In a changing world, assessment centers continue to evolve. New ideas, new research, new uses—and new technology, including electronic innovations and web-based applications—define this critical and endlessly fascinating field.

The impact of technological innovation is a major focus of the 36th International Congress on Assessment Center Methods. Across two days, experts, thought leaders, and innovators in the field will present a rich array of ground-breaking research, new insights, and best practices that capture the current state and future direction of the assessment center method.

Past International Congresses have provided an unsurpassed opportunity to stay current on continuing developments in the use of assessment centers for selecting and developing talent. This year’s Congress will be no different. There’s no better place to advance your thinking, expand your knowledge, and discuss assessment center trends with your colleagues from around the world.
LOOKING BACKWARD TO MOVE FORWARD: EARLY ORIGINS OF EXERCISES, DIMENSIONS, AND ASSESSMENT PRACTICES
Scott Highhouse, Ph.D., Bowling Green State University

The assessment center of today is a descendent of procedures developed by maverick psychologists and psychiatrists who were dissatisfied with traditional psychometric methods of assessing abilities and traits.

Although the innovations of the early pioneers continue to make the assessment center a highly desirable and effective tool, the ideology on which assessment centers were based has been largely discarded.

Modern assessment centers reflect an emphasis on standardization and objectivity, whereas early pioneers emphasized flexibility in making a “diagnosis.” This presentation will provide a relevant early history of the assessment center as we know it, and suggest ways to reconcile historical practices with 21st century wisdom.

EMPLOYMENT LITIGATION AND ASSESSMENT CENTERS: ISSUES, POTENTIAL ISSUES, AND NON-ISSUES AROUND THE WORLD
George C. Thornton III, Ph.D., Colorado State University

This session will explore issues related to employment litigation involving assessment centers in various countries. While the assessment center method has withstood extensive scrutiny in courts in the U.S., there have been relatively few cases outside the U.S. With the emergence of fair employment practice legislation in other countries, the potential for challenges may increase.

In his presentation, Dr. Thornton will review U.S. federal court decisions that ruled both in favor of and against organizations using assessment centers, examine employment discrimination litigation in other countries, and offer suggestions for how to answer charges of both employment discrimination and failure to provide due process.
CONCURRENT SESSIONS

Computer-based Simulation Technology as Part of an Assessment Center and Development Center: A Global Review on Supervisory Development Project in a Multi-national Organization
Jan H. Van der Westhuizen
Experiential Technologies, South Africa

Adaption of the Assessment Process for Small- & Medium-sized Public Safety Agencies
James Steffens
The JTS Association, Inc., United States

A Different Look at Why Selection Procedures Work: The Role of Candidates' Ability to Identify Criteria
Prof. Dr. Martin Kleinmann
University of Zurich, Switzerland

Assessment Center Integrity: Does the Word Get Around?
Warren Bobrow, Ph.D.
All About Performance, United States

Assessor Development
Nanette Fairley
Innovative Human Resource Solutions, United Arab Emirates

Benchmarking Assessment Practices
Paul Bernthal, Ph.D.
DDI, United States

Katherine Holt, Ph.D.
Peakinside, United States

Graduate Recruitment in the Social Media Age
Christine Bamford, MPhil, FCIPD
National Leadership and Innovation Agency for Healthcare Wales, United Kingdom

Identifying, Assessing, and Developing Managerial Talent Using Assessment Development Centers—A Case Study from India
Dr. Archana Arcot
Infosys BPO, India

Sindu Aravindakshan
Infosys BPO, India

Integrated Business Simulation as a Tool for Assessing High Potential Talent in Early Recruitment Programs
Mirta Amaranti
PPM Management, Indonesia
Maharsi Anindyajati
PPM Management, Indonesia

Introducing Assessment Centers for Staff Selection in the Public Sector: A Case Study on the Changes to the Selection Procedures for the European Union Institutions
David Bearfield
European Personnel Selection Office, Belgium

Leadership Assessment and Development at Darden Restaurants
Michael Struth
Alignmark, United States

Janet Malloy
Darden Restaurants, United States

Frankie George
Darden Restaurants, United States

Prediction by Score-Consistency Versus Score-Magnitude
drs Gert Keen
D’PBO, Netherlands

Rater Differences: When do Differences Really Become Biased?
Sandra Schlebusch
LeMaSa, South Africa

Gerhard Roodt, Ph.D.
University of Johannesburg, South Africa

Reconsidering the Overall Assessment Rating
Gahyun Jeon
University of Illinois at Urbana-Champaign, United States

Standardization of Assessors: the Key to Reliable Assessment
Nitin Sawardekar
VSS Consultants, India

Prakash Khandekar
VSS Consultants, India

The Customization of Simulation Exercises and Other Challenges as Part of a Large Skills Audit for Development
Anne Buckett
Precision HR, South Africa

The Problem of Motivation in Development Assessment Centers: Implications for Performance and Subsequent Development
Alyssa Gibbons, Ph.D.
Colorado State University, United States

The Use of Assessment Centers in Business Schools for Graduates
Geli Pautt Torres, Ph.D.
Externado University, Colombia

Turning the Tables: Assessing Human Resources Professionals
Linda Brenner
Designs on Talent, United States

Understanding the Criterion-Related Validity of Assessment Centers: The Neglected Role of Leader Vision
Brian Hoffman, Ph.D.
University of Georgia, United States
Year after year, the pre-conference workshop receives rave reviews from participants. It is geared to those just starting to use assessment center methods, 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 preview the Congress agenda to help participants decide which sessions will be most beneficial for them throughout the conference. The cost of the pre-conference workshop is $100 USD and includes lunch.

**CONFERENCE WARM-UP**

**OPENING RECEPTION**

Tuesday, October 11, 2011 | 6 p.m. – 8 p.m.

Meet other International Congress attendees at the opening reception. Hors d’oeuvres will be served and a cash bar available. You will also be able to pick up your registration materials at this time.

**NETWORKING**

**DINNER WITH DALI!**

Wednesday, October 12, 2011 | 6:15 p.m. – 10 p.m.

Always a highlight, the Congress banquet this year will be held at the newly opened Dali Museum in St. Petersburg. Dedicated to the surrealist master Salvador Dali, the museum features a permanent collection with 96 of his oil paintings, plus a selection of drawings, fine prints, photographs, videos, and surrealist objects.

A cocktail reception at 6:15 p.m. kicks off the evening, during which time you and your fellow Congress attendees will be able to explore the museum and take in the various works on display. Dinner will be served at 7:45 p.m. The cost of the banquet is included with the full conference registration. Guests are welcome for a cost of $125 USD per person.
HOTEL INFORMATION
THE VINOY® RENAISSANCE

The showplace of the St. Petersburg waterfront, the historic Vinoy® Renaissance Resort & Golf Club features newly renovated guest rooms and is the only luxury hotel on the West Coast of Florida with the combination of a private marina, 18-hole golf course, and 12-court tennis complex. The special Congress room rate is $179 USD for single/double occupancy. To reserve your hotel room, please call 1-888-303-4430 and specify “International Congress.” Make your room reservation early to secure a room at the conference rate. The International Congress room block will be held until September 17, 2011.

The Vinoy® Renaissance, St. Petersburg Resort & Golf Club
501 5th Avenue NE, St. Petersburg, FL 33701 USA

EXPLORE ST. PETERSBURG

Located on the beautiful Florida Gulf Coast, St. Petersburg offers many attractions to explore:

- The Pier is St. Petersburg’s signature landmark. It features a five-story marketplace with shops and restaurants, as well as an aquarium.

- Sunken Gardens is an exotic collection of more than 50,000 tropical plants and flowers. The four-acre botanical attraction features a butterfly garden, wedding lawn, a walk-through aviary with exotic species of birds, and an orchid arbor.

- Grand Central Main Street offers an eclectic mix of retail shops and dining establishments.

- The St. Petersburg Museum of Fine Arts boasts a collection of more than 4,000 works, including six original Monets, along with other works by Fragonard, Vigee-Lebrun, Morisot, Renoir, Cezanne, and Gauguin.

- The Pinellas Trail, a 47-mile fitness trail built on abandoned railways, is one of the longest linear parks in the United States, runs from Tarpon Springs to the north to its terminus in south St. Petersburg.
DETAILS: FULL AND EARLY REGISTRATION

The registration fee includes the following:
- All conference materials and sessions on October 12 - 13, 2011
- The opening reception on October 11, 2011
- Breakfasts, lunches, and breaks on October 12 - 13, 2011
- Congress dinner banquet on October 12, 2011

Register by August 1, 2011 and save $120 USD
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
OR Fax your registration form to Lynne Reed at 1-412-257-3916 (U.S.)

First/Given Name: _________________________________  Last Name: _____________________________________
Title: _________________________________________ Position: __________________________________________
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: $995 USD per person $ _________
☐ Early Congress Registration: $875 USD per person
- Registration payment must be received by August 1, 2011 $ _________
☐ Group Congress Registration: $850 USD per person
- Must have three or more registrations from your organization
to qualify for group rate. $ _________
☐ Day Rate: $450 USD per person (please specify which day)
- Does not include Congress dinner banquet on October 12, 2011 $ _________
  ☐ Wednesday, October 12, 2011 ___
  ☐ Thursday, October 13, 2011 ___
☐ Pre-Congress Workshop, Tuesday, October 11, 2011: $100 USD per person $ _________
☐ Congress Dinner Banquet, October 12, 2011: $125 USD 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:
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________

Signature: ________________________________________________________________________________
Don’t miss the annual conference for assessment professionals!

October 12-13, 2011
Vinoy® Renaissance, St. Petersburg, Florida

Log on and visit www.assessmentcenters.org for the latest updates on Congress speakers, presentations, schedules, and up-to-the-minute news.