

Beyond Assessment Centers: From Discovery to Development

Presenters: Mangal Dhuri, Principal Consultant, and Veda Pendse, HR Consultant. Cerebrus

Presentation Content:

- Introduction, context, and background to the presentation. The speakers will present client feedback on the effectiveness of the centers. They will discuss the approach to the feedback to participants based on development challenges that are focused on and address
- The hypotheses that guided the experiments with their assessment and development model
- Brief introduction to the four cases through which the speakers will be presenting their experiences and the insights gained
- Presenting the experiments to enable more meaningful and impactful developmental outcomes. These will be explained through the cases.
- Experimenting with the assessment process to create learning opportunities and make it the start of the development journey. Speakers will present their tool 'My Learning Diary' that helps participants reflect on their learning.
- Creating awareness and enabling acceptance of developmental feedback by the individuals through a guided, three-way feedback process
- Their approach to creating more meaningful and tangible action plans for individuals using the Cerebrus Framework for Development Planning
- Going beyond assessment and development planning to provide a sustainable development engagement model through their Talent Development Model
- Testimonials from their clients and individual participants who were part of the experiments
- The speakers' insights and learnings from the experiments



Mangal Dhuri
Principal Consultant, Cerebrus

PROFESSIONAL EXPERIENCE

- Mangal has been with Cerebrus for 13 years, currently as Principal Consultant
- Mangal is a Lead in the Leadership Development Practice and leads teams on execution of several of the large engagements in this area. She also has extensive experience in providing feedback to individuals and facilitating development and training initiatives
- In Cerebrus, Mangal has worked on a wide range of assignments for clients across various sectors. These include assignments in the area of individual and organization assessment, capability development, design & conducting training programs, competency mapping, capability and talent assessment using assessment centers and 360-degree appraisal feedback systems.
- Other areas of her work include conducting organizational and HR diagnostic studies, audits, organization structure review, and recommendations for organizations in various sectors,

defining role accountabilities and design and implementation of performance management systems.

- Leads the assessment center design and tool design work for Cerebrus. She has been a lead assessor for some of the centers that involved assessment of junior and middle management employees. She has worked on the design and administration of the 360-degree feedback surveys and has been a counsellor for managers at middle management level.
- She is a facilitator and trainer and has facilitated training interventions for various clients in the areas of capability building, performance conversations, personal & managerial effectiveness, communication skills, and competency building.
- Mangal is a certified Hogan Practitioner and certified DISC Trainer. She is a member of the L&OD Roundtable in India

EDUCATION

- Master's in Human Resource Management from Monash University, Australia
- MMS from the University of Mumbai, specializing in Human Resources
- B.Com from the University of Mumbai



Varda Pendse
HR Consultant, Cerebrus

PROFESSIONAL CAREER

- With Cerebrus since 1997
- Head–Training & Development, Colgate Palmolive India
- Manager–Resources, Mafatlal Consultancy Pvt. Ltd.
- Assistant Manager–HR, Nelco

PROFESSIONAL EXPERIENCE

- Varda has 30 years of experience as a line HR manager and as an HR consultant. She leads the Leadership Development Practice at Cerebrus.
- Varda has vast experience in individual and organizational assessment, capacity building and design & conducting workshops and training programs. She also has experience in competency mapping and competency assessment. She has been acknowledged for her work in this area by several multinational and local companies including Mercedes Benz, St. Gobain, Alfa Laval, and F.L. Smith.
- She has led and run 100+ individual assessment centers covering 1500+ participants in the experience of 7-30+ years.
- She has also led several 360-degree feedback assignments covering managers at different levels. She has counselled over 1500 managers and assisted in developing their individual development plans as part of a coaching engagement or as part of an assessment center or 360-degree feedback survey.
- Varda has been involved in various talent management and change management initiatives, including SHL-OPQ, Thomas Profile, Belbin Team Profile, Hogan Individual and Team Profiles.

- She is a certified coach by Result Coaching, USA.
- She has facilitated over 300 workshops, covering more than 15,000 participants in areas of culture and change management, performance management related to holding effective performance conversations, goal setting, competency and skill building, team work, etc

EDUCATION

- Bachelor of Arts (Economics) (Hons), University of Mumbai
- Master of Management Studies, Narsee Monjee Management Institute, Mumbai