

# HIRE. DEVELOP. BENCHMARK.

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FICCI in collaboration with HR Anexi brings you

## ASSESSMENT AND DEVELOPMENT CENTRE CERTIFICATION

27<sup>th</sup> - 28<sup>th</sup> August, 2018, Federation House, New Delhi

### PROGRAM OVERVIEW

The aim of this course is for participants to get acquainted to the methodology and practice of the design, planning and management of AC/DCs. During the training, participants will learn how to conduct competency based interviewing. They will get acquainted with a range of behavioral exercise types (group, in-tray, role-play exercises, business simulations, and reasoning questionnaires), and through their evaluation they will learn how to prepare the organisation's assessors. While offering a theoretical outlook, the course focuses on practical questions. Gain valuable insights into developing an assessment/development centre right from the scratch, and learn the various assessment techniques & align them with your organizational goals.

Furthermore we recommend it to HR professionals, who would like to widen their range of services with AC/DCs to develop both the proficiency and understanding that would help them run an assessment centre more effectively.

### WHAT'S IN IT FOR ME?



- Gain exposure to the concepts and tools of Assessment/Development Centres



- Understand what is Competency and how it can be mapped through various simulation exercises



- How to give feedback & plan developmental interventions



- Enhance their effectiveness as an Assessor

### WORKSHOP CONTENT & FORMAT

**Facilitator led discussions and application of a range of behavioral exercise types such as:**

- group
- in-tray
- role-play exercises
- business simulations
- reasoning questionnaires

**Topics Covered:** Introduction to AC DC, Competencies, Designing an AC/DC, Logistics, Role Clarity, AC/DC Tools Familiarisation, Running a Development Centre, Integration session, Development Feedback, Assignment & Test

## PROGRAM DETAILS

FEES	INR 25,000 + 18% GST
DATE OF CERTIFICATION WORKSHOP	27 <sup>th</sup> & 28 <sup>th</sup> August, 2018
VENUE	Federation House, New Delhi
TIMING	09:00 am - 06:30 pm
FOR REGISTRATION	Vinti Mehrotra T: +91-11-2348 7563, M: +91 - 9810884471 E: fgf@ficci.com ; vinti.mehrotra@ficci.com

\*NOTE: *This does not include Travel and Stay of participants.*

## TRAINER PROFILES

Kalpana is a Principal Consultant, Facilitator, Assessor, Instructional Designer and Coach. She leads a wide range of Consulting, Assessment & Training engagements leveraging her extensive work experience of around 30 years in serving clients. Kalpana has worked extensively in conceptualizing, designing and delivering learning & development initiatives for a cross section of industries. She has managed and delivered interventions on Leadership and Management Development, Change Management, Competency mapping and Development and Assessments.

She has trained participants across hierarchies in the areas of Emotional Intelligence, Service Excellence, Train the Trainer, Customer Care and Orientation, Interpersonal Relationships, Problem Solving and Decision Making, Negotiation Skills, Conflict Management, Performance Management, Competency Based Interviewing and Competency Mapping. Kalpana is also a NLP practitioner, Counselor and Coach.



Gavin has been part of HR Anxi – Assessments & Consulting Services for close to 5 years, handling a wide variety of projects from Recruitment to Psychometric test administration & feedback to Assessment/Development Centres, HR Research, Competency Framework to Mapping, Identifying Observable Behaviours within Competencies, Ideal psychometric personality profiling for positions, Training Needs Identification, Psychometric Feedback, Correlating Competencies to Psychometric Tools, Case Studies, Design ROI calculators for Psychometric tools & Employee engagement surveys etc. Gavin is a Certified Psychometric Assessor and 360 Degree Feedback Assessor from Psytech International and also holds certifications in Competency Based Interviewing & Career Counseling. He holds a certification on Targeted Selection TTT from DDI. He has done his Facilitator Certification Program (DDI). He is a trained behavioral assessor at executive and leadership levels. Certified on Hogan's Global Leadership Inventories.



## ABOUT FICCI QUALITY FORUM (FQF)

FICCI Quality Forum (FQF) is a specialized division of Federation of Indian Chambers of Commerce and Industry (FICCI) set up with objective to sharpen the competitive edge of Indian Industry. FQF provides training, consultancy and research services focused on enhancing the quality quotient of clients and partner organizations. For the past 20 years, FQF in collaboration with renowned national and international partners has been providing training on various ISO management systems like ISO 9001 Quality Management System (QMS), ISO 14001 Environment Management System (EMS), ISO 22000 Food Safety Management System (FSMS) and Occupational Health and Safety Management System (OHSAS)18001 standards and also providing trainings on different Behavioural and skill based topics to Industry at large through pool of highly competent & experienced trainers.

## ABOUT HRANEXI

HR Anxi is a strategic human capital consulting organization with a complete array of capabilities in talent assessment, organization development, employee engagement, HR outsourcing, research and survey. At HR Anxi, we believe that people are not just the biggest asset for any organization; they are the very asset creators! Successful organizations create a culture of engagement by empowering their employees, and forming meaningful communities around achieving objectives that drive and power businesses.

Every activity we undertake or recommend to our clients is underpinned with our resolve of "Powering Organizations. Empowering People."