### PDP: Assessment Centre: The Use and Application

* **HPCSA Domain:** Testing and Assessment
* **Number of days exposure:** Five Days (40 hours) – HPCSA requirement (50 days)
* **Summary of workshop:** The workshop is designed to orientate interns with regards to the use of the Assessment Centre technique, either as a management selection tool or a management development tool. This session will expose the intern to personal assessment of their own managerial strengths and development areas, as well as exposing them to observer training, and assessment centre report writing.
* **Content and Practical Activities**:
  1. Day 1 and Day 2: will comprise of interns completing the Assessment Centre simulation exercises. These will consist of an in-basket, leaderless group exercise, and a one-on-one performance discussion.
  2. Day 3 (Morning Session): will comprise of a post Management Development Centre (MDC) where the “Management behaviour Dimensions” are discussed as they were measured during the simulation exercises.
  3. Day 3 (Afternoon Session) and Day 4: will comprise of observer training. This will allow the intern to familiarise themselves with the role and function of an observer at a MDC, as well as practice their behaviour observation skills.
  4. Day 5: will consist of the compilation of the Management behaviour profiles and handling personalised feedback. The intern will receive guidelines on writing a feedback report, receive their own feedback reports with individual feedback.