



42nd International Congress on Assessment Center Methods and Developing Leadership Talent

Concurrent Sessions

NOVEMBER 13, 2019						
Time	Track A	Time	Track B - Government	Track C	Track D	Track E
1:30 PM – 5:35 PM	<p>CHO 100 Workshop Practices of Talent Assessment and Development in China</p> <p>1:30 PM – 1:35 PM Opening Remarks: <i>Eva Shen, HR Director, Honeywell China</i></p> <p>-----</p> <p>1:35 PM – 2:15 PM Case Sharing of TCL Executive Bench Development Practice <i>Fang Xu, Executive Principal, TCL University</i></p> <p>2:15 PM – 2:55 PM Explore the Application Value of AC in enterprise <i>Jasmine Wu, HRVP, Air Liquide Greater China</i></p> <p>2:55 PM – 3:35 PM Group Atmosphere Determine Team Competency <i>Frank Chen, CHRO, Thyssenkrupp Elevator China</i></p> <p>3:55 PM – 4:35PM Business-Driven Talents Portrait Construction and</p>	1:30 PM – 2:10 PM	<p>The Implementation of Assessment Centers in a Government Organization: A Case Study of Assessment Centers in the Ministry of Finance of the Republic of Indonesia <i>Estty Purwadiani Hidayatie, HR Head, Finance Ministry, Indonesia</i></p>	<p>SHL Leadership Analysis: Heroes Create the Times, or the Times Produce the Heroes <i>Chan Yang Phang, Principal Consultant, SHL China</i></p>	<p>How Does One Know What Really Works in Assessment Centers? Our Epistemology Combining Theory, Research, and Practice <i>George C. Thornton, III, Ph.D., Professor Emeritus, Colorado State University</i></p>	<p>Talent Management Strategy and Best Practices in the Digital Era <i>May Wei, Leader of Talent & Rewards Consulting, Willis Tower Watson</i></p>
	<p>2:20 PM – 3:00 PM Finding the Real Deal: Exploring the Personality Profiles of Future Leaders in an Assessment Center <i>Clara Yi Xin, Ministry of Defence, Singapore</i></p>	2:20 PM – 3:00 PM	<p>Case Sharing: Identifying Innovation DNA Among Talents <i>Olivia Zhao, VP HR, Autoliv</i></p>	<p>Building Expatriate Managers' Cross-cultural Competence Model: A Qualitative Study Based on Chinese Multinational Companies <i>Shirley Xi, Associate Professor, School of Management, Fudan University</i></p>	<p>What Do You Do with Assessment Center Data? Best Practices of Talent Development Based on Assessment Center Results <i>Xiao-guang Dong, GM/REC, Recruitment and Employment Consulting</i></p>	
	<p>3:20 PM – 4:00 PM The Exploration & Reflection of Leadership Assessment Center Practices for Party & Government in China <i>Xiangdong Gu, Leadership Assessment Service Center of Beijing City</i></p>	3:20 PM – 4:00 PM	<p>Case Sharing: Competency Modeling and Development for a Maternal and Child Products Store Manager <i>Ada Ji, Executive Dean, Wyeth Business School, Wyeth China</i></p>	<p>Meta-Leadership: A Methodology of Experiential Leadership Assessment and Development Based on Psycho-Behavioral Science <i>Xiaoyong Xu, Professor, Leadership Research, Center of Beijing Normal University</i></p>	<p>The Landing and Measurement System of a Leadership Development Program <i>Louis Liu, GM, Louis Consultants</i></p>	
	<p>4:10 PM – 4:50 PM The Research and Development of Talent Assessment in China (Communist Party), 1949-2019 <i>Belcome Xu, Founder, Chairman & CEO, TaleBase</i></p>	4:10 PM – 4:50 PM	<p>Ten Disciplines for Building a Talent Pipeline <i>Belcome Xu, Founder, Chairman & CEO, TaleBase</i></p>	<p>Leadership Competency Assessment and Leadership Development Based on Personality Charisma Types <i>Alex Tong, VP, ATA</i></p>	<p>The Road of Testing Development in China under an International Scope <i>Alex Tong, VP, ATA</i></p>	



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	<p>Talents Evaluation Practice <i>Mei Wei, VP, Zhejiang Geely Holding Group</i> 4:35 PM – 5:50 PM Panel: <i>Eva Shen, HR Director, Honeywell China</i> <i>Meifeng Guo, HR Director, Phoenix Contact China</i> <i>Jenny Ni, HR Director, Dow China</i> <i>Fang Xu, Executive Principal/TCL University</i> <i>Jasmine Wu, HRVP, Air Liquide Greater China</i> <i>Frank Chen, CHRO, Thyssenkrupp Elevator China</i></p>		<p><i>Wenshuo Ren, Researcher, Chinese Academy of Personnel Science</i></p>		<p><i>Kai Zhang</i> <i>Professor, School of Business, Renmin University of China</i></p>	
		5:00 PM – 5:40 PM	<p>The Use and Application of Assessment Centers in the Singapore Police Force <i>Si Hui Ko, Psychologist, Singapore Police Force, Ministry of Home Affairs</i></p>	<p>Combining Business Simulation Training Programs with Assessment Centers in a Pharma Company: Method and Effectiveness <i>Xi Le Gao, R&D Director, Aceman Group Consulting</i></p>	<p>Leadership Development in Colleges: An Assessment Center/Development Center Perspective and Practice at a University <i>Jyh-Hong Lee, Associate Professor, Asia University</i></p>	<p>The Psychological Considerations of Assessment Centers in a Government Organization <i>Azadeh Askari, Associate Professor of I/O Psychology, Shahid Behesti University</i></p>



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November 14, 2019 - MORNING					
Time	Track A	Track B	Track C	Track D	Track E
9:00 AM – 9:40 AM	The Key Mission of Organizational Transformation: Developing Talents, Future Leaders & a Succession Pipeline <i>Winnie Lee, Chief Consultant & CEO, Weilin International</i>	High Resolution Leadership in Great China – Explore the Future of Executive Leadership <i>Huiyuan Li, General Manager, GC TDS Group, DDI</i>	The Development of Excellent Talent Starts with Assessment: A Case Sharing from Wanhua Chemical <i>Jide Zhao, General Manager, HR Division, Wanhua Chemical</i>	Human or Machine? Fight or Dance? <i>Carly Lund, Director, Global Head of Organizational Leadership, YSC Consulting</i>	Using Personality Tests to Boost the Validity of Assessment Centers <i>Max Choi, Managing Director, Quest Partnerships, Ltd.</i>
9:50 AM – 10:30 AM	Strategic Leaders' Alignment Session: The New Holistic Model of Development Actions Based on Assessment Center Findings <i>Ario Bimo, Head of Assessment Centers, Daya Dimensi</i>	Empowering Leaders by Integrating Assessment and Development Today <i>Pinggen Peng, Deputy GM, CIIC HR Management Consulting Co., Ltd.</i>	The Assessment Technologies Used at the Olympic Games in Sochi and the Impact <i>Marina Pochinok, Former VP of Winter Olympics and Paralympic Games in Sochi 2014</i>	Less is More: A Minimalist Approach to the Assessment of Leadership Potential <i>Frank Li, Ph.D., Founder, Leadership Grammar</i>	Assessing Global Talent: Using Personality Assessment for Talent Across Asia and the Globe <i>Krista Pederson, Director, Asia Pacific Business Development, Hogan Assessment Systems</i>
10:30 AM – 10:50 AM	TEA BREAK				
10:50 AM – 11:30AM	Beyond Assessment Centers: From Discovery to Development <i>Mangal Dhuri, Principal Consultant, Cerebrus Consultants</i>	Culture = Leadership = Culture: Driving a Mission-drive Organization with Leadership <i>Chito Salazar, President & CEO, Phinma Education Holdings, Inc.</i>	Where's the Fire! Assessment Center Applications in the American Fire Department <i>David Slivinski, Program Director, Assessment & Consulting Services, Illinois Fire Chiefs Association</i>	Developing a Leaderless Group Discussion (LGD) Assessment Mechanisms through an AI System: A Pilot Study <i>Irving Huang, Associate Professor, Department of Public Administration, Tamkang University</i>	Developing Chinese Leaders with Personality-based Interventions <i>Carl Liang, Managing Director, C&D Management Consulting</i>
11:40 AM – 12:20 AM	TBD <i>Mark Busine, VP, Product Management, DDI Australia</i>	Power of Data under Strategic Transformation <i>Ming Gu, GM, Big Data Service Platform of Health, Yunnan Baiyao Group</i>	Unlock Talents: Elevating the Benchmarks and Efficiencies of Talent Management <i>Richard Kang, GM, Clavis</i>	How Can Neuroscience be Leveraged in Leadership Assessment and Development? <i>Elise Zhu, Founder & Organizational Psychologist, Center for NeuroEdge Leadership</i>	Encompassing the Best of East and West: The Development of a Cultural Agility and Competency Prediction Solution <i>Doris (Yang) Wang, Senior Consultant, Cubiks Hong Kong</i>



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NOVEMBER 14, 2019 – AFTERNOON						
Time	Track A	Time	Track B	Track C	Track D	Track E
1:30 PM – 1:40 PM	Opening Remarks <i>George C. Thornton, III, Ph.D., Professor Emeritus, Colorado State University</i>	1:30 PM – 2:10 PM	Gender, Race, Age, Religion, Country of Origin, Sexual Orientation, and Other Possible Biases in Assessment Centers <i>Bill Byham, Ph.D., Founder & Executive Chairman, DDI</i>	Open Competition of Senior Executive Based on Leadership Model and AC — Successful Practice of K Group, a Listed Company Invested by a Central Enterprise <i>Oak Y. T. Li, Senior Expert in Talent Assessment, Development, and Management, Talent-Label Management Consulting Shanghai</i>	How Would You Judge If a Talent Has Leadership Potential? <i>Yonghua Su, Chairman and Chief Executive Officer, NormStar</i>	The Assessment and Development of Hi-Level Talent Recruitment <i>Jianhong Ma, Professor Department of Psychology and Behavioral Science, Zhejiang University</i>
1:40 PM – 2:25 PM	38 Years of Experience in Giving Assessment Center Participants Feedback on Their Behavior in the Middle of Their Assessment Center <i>Masahiro Toyhama, President, MSC</i>	2:20 PM – 3:00 PM	The Proposal of a Leadership Competencies Model <i>Anna Baczynska, Assistant Professor, Kozminski University</i>	Build up a Talent Recruitment Testing System with Industry Features <i>Ellen Liu, HRD, Samsung Insurance</i>	How Assessment Centers Support Building an Internal Promotion Path: Hi-po Development Case Sharing <i>Xia Su, HR Manager, Omrom</i>	Using the Assessment Centre in Accelerating Talent Development <i>Ungku Harun Al'Rashid Ahmad, Vice President, Group Human Resource Management Division, Johor Corporation</i>
2:25 PM – 3:25 PM	PANEL PRESENTATION <i>George C. Thornton, III, Ph.D., Naghi Radi Afsouran, Ph.D., Martin Lanik, Ph.D., Sandra Schlebusch</i>	3:20 PM – 4:00 PM	Assessment Centers: A Conceptual Review <i>Martin Kleinmann, Full Professor, Department of Psychology, University of Zurich, Switzerland</i>	Reviewing the Assessment Center Operations in South Korea for the Past 13 years: A View of Micro- and Macro-perspectives <i>Young-Jae Kim, Senior Research Analyst, Assesta</i>	Assessment and Development for Hi-potential Talents <i>Russ Rao, Partner & Co-founders, Leader's Gene</i>	From Desert to Oasis: Assessment Centers and Talent Development: A Practical Application <i>Serena Ping, Head of HR, Hilti China</i>
3:45 PM – 4:15 PM	Leader Developmental Assessment Center: Empirical Testing	4:10 PM – 4:50 PM	The Innovation of Talent Assessment <i>Icey Han, Acting Executive Director, KNX</i>	The Application and Development of Leadership Assessment Centers in Business World	HR Practice: Building a Hi-potential Program in an Agile Organization <i>Elaine Lin, AVP, HRVP, Baxter</i>	The Chances and Challenges of an Assessment Center and a Developmental Assessment Center in China



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	<i>Naghi Radi Afsouran, Assistant Professor, University of Guilan</i>			<i>Stanley Lin, Associate Professor, Labor & HR Management-AC, China Culture University</i>		<i>Gonggu Yan, Associate Professor, Beijing Normal University</i>
4:15 PM – 5:00 PM	<p>Development Centers That Last: How to Develop the Leader Habit</p> <p><i>Martin Lanik, Ph.D., CEO, Pinsight, USA</i></p>	5:00 PM – 5:40 PM	<p>Guidelines and Ethical Considerations for Assessment Center Operations: How Organizations Can Benefit from the Guidelines</p> <p><i>Gary Chen, President and Chief Consultant, East-West Management</i></p>	<p>Shoot Out!! What Predicts Leadership Potential Best? Assessment Centers, Cognitive Tests, or Personality Tests? The Latest Research on the Topic from an African Continent Perspective</p> <p><i>Pieter Bronkhorst, OMT Group CEO, Evalex</i></p>	<p>Hi-potential Talent Data Analysis</p> <p><i>Feng Lu, GM, Co-Founder, Martinsen Group</i></p>	<p>Building a Frontline to Mid-level Leadership Assessment Center System to Complete the Talent Development Map</p> <p><i>Cati Cai, HRD Asia, Gognex</i></p>