Introduction to Behaviour Observation during an Assessment Centre (Observer 101) <b>OR</b> The Design and Development of an Assessment Centre (Designing Centres 101) <b>OR</b> Implementing and Evaluating an Assessment Centre (Implementing and Validation 101)
	10:00 – 10:30 Refreshment Break 12:30 – 13:30 Lunch 15:00 – 15:30 Refreshment Break

### Tuesday, 5 April 2016

- 13:00 – 17:00 Exhibitors' build-up time
- 15:00 – 17:00 Registration for pre-conference workshops on Wednesday, 6 April 2016

Wednesday, 6 April 2016	
07:00 – 08:00	<b>Registration</b>
08:00 – 12:30 Somerset 1	<b>1 Introduction to Assessment Centres</b> • Petrus Nel (University of the Free State, South Africa)
	10:00 – 10:30 Refreshment Break
08:00 – 12:30 Somerset 2	<b>2 Classic and Promising New Routes for Cross-cultural Assessment</b> • Marise Born (Erasmus University Rotterdam, The Netherlands)
	10:00 – 10:30 Refreshment Break
12:30 – 13:00	<b>Lunch</b>
13:00 – 17:30 Lourensford	<b>3 Introduction to Development Centres</b> • Sandra Schlebusch (LeMaSa, South Africa)
	15:00 – 15:30 Refreshment Break
13:00 – 17:30 Somerset 1	<b>4 Introduction to Research</b> • Marié de Beer (M & M Initiatives, South Africa)
	15:00 – 15:30 Refreshment Break

- 15:00 – 17:30 Registration for conference on 7 and 8 April 2016

Conference Day 1: Thursday, 7 April 2016	
07:30 – 08:30	<b>Registration</b>
08:30 – 09:00 Somerset	<b>Welcome, official opening and feedback on ACSG matters</b> • <i>Petrus Nel (Chairman, ACSG)</i>
09:00 – 10:00 Somerset	<b>Assessment and Development of Which Leadership?</b> • <i>Marise Born (Erasmus University Rotterdam, The Netherlands)</i>
10:00 – 10:30	<b>Refreshment Break</b>
10:30 – 11:15	<b>Practice session 1</b>
11:15 – 12:00	<b>Practice session 2</b>
12:00 – 12:45	<b>Practice session 3</b>
12:45 – 13:30	<b>Lunch</b>
13:30 – 14:30 Somerset	<b>Panel Discussion – Questions and Answers on ACs and DCs</b> • <i>Petrus Nel (Chairman, ACSG) and others</i>
14:30 – 15:00	<b>Refreshment Break</b>
15:00 – 16:00 Somerset	<b>IGNITE Leadership Potential</b> • <i>Martin Lanik (Pinsight, USA)</i>
16:00 – 17:00 Somerset	<b>Plenary Session: Ethical Practice of Assessment Centres in the Workplace</b> • <i>Rodney Lowman (California School of Professional Psychology, San Diego &amp; UNISA, South Africa)</i>

19:00 – 23:00    **Conference function**

Conference Day 2: Friday, 8 April 2016	
07:30 – 08:30	<b>Registration</b>
08:30 – 09:00 Somerset	<b>Leadership as a Mission-critical Organisational Capability: The Pressing Need for a Large Scale Organisational Intervention Perspective</b> • <i>Theo Veldsman (University of Johannesburg)</i>
09:30 – 10:30 Somerset	<b>Plenary Session: Deeper Insights Through Big Data: Assessment Centres Beyond 2015</b> • <i>Martin Lanik (Pinsight, USA)</i>
10:30 – 11:15	<b>Refreshment Break</b>
11:15-12:00	<b>Practitioner Session 6 – The Dark Side of Leadership</b>
12:00-12:45	
13:00 – 14:00 Somerset	<b>Plenary Session: A Code of Ethics for Assessment Centre Practice</b> • <i>Deon Meiring (University of Pretoria, South Africa) and Sandra Schlebusch (LeMaSa, South Africa)</i>
14:00 – 14:15 Somerset	<b>Closing</b>
14:15 – 15:15	<b>Late Lunch</b>

## Workshop and Conference Fees

*ACSG Members are delegates that attended the ACSG conferences in 2014 & 2015*

ACSG Academy Workshops on 4 and 5 April 2016	ACSG Members	R4 500.00
	Students	R1 000.00
	Guests	R5 500.00
Attending two workshops on 6 April 2016	ACSG Members	R3 500.00
	Students	R500.00
	Guests	R4 500.00
Attending one workshop on 6 April 2016	ACSG Members	R2 000.00
	Students	R500.00
	Guests	R3 000.00
Both Conference Days – 7 & 8 April 2016	ACSG Members	R5 000.00
	Students	R1 000.00
	Guests	R6 500.00
One Conference Day only - 7 or 8 April 2016	ACSG Members	R3 500.00
	Students	R 750.00
	Guests	R4 500.00

# 2016 ACSG Conference

## Delegate Booking Form



### Personal Details:

Title		Initials		Dietary Requirements	
Prof		First Name		None	
Dr		Surname		Halaal*	
Mr		ID/Passport Number		Kosher*	
Ms		HPCSA Number / Student Number		Vegetarian	

\* Will incur an extra charge

### Invoice to be addressed to:

(Please enter the *registered name* of your organisation)

Name / Organisation			
VAT Number			
Postal address			
	Postal Code		

### Your Contact details:

(Please enter at least one contact number & your email address)


Telephone Number		Mobile Number	
Email address			

I agree to receive periodic email messages from the ACSG	Yes		No	
The ACSG would like to be environmentally friendly. Please indicate if you would prefer to receive a delegate bag and a printed abstract booklet	Yes		No	

- All amounts include VAT.
- ACSG Members are delegates that attended the ACSG conferences in 2014 and 2015.
- Full time undergraduate and Honours students qualify for the student fee. Please provide proof of registration with your booking.
- All fees are payable before the start of conference.
- Email ([judith@acsg.co.za](mailto:judith@acsg.co.za)) or fax (+27 86 548 5674) this booking form to Judith Williamson.

### ACSG Academy Training Workshops – 4 & 5 April 2016:

(You can only select and attend **one** of the training courses. Each training course runs over two days)

		Fees		Amount
Introduction to assessing behaviour during an AC (Observer 101)				
The design and development of an Assessment Centre (Designing Centres 101)		ACSG Members	R4 500.00	
		Students	R1 000.00	
		Guests	R5 500.00	
	Implementing and Evaluating and Assessment Centre (Implementing and Validation 101)			<b>Cancelled</b>

**Pre-Conference Workshops – 6 April 2016:**

(You can only select **one** workshop in the morning and/or **one** workshop in the afternoon)

If you are attending <b>two</b> workshops (a morning and an afternoon workshop)		Fees		If you are attending <b>only one</b> workshop (either a morning or an afternoon workshop)		Fees	
	ACSG Members	R3 500.00		ACSG Members	R2 000.00		
	Students	R500.00		Students	R500.00		
	Guests	R4 500.00		Guests	R3 000.00		

<b>Morning Session</b>		<b>Afternoon Session</b>		
	Introduction to Assessment Centres		Introduction to Development Centres	
	Keynote Speaker Workshop		Afternoon Workshop	
			<b>Amount</b>	<input type="text"/>

**Conference – 7 & 8 April 2016:**

	Fees		Amount
7 April 2016 - Conference Day One Only	ACSG Members	R3 500.00	
	Students	R750.00	
8 April 2016 - Conference Day Two Only	Guests	R4 500.00	
7 & 8 April 2016 – Both Conference Days	ACSG Members	R5 000.00	
	Students	R1 000.00	
	Guests	R6 500.00	

**Entertainment:**

Are you attending the conference function on 7 April 2016?

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

Will somebody accompany you?

If yes, please provide the name of the person.

**Accommodation:**

- Please book your own accommodation. For accommodation at The Lord Charles, please contact Lorryn Currie at Tusk Event Management on email [salescpt@tuskevents.co.za](mailto:salescpt@tuskevents.co.za) or 086 111 8875.
- It is important that you book your accommodation at The NH Lord Charles as soon as possible since there are a limited number of rooms set aside for ACSG delegates.

**Shuttle Service:**

- You can book your shuttle transfers directly through Tusk on email [transfers@tuskevents.co.za](mailto:transfers@tuskevents.co.za) or 086 111 8875.
- The ACSG can book your shuttle transfer to and from Cape Town International Airport (CTI) and daily return transfer to and from the various guest houses in and around Somerset West for you.
- Your shuttle requirement will be confirmed by the ACSG before an invoice will be generated.

Arrival Flight Number

Arrival Date

Arrival Time

Departure Flight Number

Departure Date

Departure Time

Daily Shuttle Service  Yes  No

From (date)

To (date)