Leadership Assessment for a VUCA World: Integrating Behavioural Evidence from an Online Business Simulation with Psychometrics and Interview Data

This session will describe a leadership model designed to reflect today’s constantly changing working environment, where Volatility, Uncertainty, Complexity and Ambiguity (VUCA) is the new normal. An assessment process will then be presented that has been designed to assess these core leadership dimensions, capturing evidence of an individual’s capability, work style and motivation using multiple methods. This process combines behavioral data from an online business simulation, incorporating several assessed activities, with output from a ‘deep dive’ interview, incorporating psychometrics and behavioral event interview questions. The session will then explore the benefits of integrating behavioral evidence and an individual’s preferences and working style to obtain deep insight into an individual’s leadership effectiveness and potential.

Dan Hughes, Research & Development Director, a&dc

Dan Hughes is the Research & Development Director at a&dc, a consultancy specializing in behavioral assessment and development based in the UK. He has over 17 years’ experience in the design and application of ready-to-use, customized and bespoke talent management solutions across a wide variety of industry sectors and employee levels, from individual contributors through to senior management. He has a keen interest in combining the power of behavioral assessment with the speed and consistency that technology can provide.

Dan is a UK Chartered Psychologist and Associate Fellow of the British Psychological Society, as well as an International Affiliate of SIOP. He is also a current and founding committee member of the UK Assessment Centre Group, an independent group of practitioners promoting Assessment Centre research, methodology and best practice. In 2012, he was the lead author of a joint research report published by a&dc and Colorado State University, titled ‘A Global Survey of Assessment Centre Practices’. At the time, this was the largest survey ever conducted into Assessment Centres practices globally, with other 540 respondents across 53 countries.