

# Leadership Competencies Based Assessment Center Workshop



## Programme Overview:

In this era of competing through competence, many organizations have realized that competence has to be managed strategically. Organizations are using structured competency frameworks to make a range of decisions about their executives.

Competency based Assessment help organizations identify and develop these competent people and have thus become the need of the day. While a variety of tools are available to assess employee potential, one tool that is quite objective with a high predictive value and appeals to the human logic is Assessment / Development Centers depending upon the application focus. Organizations that wish to introduce competency based assessments for selections, development, training, performance management or rewards, this workshop would provide the participants absolute clarity on "How" to implement a Competency Based Assessments through assessment centers.

## Workshop Deliverables:

1. The Workshop will enable participants understand:
  - a. What is an assessment Centre?
  - b. Why have an assessment Centre?
  - c. What are competencies?
  - d. Application of Assessment Centers
2. The workshop will equip the participants with
  - a. Designing an assessment centre.
  - b. Creating an assessment centre assignments/ exercises.
  - c. Understanding and Identifying assessment tools
  - d. Training of assessor
  - e. Organizing assessment Centre
  - f. Assessing Competencies ( Observing, recording, classifying)
  - g. Output of assessment centre and Writing Reports
  - h. Competency Based Feedback
3. The workshop will help participants understand the next steps after assessment Centers.

## Methodology

This is a workshop where participants will experience the complete process of designing, developing and running an assessment center. The nature of workshop being intensive and experiential, the no of participants will be limited.

## Who Should Attend:

The workshop is primarily intended to benefit managers mainly from organizations who are planning to or are in the process of developing competency-based Human Resource systems. This would include managers from Human Resources as well as Line Managers

## Faculty

The facilitators would be a mix of Assessment Center Consultants and Practitioners who have been running Assessment Centers in their organizations.

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## Duration:

3- Days Programme  
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## Programme Fees:

INR 35,000 (Thirty Five thousand) per participant and taxes as applicable. Fee includes course fee, cost of instructional material/programme kit, food & accommodation for the participants.