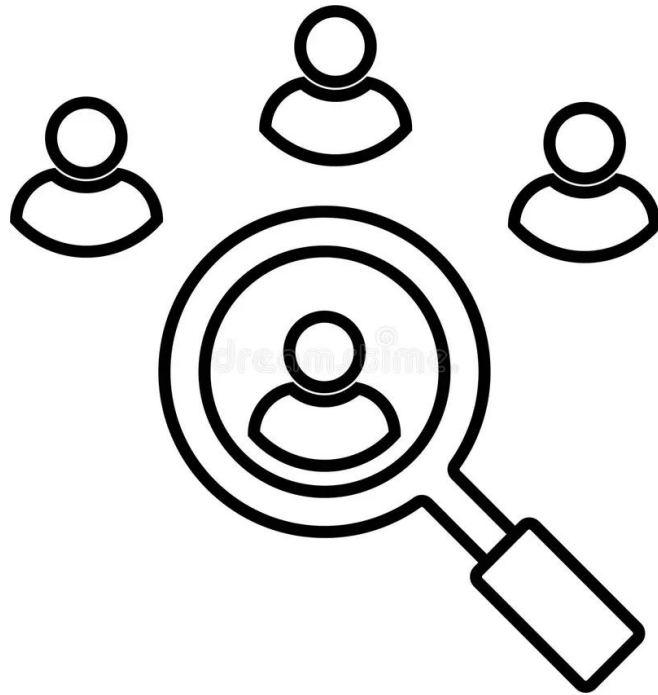


HDTC Training Center

Provide

Technical proposal of the Training program

The role of assessment centers in empowerment



Introduction

Assessment and Selection Centers are considered among the most accurate and reliable competency assessment tools worldwide. They are widely adopted by government entities and major corporations for selecting leaders and talents, as well as for developing succession and talent development plans.

This program aims to equip participants with the knowledge and practical skills required to design and manage professional Assessment Centers in line with international best practices and standards. The program includes hands-on applications covering simulation exercises, competency-based interviews, psychometric assessments, and modern behavioral evaluation methods.

Program Objectives:

At the end of this training program, participants will be able to:

- Understand the scientific methodology of Assessment and Selection Centers.
- Design various assessment tools and exercises to measure competencies.
- Master conducting competency-based interviews using the STAR methodology.
- Utilize psychometric and assessment tests and accurately interpret their results.
- Apply behavioral assessment methods based on the BARS model.
- Prepare professional assessment reports that support recruitment and development decisions.
- Enhance assessors' skills in making objective judgments.
- Link assessment outcomes to development and succession planning initiatives.

Program Outlines:

★ Module One: Scientific Foundations of Assessment Centers

- ✓ Concept and importance of Assessment Centers.
- ✓ International standards and modern practices.
- ✓ Types and uses of Assessment Centers.
- ✓ Behavioral and leadership competency frameworks.

★ Module Two: Designing Assessment Tools and Exercises

- ✓ In-Basket Exercise.
- ✓ Management simulations.
- ✓ Leaderless group discussions.
- ✓ Presentations and case studies.

★ Module Three: Competency-Based Behavioral Interviews

- ✓ STAR methodology.
- ✓ Developing competency-based questions.
- ✓ Probing techniques and extracting behavioral evidence.
- ✓ Evaluating responses and linking them to competencies.

★ Module Four: Psychometric and Assessment Testing

- ✓ Personality assessments.
- ✓ Cognitive ability tests.
- ✓ Interpreting results and linking them to job performance.
- ✓ Professional guidelines for test utilization.

★ Module Five: Competency Assessment and Quality Assurance

- ✓ Developing BARS scales.
- ✓ Assessor calibration sessions.
- ✓ Reliability and validity in assessment.
- ✓ Common assessment errors and biases.

★ Module Six: Reporting and Feedback

- ✓ Preparing individual and consolidated reports.
- ✓ Delivering professional feedback sessions.
- ✓ Developing Individual Development Plans (IDPs).
- ✓ Utilizing assessment outcomes in HR decisions.

★ Module Seven: Virtual Assessment Centers

- ✓ Managing remote assessments.
- ✓ Digital assessment tools and platforms.
- ✓ Challenges and solutions.
- ✓ Data security and confidentiality.

★ Module Eight: Ethics and Governance in Assessment

- ✓ Information confidentiality.
- ✓ Fairness and transparency.
- ✓ Participants' rights.
- ✓ Ethical standards for assessors.

★ Module Nine: Practical Applications and Workshops

- ✓ Conducting real assessment interviews.
- ✓ Designing integrated assessment exercises.
- ✓ Group assessment sessions.
- ✓ Analyzing practical case studies.

★ Module Ten: Final Project

- ✓ Designing a complete Assessment Center for a leadership role.
- ✓ Preparing assessment tools and measurement models.
- ✓ Presenting and discussing the project.
- ✓ Final evaluation and certification of outcomes.

Program Outputs:

- Design and manage professional Assessment Centers.
- Master behavioral and leadership competency assessment.
- Conduct competency-based interviews professionally.
- Accurately interpret psychometric and assessment test results.
- Prepare assessment reports that support decision-making.
- Enhance the objectivity and accuracy of selection and development processes.

Target Audience:

- ❖ Recruitment and Selection Specialists.
- ❖ Human Resources Managers.
- ❖ Talent Management and Leadership Development Specialists.
- ❖ Internal and External Assessors.
- ❖ Succession Planning and Organizational Development Professionals.
- ❖ Administrative leaders seeking to enhance assessment capabilities.

Program competencies and qualifications:

- Designing Assessment Centers according to international standards.
- Analyzing and evaluating behavioral competencies.
- Competency-based interviewing skills.
- Developing assessment tools and evaluation models.
- Observation, analysis, and judgment skills.
- Professional report writing and feedback delivery.
- Managing calibration sessions and minimizing bias.
- Effective use of psychometric and assessment tools.

Training methods:

- ✓ Technology-based learning.
- ✓ Simulation in Training.
- ✓ On-the-job guidance.
- ✓ Trainer-Led Training.
- ✓ Work Teams and Roles.
- ✓ Films and Videos.
- ✓ Case Studies and Workshops.

Financial proposal of the Training program

The role of assessment centers in empowerment



Financial proposal:

★ Price

- ✓ This fee covers attendance, educational materials, office supplies, and a certificate of attendance.

★ Venue:

- ✓ Turkey / Istanbul

★ Number of days / Training Date:

- ✓ 10 Days / (13-24/9/2026)

★ Timing:

- ✓ 9:00 am until 2:00 pm

★ Trainer Name: