



TVRLS

Talent Management & Organization
Development

DESIGNING & IMPLEMENTING ADCs



A Certificate Program by TVRLS

Weekend Virtual Program.

Batch 30 commences on July 04, 2026

About the Program

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 three decades, TVRLS has conducted over 500 Assessment & Development Centres covering 6000+ participants and has trained close to 700 Assessors across the country. This certificate program has been designed to equip interested professionals to strengthen their knowledge and skills of assessment, especially in Assessment & Development Centres.

Certification

Certificate of professional competence will be awarded upon fulfillment of the following criteria:

1

Attending all the 8 Virtual Classrooms

Each class is of 4 hours and will be conducted over a Zoom Platform

2

Completion of an assessment exam

Administered on the last day of the Weekend virtual classes of the workshop

3

Submission of the Project work

INVESTMENTS

- INR 60,000 per participant + 18% GST
- The course fee for International participants is US\$ 1000

PROGRAM DATES

Virtual Classroom (Zoom)

July 4, 5, 11, 12, 18, 19, 25 & 26

Saturday: 09.00 am to 01.00 pm (4 hours)

Sunday: 09.00 am to 12.00 PM (3 hours)

Program Objectives

1 Appreciation of Competency Mapping and Behaviour Indicators

3 Design and selection of appropriate exercises based on the level being assessed

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 with focus on Behaviour Event Interviewing (BEI)
- Role plays (Personal Interactions)
- Business games

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

Program Structure

4 modules covered across 8 Virtual Classes conducted over 4 weekends. Details of the Virtual Classrooms:

MODULE 1

Introduction to Assessment & Development Centres

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

MODULE 2 & 3

Develop Skills required for an Assessor

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

PROGRAM MATERIAL

- 'DIADC Manual' with necessary readings and formats for ready use
- The Handbook of Development Action Plans
- Articles and handouts (Including Perfect Professional Magazine)
- TVRLS will also send a soft copy of specific sections of the 'Competency Mapping Education Kit' for inputs on Competency Mapping

The TVRLS Advantage

1 Pioneer in the Country in 360 Degree Feedback & ADCs

2 Value-based solutions, which are business-driven and derived from organisational experiences.

3 Research-driven approach. Only Consulting Firm with its own publications, manuals and books focused on knowledge and learning. (HRD Audit, PMS and 360 Degree, etc.)

4 Passionate team of consultants from reputable institutes, IIMA, XLRI, NMIMS, with diverse backgrounds: Engineering, Marketing, Psychology and HR

5 Extensive experience of having worked with a variety of organizations including leading business houses in the country

6 Trademarked methodologies & Instruments (Psychometric Instruments, RSDQ Model of Leadership, HRD Audit 2500™ Scorecard, RSBCM method for Competency Mapping)

Other Programs by TVRLS

Certificate Programs

1. Competency Mapping and its effective deployment
2. Strategic Performance Management Systems
3. Psychometric Testing
4. HRD Audit 2500™ Points
5. Designing and Developing Effective Training Programs

Workshops

1. Competency-Based Interviewing with focus on BEI
2. Creating Individual Development Plans
3. Culture Building
4. Self-Discovery
5. Introduction to Coaching
6. Effective Mentoring
7. Design Thinking for Innovation
8. Psychology Applied to Work Life
9. Working with Gen Z

Celebrating **30** Years of Consulting in the areas of 360 Degree Feedback System, Assessment Development Centres, Performance Management System, Competency Mapping, HRD Audit & Scorecard and other customised management development programs

Contact Us At

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