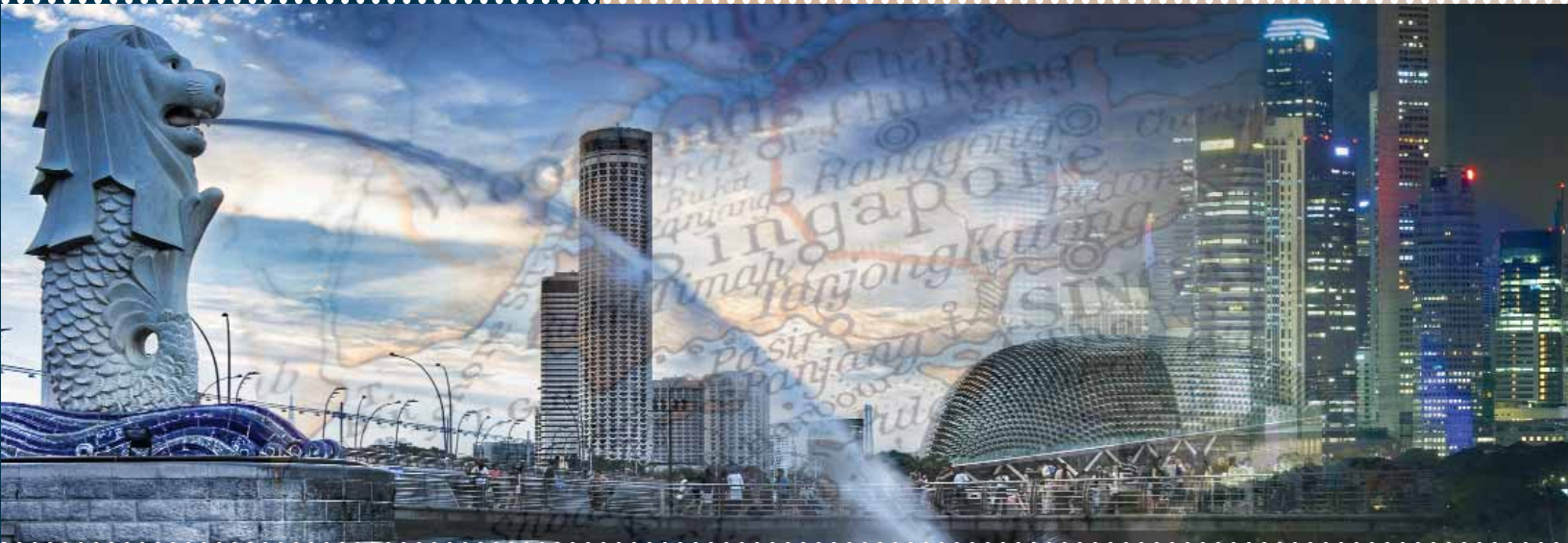


# 35<sup>th</sup> INTERNATIONAL CONGRESS ON ASSESSMENT CENTER METHODS



October 20-21, 2010  
Pan Pacific Hotel, Singapore

## PUTTING THE PIECES TOGETHER:

How Assessment Centers are  
Used to Select and Develop  
Talent Around the World

[www.assessmentcenters.org](http://www.assessmentcenters.org)

Join us for the **35<sup>th</sup>**

## INTERNATIONAL CONGRESS ON ASSESSMENT CENTER METHODS

Competencies (dimensions), simulations, tests, assessor training, feedback, and multi-cultural differences... When collected, each of these areas snap together, like a puzzle, to reveal a complete picture of assessment methodology.

Building the big—and global—picture is one of the aims of this year's 35th Annual International Congress on Assessment Methods. The Congress will convene in the city known as the “gateway between the east and the west,” Singapore, with a multi-cultural group of attendees and speakers who will present diverse and provocative ideas about assessment.

This is the first time the Congress has been held in Asia, which presents an opportunity to focus on the cultural implications of assessment center use in different countries and examine cross-national trends. How can methods be modified to enhance cultural acceptance without undermining consistency or effectiveness? And what are the “big ideas,” technologies or innovations that can help organizations meet their ever-evolving, global talent challenges? Join us this October in Singapore as we piece it together to figure it out.

### **Stay Current**

For the latest updates on Congress speakers, presentations, agendas, and up-to-minute news, visit [www.assessmentcenters.org](http://www.assessmentcenters.org).







OCTOBER 20-21, 2010 | PAN PACIFIC HOTEL, SINGAPORE

## JOIN SPEAKERS FROM 15 COUNTRIES:

- Australia
- Austria
- Belgium
- China
- Germany
- Japan
- India
- Indonesia
- Israel
- The Netherlands
- South Africa
- South Korea
- Singapore
- Switzerland
- United States

## GENERAL SESSIONS

### **Major Changes in How Assessment Centers Operate—The Good, The Bad, The Questionable**

**William C. Byham, Ph.D.**, *Chairman & Chief Executive Officer, Development Dimensions International (DDI)*

Bill Byham, founder of the International Congress on Assessment Center Methods, will review the changes in assessment center methodology over the last 50 years with particular focus on technological and staffing innovations emerging over the last ten years. Among the things he will cover are: increased use of professional assessors, electronically collecting observations of behavior, more accurate ways of integrating assessor observations, use of personality and cognitive tests, structuring assessment center feedback to actually change behavior, giving feedback to participants in the middle of an assessment center, efforts to assess people all over the world against the same standards, and efforts to cut assessment center costs while maintaining validity.

### **Contextual Issues in the Research and Practice of Assessment Centers**

**Professor David Chan**, *Director, Behavioral Sciences Institute, Singapore Management University*

Social and behavioral sciences research provide us with good conceptual and empirical bases for understanding how individuals behave when they assess others or when they are assessed by others. As individuals' performance and assessments may differ substantially and substantively across social, organizational, and cultural contexts, it is important that researchers and practitioners have a good grasp of the various contextual influences on assessors and assessees in an assessment center situation, as well as on the adoption of the assessment centre method. Drawing on findings from diverse research areas, Professor Chan will explore the importance of various contextual variables and describe the challenges and opportunities for enhancing the validity and use of assessment centers for selection, training and development purposes.



### 35<sup>TH</sup> INTERNATIONAL CONGRESS CO-CHAIRS:

**Myungjoon (Marco) Kim**

ASSESTA, South Korea

**Meike Malaon**

Daya Dimensi Indonesia

**Hwee Tan**

Singapore Management University

**Victoria Wang**

DuPont, China

### **Fifty Years and Counting: The On-Going Reciprocal Impact of Science and Practice of the Assessment Center Method**

**George Thornton, III, Ph.D.**, *Professor, Colorado State University*

This presentation will describe how science has informed practice and how practice has stimulated research on the assessment center method in each of four historical periods from 1955 through the present day. The trends and major questions of each period will be explored. From the AT&T Management Progress Study through the continuing controversy over “construct validity,” this session will travel through time to examine how practitioners and researchers have interacted to advance the method around the world.

### **Assessment Centers Across Asia**

#### MODERATORS:

**Hwee Hoon Tan, Ph.D.**, *Professor, Singapore Management University*

**Deborah E. Rupp, Ph.D.**, *Professor, University of Illinois at Urbana-Champaign*

This panel discussion will be comprised of leading assessment center experts from across Asia, who will discuss assessment center practices in nations such as China, Indonesia, Japan, Singapore, and South Korea. Panelists will present the history of assessment centers in their country, unique methodologies, as well as research and practice needs. Audience participation will also be encouraged. The goal of this session is to provide a clear picture of assessment centers across Asia—past, present, and future.

#### PANELISTS:

**Myungjoon (Marco) Kim, Ph.D.**—*ASSESTA, South Korea*

**Vina G. Pendit**—*Daya Dimensi Indonesia, Indonesia*

**Rosalind Potts, Ph.D.**—*Leadership Labs, Singapore*

**Xiaomin Sun, Ph.D.**—*Beijing Normal University, China*

**Kiyoyuji Takeuchi**—*Management Services Center Co., Japan*

**Victoria Wang**—*DuPont, China*



## CONCURRENT SESSIONS

### **Accelerated Development: Introducing Collaborative Centers**

- Sandra Schlebusch  
*LeMaSA, South Africa*
- Gerhard Roodt, Ph.D.  
*University of Johannesburg,  
South Africa*

### **Competency Assessment and Handling Post-Assessment Data**

- Seeta Gupta, Ph.D.  
*Institute of Management Technology,  
India*

### **Cultural Intelligence (CQ) Assessment**

- Soon Ang, Ph.D., Kok-Yee Ng, Ph.D.,  
and Thomas Rockstuhl,  
*Nanyang Technological University,  
Singapore*
- Filip Lievens, Ph.D.  
*Ghent University, Belgium*

### **Going Global? Using Assessments to Support Global Growth**

- Kevin Cook, Ph.D.  
*DDI, United States*

### **How Assessment Centers are Used in the Singapore Public Service**

- Ee-Ling Ng  
*Civil Service College, Singapore*
- Whee Jim Yeo  
*Public Service Division, Singapore*

### **Implementing an In-house Assessment Center: Challenges and Lessons Learned**

- Shi Min Toh  
*Singapore Police Force*

### **Leaders Who Learn: The Influence of Personality, Learning Behavior and Learning Opportunities on the Development of Leadership Competencies for CEOs and CFOs**

- Jeroen Seegers, Ph.D.,  
*Right Management, The Netherlands*

### **Motivation to Learn and Motivation to Engage in a Developmental Assessment Center**

- Alyssa Gibbons, Ph.D. and  
Sang Eun Woo, Ph.D.  
*Colorado State University, United States*

### **New Ways of Rating Performance and Behavior in the Assessment Center**

- Dr. Susanne Burgstaller  
*usolvit consultants, Austria*
- Dr. Günter Lueger  
*Solution Management Center, Austria*

### **papilio enAC—An Internet Platform to Radically Impact Quality and Efficiency in Complex Assessment Environments**

- Dr. Mirjam Britsch Lehmann  
*papilio ltd., Switzerland*
- Andreas Lohff  
*cut-e gmbh, Germany*

### **Selecting in a High Stakes Context: The Reliability and Validity of Assessment Centers for Doctor Training Selection in the United Kingdom**

- Rosalind Searle, Ph.D.  
*The Open University, United Kingdom*
- Deborah E. Rupp, Ph.D.  
*University of Illinois at  
Urbana-Champaign, United States*

### **The Cultural Variations of Asian Leadership**

- Jim Huck, Ph.D.  
*Human Resources International,  
United States*

### **The Value of Computer-Based Simulation Technology (CBST) in Assessment and Development Centers**

- Jan H Van der Westhuizen  
*Experiential Technologies, South Africa*

### **The Use of Assessment Center Methodology to Select Operational Personnel in the Oil and Gas Industry —An Australian Perspective**

- Jodie Holwill  
*People Solutions Australasia Pty Ltd,  
Australia*

### **Twenty Years of Identifying, Developing, and Promoting Talent at TELKOM**

- Faisal Syam  
*TELKOM, Indonesia*
- Vina Pendit  
*Daya Dimensi, Indonesia*

### **Untangling the Effects of Candidate and Assessor Race and Gender on Assessment Center Ratings**

- Alyssa Gibbons, Ph.D.,  
George Thornton, Ph.D.,  
and Adam Vanhove  
*Colorado State University, United States*

### **Using Assessment Center Methodology to Accelerate Executive MBA Leadership Development**

- Jeff Kudisch, Ph.D.  
*University of Maryland, United States*
- Xiaomin Sun, Ph.D.  
*Beijing Normal University, China*

### **Using Virtual Readiness Assessment Centers to Drive Executive Talent Man- agement Strategy at Bank of America**

- John H. Golden III  
*Bank of America, United States*

### **Using Assessment Centers as a Human Resource Management Tool in an 'Economically Stressful' Organizational Environment**

- Leehu Zysberg, Ph.D.  
*Tel Hai Academic College, Israel*

### **Using Simulations to Effectively Assess Diplomats and Foreign Service Officers**

- Woo Je Yun  
*Office of Diplomatic Competency  
Assessment, MOFAT, Korea*



## ORGANIZING COMMITTEE

### **Warren Bobrow**

*All About Performance,  
United States*

### **Bill Byham**

*DDI, United States*

### **Tracy Chuai**

*ACG, Asia-Pacific, China*

### **Jodie Holwill**

*ITS People Solutions,  
Australia*

### **Jim Huck**

*Human Resources  
International,  
United States*

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United States*

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United States*

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Singapore*

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States*

### **Jeroen Seegers**

*Right Management,  
The Netherlands*

### **Xiaomin Sun**

*Beijing Normal University,  
China*

### **George Thornton**

*Colorado State University,  
United States*

## PRE-CONFERENCE WORKSHOP

**October 19, 2010 1 p.m. - 5 p.m.**

### **Assessment Center Basics**

Year after year, the pre-conference workshop receives rave reviews from participants. It is geared for those just starting to use assessment centers 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 will also review the Congress agenda and help participants decide which sessions will be most beneficial for them throughout the conference. The cost of the pre-conference workshop is \$125.00 USD and includes lunch. Pre-registration is required so that we can accurately plan for materials.

## OPENING RECEPTION

**Tuesday, October 19, 2010**

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

## CONGRESS BANQUET

**My Humble House, 8 Raffles Avenue**

**Wednesday, October 20, 2010, 7 p.m.**



Whether you're from around the corner or across the globe, this year's Congress banquet will be a highlight of your trip! Savor traditional Chinese fare at My Humble House, a restaurant renowned for its menu and artistically modern setting. This award-winning venue is the work of artist and musician Zhang Jin Jie, who is also China's only female master chef.

The evening begins with a cocktail reception at 7 p.m. and continues with dinner at 8 p.m. A short walk from the Pan Pacific Hotel, plan to explore the area around the restaurant—the Esplanade Theatres on the Bay—before or after dinner. The cost of this banquet is included with the full conference registration. Guests are welcome for a cost of \$125 per person.



## THE PAN PACIFIC HOTEL

The conference will be held at the Pan Pacific Hotel which is centrally located in The Marina Bay section of Singapore. It is connected to over 500 restaurant and shopping options via a covered skybridge. The Pan Pacific Hotel is only 20 minutes from Changi International Airport. To reserve your room, please fill out the enclosed form and fax it directly to the hotel to receive the special rate of \$240 (Singapore Dollars). The International Congress room block will be held until August 31, 2010. Please make your reservation early to secure a room at the conference rate.

### The Pan Pacific Hotel

7 Raffles Boulevard, Marina Square  
Singapore 039595

Tel: +65 6336 8111

Fax: +65 6339 1861

[www.panpacific/singapore](http://www.panpacific/singapore)

### Visa Requirements

If you reside in a country which requires a visa, please contact Kim Lambert at either [Kimberly.Lambert@ddiworld.com](mailto:Kimberly.Lambert@ddiworld.com) or (412) 220-7996 (U.S.) to obtain a Letter of Introduction. For more information on Singapore's visa requirements, visit the Singapore Ministry of Foreign Affairs online at [www.mfa.gov.sg](http://www.mfa.gov.sg).

## TOP THINGS TO EXPERIENCE WHILE IN SINGAPORE

Singapore offers an incredible number of things to see and do. If you have just 24 hours to explore this great city, the Singapore Tourism Board suggests:

**The Maxwell Road Hawker Centre**, which offers over 100 stalls selling local food in the heart of Chinatown.

**The red dot design museum**, a showcase of award-winning exhibitions on graphic design, is a magnet for design and architecture lovers.

**Ion Orchard and the Mandarin Gallery**, just two of the malls located in the famous Orchard Road shopping strip.

**The Peranakan Museum**, which delves into the rich history of the early settlers in Singapore.

**The Singapore Flyer**, 165 meters-tall, is among the world's largest observation wheels and offers incredible views of the skyline.

**Makansutra Gluttons Bay**, an open-air night market featuring retro-inspired push carts and a spectacular view of the Marina Bay skyline.



For details on these attractions, and many more suggestions for your stay in Singapore, log on to [yoursingapore.com](http://yoursingapore.com).

## AGENDA

Tuesday, October 19

1 – 5 p.m.

Pre-conference Workshop

6 – 8 p.m.

Opening Reception and Registration

Wednesday, October 20

7 – 8 a.m.

Continental Breakfast and Registration

8 – 11 a.m.

General and Concurrent Sessions

11:30 a.m. – 12:30 p.m.

Lunch

12:30 – 5 p.m.

General and Concurrent Sessions

7 p.m.

Cocktail Reception and Dinner Banquet

Thursday, October 21

7 – 8 a.m.

Continental Breakfast and Registration

8 – 11:45 a.m.

General and Concurrent Sessions

11:45 a.m. – 12:45 p.m.

Lunch

12:45 – 5 p.m.

General and Concurrent Sessions

# REGISTRATION FORM

35TH INTERNATIONAL CONGRESS ON ASSESSMENT CENTER METHODS  
OCTOBER 20-21, 2010 • PAN PACIFIC HOTEL, SINGAPORE

## DETAILS:

### • The registration fee includes the following:

- All conference materials
- The opening reception on October 19, 2010
- Two continental breakfasts and lunches, breaks, and Congress dinner banquet on October 20, 2010

### • Register by August 15, 2010 and save \$170.00.

- Credit card information must also be submitted in order for your registration to be processed.
- All prices are quoted in U.S. Dollars.

## TO REGISTER:

- Email your registration form to Lynne Reed at [lynne.reed@ddiworld.com](mailto:lynne.reed@ddiworld.com) OR
- Fax your registration form to Lynne Reed at (412) 257-3916 (U.S.)

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State/Province: \_\_\_\_\_

Zip/Postal Code: \_\_\_\_\_ Country: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

Dietary Restrictions/Special Accommodations: \_\_\_\_\_

## PLEASE REGISTER ME FOR THE FOLLOWING:

Full Congress Registration: \$1195.00 per person \$ \_\_\_\_\_

Early Congress Registration: \$1025.00 per person  
- Registration payment must be received by August 15, 2010 \$ \_\_\_\_\_

Group Congress Registration: \$995 per person  
- Must have three or more Full Congress registrations from your organization to qualify for Group Rate. \$ \_\_\_\_\_

Day Rate: \$590.00 per person (please specify which day)  
- Does not include Congress dinner banquet on October 20, 2010 \$ \_\_\_\_\_

- Wednesday, October 20, 2010 \_\_\_\_
- Thursday, October 21, 2010 \_\_\_\_

Pre-Congress Workshop, Tuesday, October 19, 2010: \$125.00 per person \$ \_\_\_\_\_

Congress Dinner Banquet, October 20, 2010: \$125.00 per person  
If bringing a guest, name: \_\_\_\_\_ \$ \_\_\_\_\_

**Total Amount Due** \$ \_\_\_\_\_

### Charge my credit card:

- VISA
- MasterCard
- American Express

### Account Number:

\_\_\_\_\_

### Expiration Date:

\_\_\_\_ / \_\_\_\_ (month/year)

Security Code: \_\_\_\_\_

### Billing Address:

\_\_\_\_\_

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### Signature:

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