

ASSESSORS SKILLS WORKSHOP

2-Days Program



Organizations today are using assessment and development centers as part of talent assessment and development processes. Besides taking services of external assessors; companies are also embracing the concept of developing internal assessors to gain its benefits of having trained internal resources, increased objectivity in people related decision making, less dependence on external experts and preparing leaders who are seen as fair. This course offered by DOOR is designed to help professionals and internal assessors to prepare self as an assessor.

Assessors Skills Workshop



Topics

- + Assessment and Development Center (ADC)
 - Theory
- + Applications and Benefits of ADC
- + Phases of ADC
- + Competency and its Assessment using ADC
- + Various ADC tools
- + Assessors Role and Skills
- + Giving Feedback

Training Objectives

At the end of this training you will be able to:

- 1 Understand concept of Assessment and Development Center (ADC)
- 2 Understand the applications and benefits of (ADC)
- 3 Understand and develop skills to become an effective assessor

Duration

2 Days

#ASSESSMENT IS THE ENGINE WHICH DRIVES INDIVIDUAL LEARNING.

Program Schedule

DAY ONE

Assessment and Development Center

(ADC) Theory:

- + ADC and its salient features
- + History of Assessment Center
- + Difference between AC and DC

Applications and Benefits of ADC:

- + ADC validity
- + Applications of ADC
- + Benefits of ADC

Phases of ADC:

- + Pre ADC
- + During ADC
- + Post ADC

Competency and its Assessment using ADC:

- + About competencies and behavior indicators
- + Behaviorally Anchored Rating Scales (BARS)/ Proficiency levels

Various ADC tools:

- + Group exercises: Leaderless Group Discussion, Group Simulations, etc.
- + Individual exercises: Inbox Exercises, Roleplay Exercises, Analysis Exercise, Fact finding Exercise, Competency Based Interviewing, etc.
- + Psychometric tests
- + Practice sessions

DAY TWO

Assessors Role and Skills:

- + Role of Assessor in ADC, assessors code of conduct and qualities
- + ORCSE process for assessment
- + Unconscious rating biases
- + Practice sessions

Giving Feedback:

- + Art of giving feedback
- + Do's and don'ts of giving feedback
- + Practice sessions and evaluation

More information

If you would like to discuss any one of our programs please contact us.

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