



CENTRAL BANK OF EGYPT
Egyptian Banking Institute



تالوجي الشرق الأوسط
TALOGY
PREVIOUSLY
PSI MIDDLE EAST | PROPEL

BPS ASSESSOR SKILLS & CENTRE MANAGER

Certificate



The
British
Psychological
Society

ACCREDITED

Course Overview

This internationally recognised course enables delegates to develop knowledge and skills needed to become qualified Assessors in a range of typical Assessment and Development Centre exercises.

Designed for HR Professionals, management and non-management staff who are required to be part of an assessment function, this British Psychological Society (BPS) recognised 3-day course enables delegates to develop the knowledge and skills needed to become a qualified Assessor and Centre Manager in a range of typical Assessment Centre/ Development Centre events.

You will be shown how to select exercises and design a matrix for an assessment event to gain a robust measure of the behaviours at the level in question. We will also delve into the art of recording, classifying and rating behavioural evidence across a range of observable exercises including group exercises, role plays and analysis exercises / case studies and presentations. It will also instruct in the art of running an efficient and robust post centre 'wash-up' session and guide consistency and quality throughout an event.

There is no pre-coursework required. However, you can expect homework, an observed feedback session and a multiple-choice exam at the end of the programme.

Timings

The course is internationally recognised by the British Psychological Society (BPS) and enables delegates to develop the knowledge and skills necessary to become a qualified Assessor in a range of Assessment and Development Centre exercises.

Duration:

The course runs for 3 days (15-17 December, 2024) and involves practical activities to enhance theoretical studies.

Designed for:

HR Professionals and Line Managers wishing to engage in assessment and development centre work. The course is suitable for beginners, as well as individuals who have some experience of assessing and who would like to enhance their Assessor skills and techniques.

Topics Covered:

- Theory on Assessment and Development Centres
- Centre Design Elements
- Assessment Centre Tools
- Toolkits & Ratings
- Feedbacks & Action Plan

Objectives

- Understand the key principles of Assessment and Development Centres
- Understand the value that can be obtained by Assessment and Development Centres and the benefits for the organisation and individual.
- To demonstrate the fundamentals of centre design to evoke maximum value as desired.
- Recognise and understand the relevance of competencies and be able to explain how they manifest themselves in different Assessment Centre exercises
- Demonstrate an understanding of competencies and recognise positive and negative behavioural indicators
- To manage the centres before, during and after the event
- Demonstrate the ability to complete the Behavioural Assessment Process effectively for a variety of exercises
- Prepare and present candidate data in accurate behavioural terms, supported by relevant examples
- To facilitate the communication surrounding centres to support outcomes.
- Prepare for and run a feedback session
- To effectively manage the centre data to maximise understanding and decisions made.

Meet Your Team

Our Bi-lingual Organisational Psychologist Design & Delivery Team



ABRAR AL MUBARAK **PRINCIPAL CONSULTANT - COUNTRY MANAGER, KSA**

Abrar leads the Talogy business across the Kingdom of Saudi Arabia as Country Manager based in Riyadh. She has personally led a number of transformative engagements. In particular, Abrar has an impressive track record in Human Consulting endeavors in succession planning, high-potential talent identification, and leadership development. A number of mandates of late have involved extensive restructuring, transformation, and empowering organizations through the design and delivery of talent management frameworks and processes.

She is certified in a range of psychometric assessments and is a licensed ICF coach. She has advised, consulted, led, designed, and delivered high-impact organizational solutions for several clients across the region working in both English and Arabic.

Abrar is Saudi and has lived and worked in the United States and for Talogy in the United Arab Emirates (2015-2019) before relocating back to Riyadh to lead Talogy KSA in 2019. In addition to her responsibilities for the Saudi business, she also leads Talogy's Arabic translations across its portfolio of tools and platforms as well as the translation of multiple other third-party publishers.

About Talogy

Talogy Services is one of the world's largest groups of Occupational Psychologists and as such we specialize in the assessment and development of individuals, teams and organisations.





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