

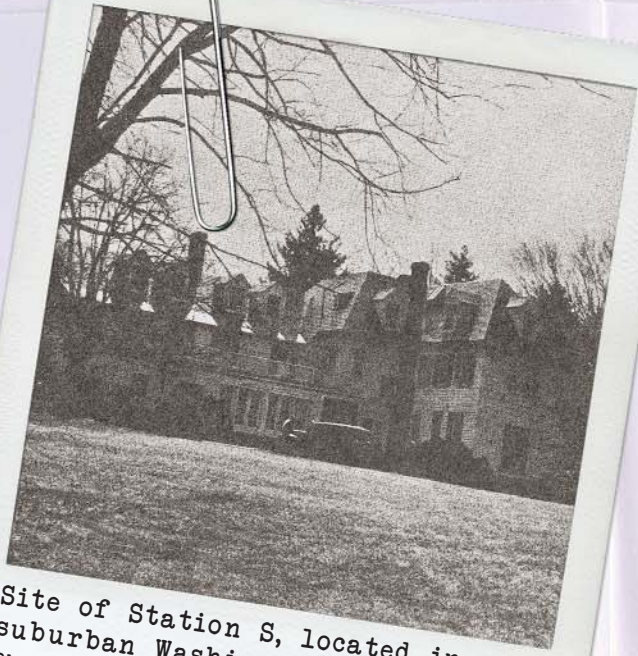


**TOP SECRET
INVITE**

**The 34th International Congress
on Assessment Center Methods**
Assessment Around the World--Uncovered

September 22 - 24, 2008
The Renaissance Hotel--Washington, D.C.
www.assessmentcenters.org

Station S... 1943... just outside Washington, D.C.
The brand new U.S. Office of Strategic Services (OSS)
needed to figure out which of over 5,000 bright young
men and women would make the best intelligence
officers. Who could gather strategically important
information about the activities (and vulnerabilities)
of the nation's enemies? Who would best collect,
analyze, evaluate, and report this critical information
to help the Allies defeat expanding dictatorships all
over the world?



Site of Station S, located in
suburban Washington, D.C.
Photo from Assessment of Men, Published
by Rinehart & Company, Inc., 1948

Over 60 years ago, the OSS (predecessor to today's CIA) used assessment center methodologies to uncover the people who could help win the war. Though the techniques have been refined and have spread throughout the world in the intervening six decades, it's only appropriate to return to the capital city where the OSS pioneered assessment methodologies in the U.S. to hold this year's International Congress on Assessment Center Methods.

Your mission, should you choose to accept it: uncover the best practices surrounding assessment centers and related tools used around the world. As the economy and business practices change, assessment changes with it. What are the new challenges and opportunities for assessment center methodology? What's happening globally, what works, and what needs to change?

Pre-Conference Workshop

ASSESSMENT CENTER BASICS

Monday, September 22, 2008, 1:00 - 5:00 p.m

Year after year, the pre-conference workshop receives rave reviews from participants. It is geared for those just starting to use assessment or for HR generalists who would like a basic overview. You will be provided with an introduction to assessment center methodology, review basic guidelines, and discuss best practices. We'll also review the Congress agenda to help participants decide which sessions will be most beneficial for them throughout the conference. The cost of the pre-conference workshop is \$95 and will include an afternoon snack. We need you to pre-register for this workshop so that we can accurately plan for materials.

For the latest updates on Congress speakers, presentations, agendas, and up-to-the minute news, visit www.assessmentcenters.org.

General Sessions

SUPPORTING MARRIOTT'S GLOBAL GROWTH STRATEGY THROUGH INTEGRATED TALENT MANAGEMENT

Dr. David Rodriguez, *Executive Vice President – Global Human Resources, Marriott International*

Marriott International's global growth strategy is instrumental to maintaining the company's position as the world's leading lodging company. Over the next three years, Marriott will add approximately 800 hotels to the current portfolio of 3,000. Moreover, 60 percent of this growth will occur outside the United States in 50 different countries.

Parallel to Marriott's aggressive growth strategy, the company is facing an escalating war for talent across the hospitality industry. Marriott will need to hire 10,000 managers and 72,000 hourly workers over the next three years to staff its new hotels. These challenging staffing goals come at a time of tenuous international labor market conditions in terms of available and qualified talent.

Dr. Rodriguez will discuss how Marriott is addressing the human capital needs associated with the company's global growth strategy by developing and integrating state-of-the-art talent management programs (global selection, performance development, and associate engagement) across the globe.

CONTEMPORARY PERSPECTIVES ON ASSESSMENT CENTER VALIDITY (PANEL DEBATE)

Presenters will include:

Brian Connelly, Ph.D., **Eric Day**, Ph.D., **Alyssa Gibbons**, Ph.D., **Maynard Goff**, Ph.D., **Ann Howard**, Ph.D., **Robert Jones**, Ph.D., **Richard Klimoski**, Ph.D., **Deniz Ones**, Ph.D., **Anuradha Ramesh**, Ph.D., **Deborah Rupp**, Ph.D., **David Woehr**, Ph.D., and others. **George Thornton**, Ph.D., will serve as discussant.

Although the construct validity of the assessment center method has been debated for decades, general issues seem still to be without a resolution. The aim of this session is to bring together leading assessment center scholars to present modern, evidence-based innovations in assessment center design and validation. Issues will include the debated "re-engineering" of the method, process interventions for increasing assessment center validity, and alternate strategies for evaluating assessment center programs. Also, recent data from both selection and development centers will be presented.

2008 GUIDELINES AND ETHICAL CONSIDERATIONS FOR ASSESSMENT CENTER OPERATIONS

The 2008 International Taskforce on Assessment Center Guidelines completed a final draft of the 2008 Guidelines and Ethical Considerations for Assessment Center Operations, which will be circulated to the 2008 International Congress attendees prior to the conference. In this session, the Taskforce will present the proposed revisions, allow for comments, and ask for endorsement from the International Congress. Once endorsed, the final document will replace the 2000 version of the Guidelines.

ASSESSMENT CENTERS: NOT AS (IN)VALID AS YOU THINK!

Kevin Murphy, *Department of Psychology, Pennsylvania State University*

Ongoing debates about the validity of assessment centers have led to very different conclusions about the validity or lack of validity of the assessment center method. One of the recurring problems in this debate is that different people often mean very different things when they say "validity." This talk will examine how changing perspectives about what validity means and how it should be studied have muddied the debate on assessment center validity, and will suggest some methods for restoring some common ground in talking about the validity of assessment centers.

Concurrent Sessions

- > **Storms on the Horizon? Changes in the U.S. Legal Environment and Their Implications for Assessment Practice**

Nancy E. Rafuse, Ashe, Rafuse & Hill, LLP

- > **Increasing International Use of Assessment Center Methods: A Roundtable Discussion on the Changes Required for Maintaining Sustainability and Validity**

Facilitators: Jim Kauffman, Ph.D., and Mina Sipe, Development Dimensions International

- > **Predictive Validity of an Assessment Center Program in Big Communities**

Bertil Mardberg, Telia, Sweden

- > **Promotional Assessment Centers in Government**

Suzanne Tsacoumis, Ph.D., and Dan Putka, Ph.D., HumRRO

Michelle Davis King, Bureau of Alcohol, Tobacco, Firearms and Explosives

- > **Developing a Talent Bank in the National Health Service in Wales (UK)**

Christine Bamford, National Leadership and Innovation Agency for Healthcare (NLIAH)

Martin Lewis, Southwest Strategic Health Authority

- > **Using Executive Coaching to Leverage Assessment Center Feedback Tips for Success**

Jeff Kudisch, Ph.D., University of Maryland

Mark Poteet, Ph.D., Organization Research & Solutions, Inc.

- > **A German Survey of Assessment Center Applications 2008**

Christof Obermann, Ph.D., Obermann Consulting, Germany

- > **Using Assessment to Hire the Security Forces in Iraq (Follow up on 2006 London session)**

David Morris, Ph.D., Morris & McDaniel Inc.

Roger McMillan, Retired Chief Judge, Mississippi Court of Appeals

- > **How General Motors is Using Business Relevant Assessment to Transform its US Dealer Network**

Kim Brossoit, Ph.D., Development Dimensions International

- > **Using Assessment Centres to Identify and Develop Talent: A Deloitte Perspective**

Nigel Ritson, Deloitte & Touche

- > **Government Assessment Centers Around the World**

Moderator: Deborah Rupp, Ph.D.

Participants: Ann Buckett, Ph.D., HR Precision, South Africa; Kaiguang (Carl) Liang, Ph.D., C&D Management Consulting, Shanghai; Bernard Nickels, Ph.D., OPM; Jianmin (James) Sun, Ph.D., China; Myungjoon (Marco) Kim, Ph.D., Korea

- > **Cross-Cultural Comparisons of Assessment Center Performance**

Paul Bernthal, Ph.D., and Martin Lanik, Development Dimensions International

- > **Assessment/Development Centers as a Tool for Change Management**

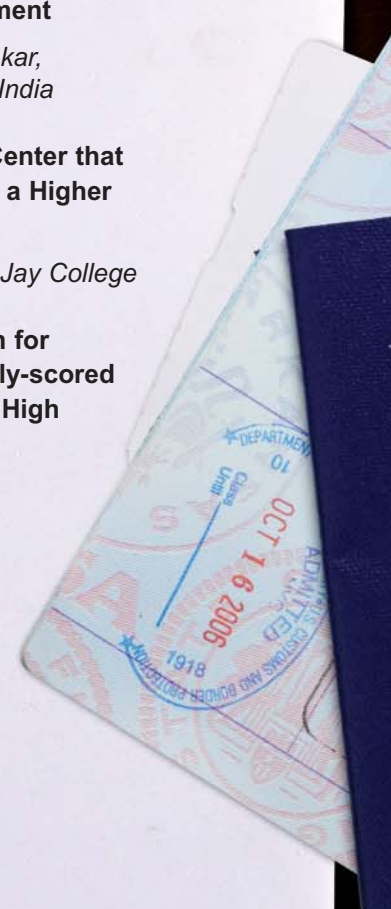
Meena Singh and Vijay Shankar, BRISC Management Group, India

- > **A Two-Stage Assessment Center that Brought ALL Employees to a Higher Level of Performance**

Roy G. Perham, Ph.D., John Jay College

- > **A Hybrid Selection Solution for Manufacturing: Mechanically-scored Behavioral Simulations for High Volume Selection**

Jim Kauffman, Ph.D., Development Dimensions International



Networking & Sightseeing

OPENING RECEPTION

Monday, September 22, 2008, 6:00 p.m.

An opening reception will be held from 6-8 p.m. during registration. Hors d'oeuvres will be served and a cash bar will be available.

CONGRESS BANQUET

Tuesday, September 23, 2008, 6:30 p.m.

Don your trench coat and dark glasses... This year's annual banquet will be held at Zola's Restaurant in the International Spy Museum, a fitting backdrop as we explore assessment methods pioneered by U.S. and European government agencies to select the best spies! We'll begin the evening with hors d'oeuvres, followed by a seated dinner to allow for an evening of networking at a relaxed pace. Attendees will be able to tour this wildly popular capitol city attraction during the reception, which details the history of espionage over the centuries. The cost of the banquet is included with the full conference registration. Guests are welcome for a cost of \$85 per person.

ORGANIZING COMMITTEE

Warren Bobrow

All About Performance

Bill Byham

Development Dimensions International

Jeff Kudisch

University of Maryland

Dave MacDonald

Steelcase Inc.

Tressie Muldrow

US Office of Personnel Management

David Purdy

Psychological Consultants

Doug Reynolds

Development Dimensions International

Deborah E. Rupp

University of Illinois at
Urbana-Champaign

George Thornton

Colorado State University



City & Hotel Information

WASHINGTON, D.C. HIGHLIGHTS

Washington, D.C. is known for great museums, wonderful parks, and amazing buildings. Check out the Smithsonian Museums, visit the Library of Congress or the Lincoln Memorial, or sleuth out off-the-beaten path dining and cultural opportunities. Learn more about all the options for visitors at the official tourism website: www.washington.org

The Renaissance Hotel

The conference will be held at the Renaissance Hotel, located across from the Washington Convention Center. This downtown location in the Penn Quarter District sits between Capitol Hill and the White House—just a few blocks from the National Portrait Gallery and the world-famous Mall monuments.

Call the hotel directly to make your room reservations. Ask for the DDI/International Congress conference rate of \$269/night. This room block will be held until September 1, 2008. Please make your reservation early to secure a room at the conference rate.

Renaissance Washington, D.C. Hotel

999 Ninth Street NW

Washington, District Of Columbia 20001 USA

202-898-9000

www.renaissancehotel.com/WASRB

Agenda

MONDAY, SEPTEMBER 22

1:00 – 5:00 p.m.

Pre-conference workshop

6:00 – 8:00 p.m.

Opening Reception & Registration

TUESDAY, SEPTEMBER 23

7:30 – 8:30 a.m.

Continental Breakfast & Registration

8:30 a.m. – 5:00 p.m.

General & Concurrent Sessions

6:30 p.m.

Dinner Banquet

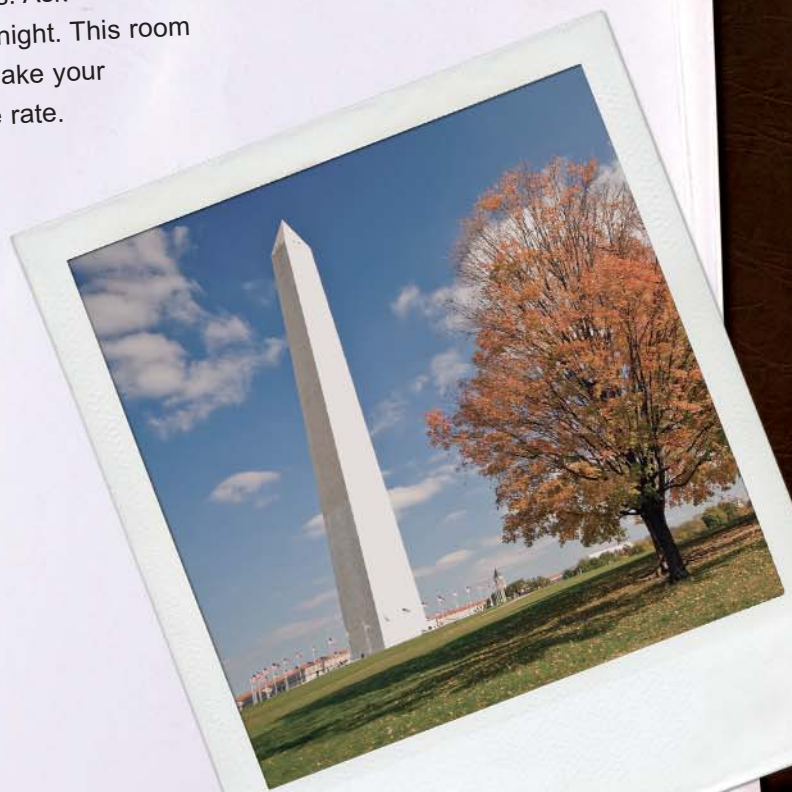
WEDNESDAY, SEPTEMBER 24

7:30 – 8:30 a.m.

Continental Breakfast & Registration

8:30 a.m. – 3:30 p.m.

General & Concurrent Sessions



Registration Form

INTERNATIONAL CONGRESS ON ASSESSMENT CENTER METHODS

September 22 - 24, 2008 • Renaissance Hotel - Washington, DC

PRICE: All prices are quoted in U.S. dollars.

Registration: \$895.00

- The registration fee includes all conference materials, the opening reception, two continental breakfasts, two lunches, Congress banquet, and breaks.
- Register by August 15, 2008 and save \$50.00.
- Credit card charges will be processed in U.S. dollars.
- Credit card information must accompany your registration in order for the registration to be processed.

TO REGISTER:

- **Mail your registration form to:** Lynne Reed, Development Dimensions International, 1225 Washington Pike, Bridgeville, PA 15017, USA
- **Fax your registration form to:** Lynne Reed at 412-257-3916
- **Phone your registration and credit card information to:** DDI's Client Relations Group at 1-800-933-4463 or 412-220-5500

PLEASE REGISTER ME FOR THE FOLLOWING:

- Full Congress Registration - \$895.00 _____
 - Early Registration - \$845.00 (Registration payment must be received by August 15, 2008.) _____
 - Day Rate - \$475.00 _____
 - Tuesday, September 23 _____
 - Wednesday, September 24 _____
 - Pre-conference workshop - \$95.00 _____
 - Guests for Congress Banquet - \$85.00 (Tuesday, September 23) _____
(Banquet is included in the registration fee for those registered for the Full Congress)
- Guest name (s) _____

Total Amount Due \$ _____

Charge my credit card: VISA MasterCard AMEX

Account Number: _____

Signature: _____ Expiration Date: _____ / _____

Name: _____

Title: _____

Organization: _____

Address: _____

City: _____ State/Province: _____

Zip/PC: _____ Country: _____

E-mail: _____

Phone: _____ Fax: _____

Dietary Restrictions/Special Accommodations: _____

See how assessment center
technology is applied around
the world.



Development Dimensions International

World Headquarters—Pittsburgh
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Bridgeville, PA 15017-2838

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on Congress speakers,
presentations, schedules,
and up-to-date news.
Don't miss this premier
conference for assessment
professionals.

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