

## PROGRAM OBJECTIVES

This Certificate Program aims to prepare interested professionals to actively participate in Assessment and Development Centers by focusing on the following:

1. Appreciation of Competency Mapping and Behaviour Indicators
2. Skill building for Assessors-Observation, Recording, Classification and Evaluation in tools like
  - Leaderless and Leader-Led Group Discussions
  - In-box exercises
  - Business Presentations
  - Competency based Interviewing
  - Role plays (Personal Interactions)
  - Business games
3. Design and selection of appropriate exercises based on the level being assessed
4. Design of 'Selection Centres' aimed at strengthening the selection process for internal and external candidates
5. Development Dialogues to chalk out an 'Individual Development Plan' and the art and science of giving feedback.
6. Post ADC initiatives to ensure greater ROI and talent development in the Organisation.

## THIS PROGRAM HAS BEEN SPECIALLY DESIGNED FOR

Line Managers or HR Professionals who have basic knowledge of Competency Mapping and Assessment Development centers

Participants who are from a non-consulting background and do not have access to in-depth knowledge of assessment will benefit from this program

# DESIGNING & IMPLEMENTING ADCs

## A CERTIFICATE PROGRAM BY TVRLS

19-21 NOVEMBER, 2019

BATCH-23

### THE POWER TO ASSESS AND DEVELOP TALENT NOW IN YOUR HANDS

Dr. T. V. Rao, (Chairman TVRLS) introduced the first known Assessment Center in India at Parishram in Gujarat, for selecting in-house project leaders. In the earlier days, he worked with David McClelland who initiated the Competence movement in the US and founded McBer and Company.

Over the last two decades, TVRLS has conducted over 400 Assessment & Development Centers covering 5500+ participants and has trained close to 650 Assessors across the country.

This certificate program has been designed to equip interested professionals strengthen their knowledge and skill of assessment specially in Assessment & Development Centers.

### TO JOIN THIS PROGRAM, PLEASE REACH OUT TO:

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## PROGRAM STRUCTURE

4 modules covered in the 3-Day workshop and 4 teleclasses:

**Module 1:** Introduction to Assessment & Development Centers

- First hand experience of participating in an ADC
- Appreciating competencies and behavior indicators
- ADC-Origins and guiding principles

**Module 2:** Developing Skills required for an Assessor

- Role of an Assessor
- Assessing Role plays, Group Discussions, BEI

**Module 3:** Developing Skills required for an Assessor..Contd

- Selection of appropriate ADC tools
- Assessing In Box, Presentation and Business games

**Module 4:** Individual Development Plans and Feedback

- Consolidating ADC data and preparing reports
- Development Dialogues
- Post ADC initiatives for greater ROI

## CERTIFICATION

Certificate of professional competence in Designing and Implementing ADCs will be awarded on fulfillment of the following criteria:

- Attending the 3-day contact workshop @ Bangalore followed by 4 teleclasses conducted over a 4 week period
- Completion of an assessment exam on day 3 of the workshop
- Submission of Project work

## INVESTMENTS

- Rs 70,000 per participant (Non-residential) + GST 18% or as applicable. This includes all course materials, 3-day contact workshop, 4 teleclasses, assessment & certification.
- The fees can be paid either through a NEFT transfer, Demand Draft or cheque drawn in favor of T.V. Rao Learning Systems Pvt. Ltd. payable at Bangalore
- The course fee for International participants is US\$ 2000