Panel Discussion | Development Centres

Panelists:

Dolunay Bulut, Is Bankasi A.S.–Turkey
Natalia Sushko, HR Technologies–Ukraine
Stella Stoynova, For Team Talent Assessment–Bulgaria
Wisnoe Satrijono, PT PLN (Persero)–Indonesia

Panel Chair
Sandra Schlebusch
www.lemasa.co.za

ICACM, 10 October 2018, Old Windsor London, UK
Agenda

• Introduction – Speakers, Topic

• 10 Minute Presentations:
  ❖ **Wisnoe Satrijono** (Indonesia):
    *Post-Assessment Center Leadership Program in PLN*
  ❖ **Dolunay Bulut** (Turkey)
    *D for Digital C for Culture: A case for Development Center During Digital Transformation*
  ❖ **Stella Stoyneva** (Bulgaria)
    *Maximising the Benefit from Diagnostic Centers*
  ❖ **Natalia Sushko** (Ukraine)
    *Improving the Impact of Assessment Center Feedback*

• Discussion (10 Minutes)
Meet the Presenters

Wisnoe Satrijono

Dolunay Bulut

Stella Stoyneva

Natalia Sushko

ICACM, 10 October 2018, Old Windsor London, UK
### Centres for Different Purposes

#### Type of Centre

<table>
<thead>
<tr>
<th>Selection Assessment Centres (ACs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diagnostic Assessment Centres (DCs)</td>
</tr>
<tr>
<td>Development Assessment Centres (DACs)</td>
</tr>
</tbody>
</table>

#### Differences

<table>
<thead>
<tr>
<th>Different Competencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Different Centre Process</td>
</tr>
<tr>
<td>Different Assessor Skill Set</td>
</tr>
<tr>
<td>Different Duration</td>
</tr>
<tr>
<td>Different Deliverable</td>
</tr>
<tr>
<td>Different Post Centre Process</td>
</tr>
</tbody>
</table>
Centres for Different Purposes (continue)

Different Competencies -

More Stable Competencies (AC) versus Developable Competencies (DC and DAC)

Perceived Developable Competencies

Different Duration -

3 hours to a 1 day (AC and DC) versus 2 – 3 days (DAC)

Assessment only during centre (AC and DC) versus Assessment and Development during centre (DAC)

Centre Staff Interaction with Participants

Fewer, Less Intense

More Frequent, More Intense

AC  DC  DAC
Different Process – AC and DC

Participant Experience during AC and DC

- Conducted by Administrator
  - Introduction
  - Brief Orientation

- Assessed by Assessors
  - Participate in Simulations
  - Complete all assessments

- Facilitated by Administrator
  - Receives Feedback Afterwards
  - Perhaps Receive Development Suggestions
Different Process – DAC

Participant Experience During Centre

**Introduction**
In-Depth Orientation

**Block 1**
Simulation 1
Simulation 2
Simulation 3

Receives Detailed Feedback about Behaviour linked to the Focal Constructs

**Block 2**
Repeat Simulations

Receives Detailed Feedback

(Adapted from Rupp, Snyder, Gibbons, & Thornton, 2006)

ICACM, 10 October 2018, Old Windsor London, UK
Post-Assessment Center Leadership Program in PLN, the Biggest Electricity Company in SEA

Main Message:

• The role of AC results as main data for competency development
• The process post AC: the Leadership Development Program
D for Digital C for Culture: A case for Development Center during Digital Transformation

Main Message:

Designing a DC aligned with requirements of digital transformation accelerates participants readiness to receive and act on feedback and it facilitates the personalisation of the management development programme
Maximising the Benefit from Diagnostic Centers

Main Message:

• Diagnostic ACs should be upgraded to better meet the client’s needs

• Diagnostic ACs could be used as a motivational tool since it is the first development activity in the assessee’s learning process
Improving the Impact of Assessment Center Feedback

Main Message:

The relationship between the assessor (feedback giver) and the participant is more important than the content and outcome. The assessor should be fully present and be with the participant in stead of just focusing on producing something
Discussion: Questions and Answers

Wisnoe Satrijono

Dolunay Bulut

Stella Stoyneva

Natalia Sushko

ICACM, 10 October 2018, Old Windsor London, UK
Reference List


Sandra Schlebusch
_LEMASA_
Mobile: +27(0)82 462 4560
E-Mail: sandra@lemasa.co.za
www.lemasa.co.za