

# Schedule of Events

36<sup>th</sup> International Congress on Assessment Center Methods  
 October 12-13, 2011

*Preconference: October 11*

TUESDAY – OCTOBER 11, 2011		
11:30 a.m. – 12:30 p.m.	<b>Pre-Conference</b>	<b>Registration &amp; Buffet Lunch for Pre-Conference Workshop</b> Plaza Ballroom Foyer
12:30 p.m. – 5:00 p.m.		PRE-CONFERENCE WORKSHOP <b>Assessment Center Basics</b> <ul style="list-style-type: none"> <li>• Kevin Cook, Ph.D., <i>DDI</i></li> </ul> Plaza Ballroom  <i>Break included</i>
6:00 p.m. – 8:00 p.m.		<b>Registration</b> Vinoy Grand Ballroom Foyer <hr/> <b>Opening Reception</b> Tea Garden

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## WEDNESDAY – OCTOBER 12, 2011

7:00 a.m. – 8:00 a.m.	<b>Registration</b>	Vinoy Grand Ballroom Foyer	
8:00 a.m.	<b>Breakfast</b>	Mezzanine Terrace (Level 2 of main hotel)	
8:00 a.m. – 8:10 a.m.	<b>General Session</b>	<b>Opening Remarks</b> <ul style="list-style-type: none"> <li>• Bill Byham, Ph.D., <i>DDI</i></li> <li>• Walter Borman, Ph.D., <i>University of South Florida</i></li> <li>• Sandra Schlebusch, <i>LeMasa</i></li> </ul>	Vinoy Grand Ballroom
8:10 a.m. – 9:10 a.m.		<b>Looking Backward to Move Forward: Early Origins of Exercises, Dimensions, and Assessment Practices</b> <ul style="list-style-type: none"> <li>• Scott Highhouse, Ph.D., <i>Bowling Green State University</i></li> </ul>	Vinoy Grand Ballroom
9:10 a.m. – 9:30 a.m.	<b>Group Photo</b>	Tea Garden	
9:30 a.m. – 9:45 a.m.	<b>Break</b>	Vinoy Grand Ballroom Foyer	
9:45 a.m. – 10:45 a.m.	<b>Concurrent Sessions</b>	<b>PRACTITIONER TRACK</b> <b>The Sharpest Blade Gives the Finest Cut: Keep the Assessor Saw Sharp!</b> <ul style="list-style-type: none"> <li>• Kevin Cook, Ph.D., <i>DDI</i></li> </ul>	Vinoy Grand Ballroom
		<b>PUBLIC SECTOR TRACK</b> <b>Adaptation of the Assessment Process for Small &amp; Medium Sized Public Agencies</b> <ul style="list-style-type: none"> <li>• James Steffens, <i>MIFireE, EFO, The JTS Association, Inc.</i></li> </ul>	Plaza Ballroom
		<b>RESEARCH TRACK</b> <b>A Different Look at Why Selection Procedures Work: The Role of the Candidate's Ability to Identify Criteria</b> <ul style="list-style-type: none"> <li>• Martin Kleinmann, Ph.D., <i>University of Zurich</i></li> </ul>	Lassing/Miller
11:00 a.m. – 12:00 p.m.	<b>Concurrent Sessions</b>	<b>RESEARCH TRACK</b> <b>Rater Differences: When Do Differences Really Become Biased?</b> <ul style="list-style-type: none"> <li>• Sandra Schlebusch, <i>LeMasa</i></li> <li>• Gerhard Roodt, Ph.D., <i>University of Johannesburg</i></li> </ul>	Vinoy Grand Ballroom
		<b>PRACTITIONER TRACK</b> <b>Leadership Assessment and Development at Darden Restaurants</b> <ul style="list-style-type: none"> <li>• Frankie George, <i>Darden Restaurants</i></li> <li>• Michael Struth, <i>Alignmark</i></li> </ul>	Plaza Ballroom
		<b>PUBLIC SECTOR TRACK</b> <b>Introducing Assessment Centers for Staff Selection in the Public Sector: A Case Study on the Changes to the Selection Procedures for the European Union</b> <ul style="list-style-type: none"> <li>• Sari Lehkonen &amp; Stéphane Vanderveken, <i>European Personnel Selection Office</i></li> </ul>	Lassing/Miller

**WEDNESDAY – OCTOBER 12, 2011**

12:00 p.m. – 1:30 p.m. **Lunch** Mezzanine Terrace (Level 2 of main hotel)

1:30 p.m. – 2:30 p.m.	Concurrent Sessions	RESEARCH TRACK <b>Assessment Center Integrity: Does the Word Get Around?</b> • Warren Bobrow, Ph.D., <i>All About Performance</i>	Vinoy Grand Ballroom
		EDUCATION TRACK <b>The Use of Assessment Centers in Business Schools for Graduate Students</b> • Geli Pautt Torres, <i>Externado University</i>	Plaza Ballroom
		TECHNOLOGY TRACK <b>Computer-based Simulation Technology as Part of the AC, DC, and EC</b> • Jan H. Van der Westhuizen, RP, FAIM, <i>Experiential Technologies</i>	Lassing/Miller

2:30 p.m. – 2:45 p.m. **Break** Vinoy Grand Ballroom & Plaza Ballroom Foyers

2:45 p.m. – 3:45 p.m.	Concurrent Sessions	EDUCATION TRACK <b>Graduate Recruitment in the Social Media Age</b> • Christine Bamford, MPhil, FCIPD, <i>National Leadership and Innovation Agency for Healthcare Wales</i>	Vinoy Grand Ballroom
		PRACTITIONER TRACK <b>A Comprehensive Assessment Process for Management Trainees: CSX Transportation</b> • Jennifer Burnett, Ph.D., & Corina Rice, Ph.D., <i>CSX Transportation</i>	Plaza Ballroom
		RESEARCH TRACK <b>The Customization of Simulation Exercises and Other Challenges as Part of a Large Skills Audit for a Development Project</b> • Anne Buckett, <i>Precision HR</i>	Lassing/Miller

4:00 p.m. – 5:00 p.m.	General Session	<b>Employment Litigation and Assessment Centers: Issues, Potential Issues, and Non-Issues Around the World</b> • George C. Thornton III, Ph.D., <i>Colorado State University</i>	Vinoy Grand Ballroom
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6:00 p.m. & 6:15 p.m.	The Dali Museum	<b>Buses Depart for the Dali Museum</b>	Vinoy Main Entrance
6:15 p.m. – 7:45 p.m.		<b>Cocktail Reception</b> • Museum tours • Gift shop open	The Dali Museum
7:45 p.m. – 10:00 p.m.		<b>Dinner</b> <i>Buses will depart for Vinoy at 9:15, 9:30, 9:45, &amp; 10:00 p.m.</i>	The Dali Museum's Raymond James Community Room

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THURSDAY – OCTOBER 13, 2011		
7:00 a.m. – 8:00 a.m.	Registration <hr/> Breakfast	Vinoy Grand Ballroom Foyer  Mezzanine Terrace (Level 2 of main hotel)
8:00 a.m. – 8:10 a.m.	<b>General Session</b>	<b>Opening Announcements</b> <ul style="list-style-type: none"> <li>Ann Howard, Ph.D.</li> </ul>
8:10 a.m. – 9:10 a.m.		<b>Computerized Adaptive Personality Scales: A Military and Corporate Version</b> <ul style="list-style-type: none"> <li>Walter Borman, Ph.D., <i>University of South Florida</i></li> </ul>
9:10 a.m. – 9:30 a.m.	<b>Break</b>	Vinoy Grand Ballroom Foyer
9:30 a.m. – 10:30 a.m.	<b>Concurrent Sessions</b>	PRACTITIONER TRACK <b>Turning the Tables: Assessing Human Resource Professionals</b> <ul style="list-style-type: none"> <li>Linda Brenner, <i>Designs on Talent</i></li> </ul>
		PUBLIC SECTOR TRACK <b>The Standardization of Assessors: The Key to Reliable Assessment</b> <ul style="list-style-type: none"> <li>Prakash Khandekar &amp; Nitin Sawardekar, <i>VSS Consultants</i></li> </ul>
		TECHNOLOGY TRACK <b>Integrated Business Simulation as a Tool for Assessing High-Potential Talent in Early Recruitment</b> <ul style="list-style-type: none"> <li>Mirta Amaranti &amp; Maharsi Anindiyajati, <i>PPM Management</i></li> </ul>
11:00 a.m. – 12:00 p.m.	<b>Concurrent Sessions</b>	RESEARCH TRACK <b>The Problem of Motivation in Developmental Assessment Centers: Implications for Performance and Subsequent Development</b> <ul style="list-style-type: none"> <li>Alyssa Gibbons, Ph.D., <i>Colorado State University</i></li> </ul>
		RESEARCH TRACK <b>Benchmarking Assessment Practices</b> <ul style="list-style-type: none"> <li>Paul Bernthal, Ph.D., <i>DDI</i></li> <li>Katherine Holt, Ph.D., <i>Peakinsight</i></li> </ul>
12:00 p.m. – 1:15 p.m.	<b>Lunch</b>	Mezzanine Terrace (Level 2 of main hotel)

1:15 p.m. – 2:15 p.m.	Concurrent Sessions	PRACTITIONER TRACK <b>Assessor Development: Are You Doing the Best You Can?</b> • Nanette Fairley, <i>Innovative HR Solutions</i>	Vinoy Grand Ballroom
		RESEARCH TRACK <b>Understanding the Criterion Related Validity of Assessment Centers: The Neglected Role of the Leader</b> • Brian Hoffman, Ph.D., <i>University of Georgia</i>	Plaza Ballroom
		RESEARCH TRACK <b>Score Consistency vs. Score Magnitude as an Assessment Center Predictor</b> • drs. Gert Keen, <i>D*PBO</i>	Lassing/Miller
2:30 p.m. – 2:45 p.m.	General Session	<b>Closing Remarks</b>	Vinoy Grand Ballroom