

Cutting Edge Developments in Assessment Center Technology

Presented by:

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IGNITE
TALENT

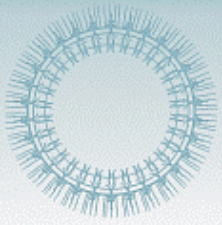


Welcome

- **Purpose:**
 - Discuss and demonstrate new developments in assessment center technology

- **Process:**
 - Overview of business challenges that assessment centers can address
 - Demonstrate how technology has been incorporated into the assessment center process
 - Address your questions/comments and participate in open dialogue

- **Outcome:**
 - Understand innovations in assessment center technology and how they can meet the business needs of today's organizations



Wilson Learning Worldwide Operations

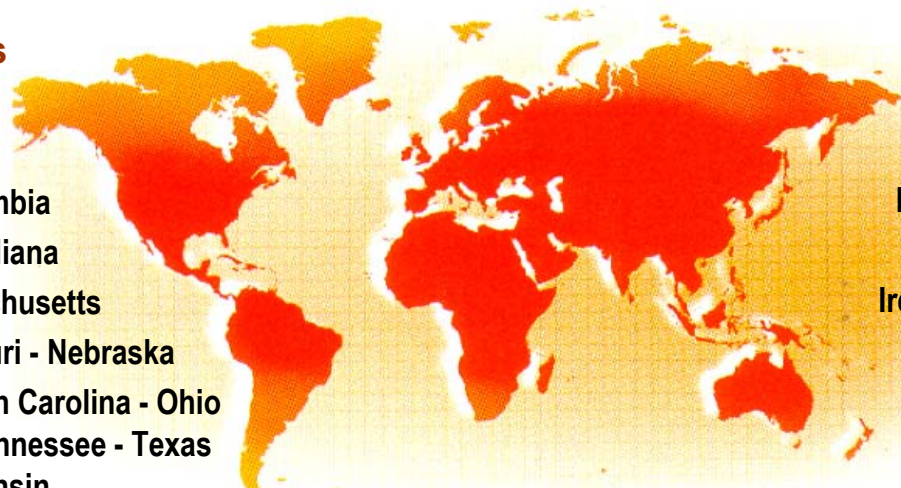
- Operations in 30 countries through subsidiaries and business partners
- \$72.5 million in sales, including 68 percent from outside the U.S.
- 400 worldwide employees including a diverse team of I/O Psychologists, and other learning professionals.
- Selected solutions culturally adapted and translated into 19 different languages or dialects

Corporate Offices

Tokyo - Minneapolis - London - Orlando - San Francisco

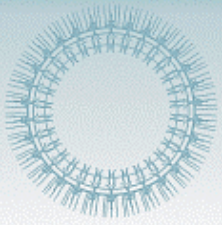
North American Offices

Alabama - Arizona - California
Canada - Colorado
Connecticut - District of Columbia
Florida - Georgia - Illinois - Indiana
Louisiana - Maryland - Massachusetts
Michigan - Minnesota - Missouri - Nebraska
New Mexico - New York - North Carolina - Ohio
Oklahoma - Pennsylvania - Tennessee - Texas
Virginia - Washington - Wisconsin



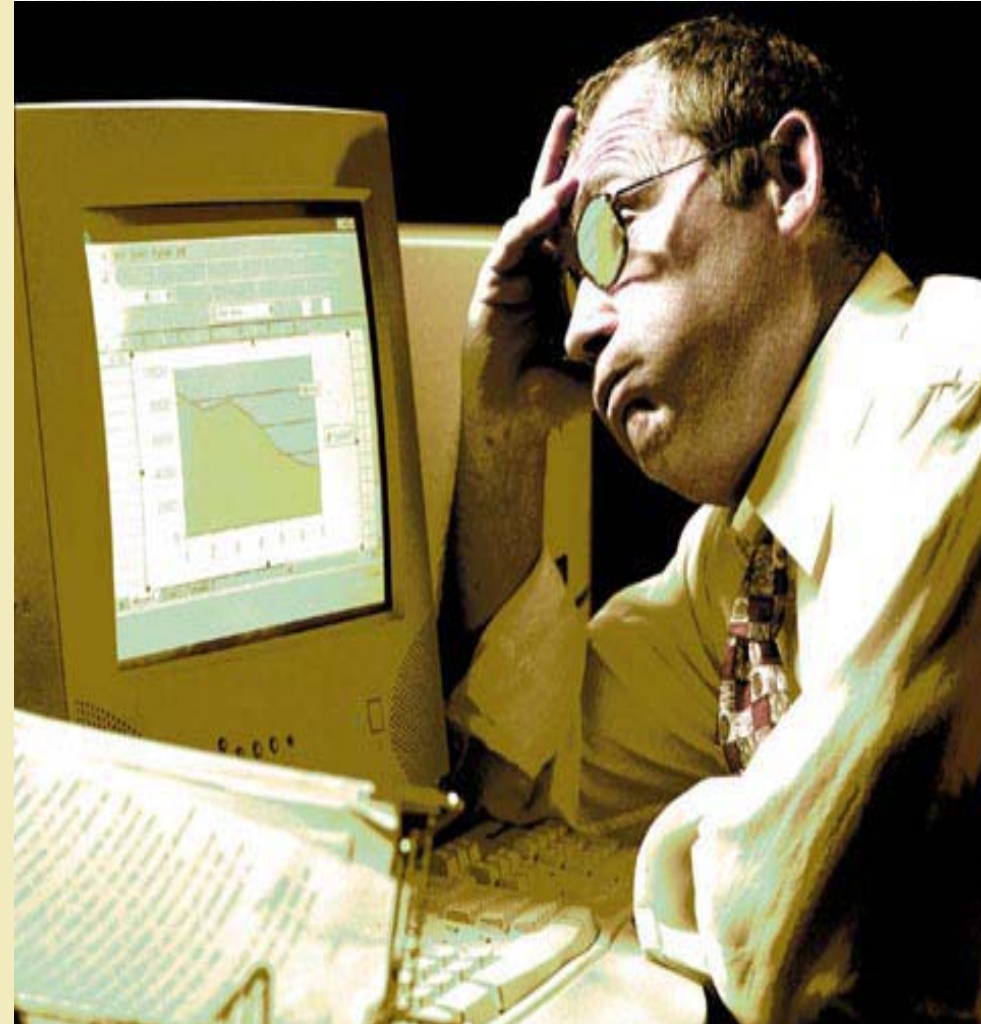
International Offices

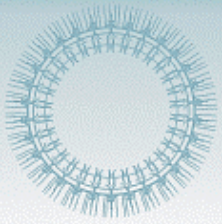
Argentina - Australia - Belgium
Canada - China - Colombia
Denmark - Finland - France - Germany
Great Britain - Greece - Hong Kong
Ireland - Italy - Japan - Korea - Malaysia
Mexico - Netherlands - Poland
Puerto Rico - Russia - Singapore
South Africa - Spain - Sweden
Thailand - Turkey - United States



Uses of Computers in Assessment Centers

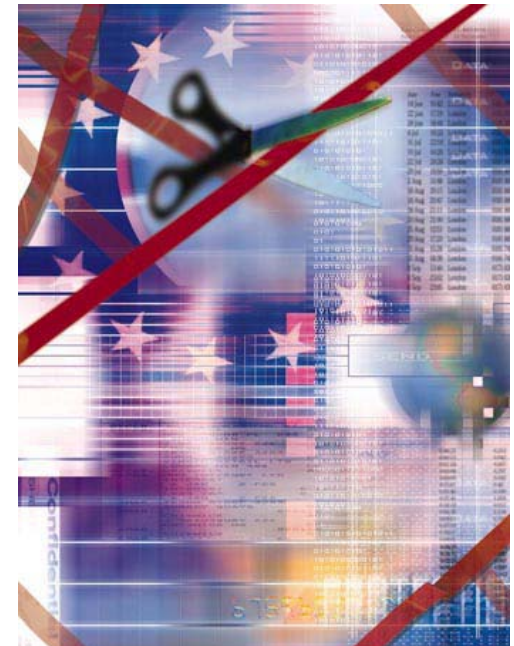
- Presenting Stimuli
- Capturing Responses
- Scoring the Exercises
- Supporting Data Integration
- Report Generation
- Preparing for Participant Feedback

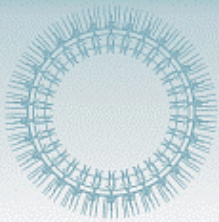




Benefits of Using Technology

- **Realism / Face Validity**
- **Dynamic Delivery Schedule**
- **Consistency of Administration**
- **Seamless Integration of Different Types of Exercises**
- **Improved Reliability**
- **Improved Validity**
- **Reduced Assessor Time and Effort**
- **Improved Quality of Deliverables**
- **Ability to Integrate Custom Developmental Recommendations Directly into Final Reports**
- **Allows Immediate Candidate Feedback**





Demonstration of Wilson Learning's Assessment Delivery Software



Assessment Management Challenges

File Edit Email Calendar Help

New Mail

8:34 AM

WILSON LEARNING

From:	Subject:	Received:
Maho Tanaka	Business unit action plans	9/21/06 8:00 AM
Jennifer Stat	Server Down - URGENT NOTIFICATION	9/21/06 8:00 AM
Voice Mail	Voice Mail	9/21/06 8:01 AM
Ann Kursinski	Culture Survey Results	9/21/06 8:03 AM
Jill Walters	My resignation	9/21/06 8:04 AM
Bill Booley	Corps at a Glance	9/21/06 8:06 AM
Charles Fenwick	Impossible working conditions	9/21/06 8:10 AM
Holly Hays	Finding a replacement for Rick Lambardo	9/21/06 8:11 AM
Charles Fenwick	Project updates	9/21/06 8:12 AM
Gunther Vonn	Development opportunity for Orlando DeHoyos	9/21/06 8:12 AM
Bernie Barrington	Staff utilization report	9/21/06 8:13 AM

Total Messages: 20 Unread Messages: 20

As you have suggested, I've been reviewing the qualifications and capabilities of my software engineers in Manufacturing and Quality Control to determine whether any of them can take over for Rick Lambardo, our senior software engineer, when he leaves us to go to work for RMB next week. Unfortunately, most of them don't have the seniority and skills to move into a senior software engineer role. As you know, we took our best software engineer, Rick, and promoted him to senior software engineer earlier this year when Watson acquired our company. I am afraid that we will have to search outside the company to find a replacement for Rick. I certainly hope that we have more success filling this position than we have had filling the openings for software engineers and technicians in the department.

Start | [Taskbar icons] | 3:51 PM



Computerized Evaluation and Report Writing

- **Increase the quality and reliability**
- **Decrease the labor and related costs**
- **Allows next day delivery of the report and feedback**
- **User-friendly**



Reporting Program:
Copyright WLC, 1998

EPA
SES Career Development Program
05/21/02-01

MAIN MENU

F1 - Enter Competency Ratings

F3 - Display Matrix

F4 - Print Matrix / Reports

F6 - Change Current AC or Cycle

F8 - Administrative Functions

F10 - End Session

**Demonstration of
Wilson Learning's
Assessment
Performance Software**

Press Or Click Appropriate Function Key To Make A Selection



Final Report

- **Graph of overall competency ratings**
- **Table of rating for each competency**
- **Narrative summary of performance in each simulation**
- **Listing of specific behaviors observed, organized by effectiveness of the behavior**
- **Identification of strengths and development needs: both by competency and simulation**
- **Summary of simulations and competencies assessed**
- **Development resource guides for lowest rated competencies**

INTRO

SIMULATION

ASSESSMENT REPORT

EXIT

ASSESSMENT
for *MANAGEMENT*
CHALLENGES

Introduction

Performance Profile

Performance Summaries for Exercises

Performance Summaries for Competencies

Exercise Descriptions

Competency Descriptions

Developmental Resource Guide

PDF version of the Sample Final Report

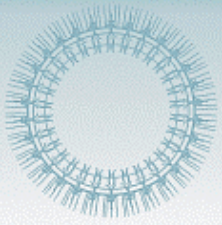
Example of Final Report

Wilson Learning
Corporation

Assessment For Management Challenges

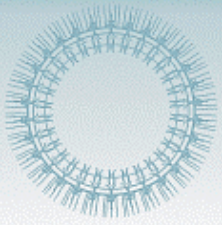
SAMPLE Final Report

Chris Johnson



Questions & Answers





How To Contact Us

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