

Assess Coaching Certification

A Certification Seminar for Using Assess in your Coaching Engagements

Beijing Dec 1st-2nd 2010 Capital Club
Shanghai Dec 4th-5th 2010 Four Point by Sheraton Daning

Overview



Coaching is a dynamic process that requires an in-depth understanding of the person being coached, the organizational context, the multiple players in the immediate work environment, and the expected outcomes the person must achieve to be successful. Each coaching engagement is unique, and requires that you target the feedback and development plan to fit the organization, the role, and the person you are coaching. Being an effective coach requires that you not only understand the broader environment, but also requires that you use the best resources and tools to enhance the coaching engagement.

Assess is a state-of-the-art, web-based assessment system that allows you to leverage our technology to enhance your coaching offerings, including **web-based psychometric feedback, 360 degree feedback, follow-up 360 progress indicator, and in-depth development suggestions**. Appropriate for individual contributors to executives you can quickly tailor assessment feedback, or use one of our standard models of success to provide in-depth, competency-based assessment feedback. In addition to individual development, *Assess* provides you with the tools and resources to expand your coaching engagement beyond the presenting issue, to better address group and organizational dynamics – expanding your reach, value and service to the client organization.

The *Assess* Coaching Certification is a certification that allows you to become certified to use *Assess* in your coaching practice. It is designed specifically for those who coach professionals, managers, executives and other leaders, and is intended to allow coaches to leverage our tools, materials, development guides and other resources to deliver high quality, targeted coaching programs to your clients. We will focus on our proven approach to utilizing competency-based assessment feedback (*Assess* personality, *Assess* 360, Focus 360, and Comparison Reports) to develop and coach individuals at all levels in the organization -- individual contributors, managers, or executives.

The certification provides an in-depth understanding of the suite of assessment tools provided within the *Assess* Expert System and interpretative guidance for the best use of the tools in one-on-one and group coaching. (For more information on *Assess* and its components, please go to www.assess-systems.com)

As a part of this Certification you will:

- Gain an in-depth knowledge of the *Assess* suite of tools and how to apply them to coaching situations
- Gain an understanding of how to interpret the *Assess* personality profile for whole person understanding
- Learn to integrate and provide feedback to individuals using personality-based assessments and 360° feedback for targeted development
- Receive our standard development feedback guide to adapt and use in your coaching engagements
- Understand the standard competency models available to you in your coaching engagements
- Learn how to utilize *Assess* Comparison Reports to facilitate individual and group coaching

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Certification Agenda – DAY ONE

9:15 – 9:30 am	Gathering, tea, coffee
9:30 – 10:00 am	Welcome, Introductions and Agenda
10:00 – 10:30 am	Types of Coaching Engagements/General Coaching Process Approach
10:30 – 10:45 am	Introduction to Coaching Case Study Scenario
10:45 – 11:00 am	<i>Break</i>
11:00 – 11:30 am	Assess History & Tools
11:30 – 12:00 pm	Assess Measures
12:00 – 12:45 pm	Case Study Discussion I: Understanding Coachee Results <i>Profile Interpretation & 360 Results</i> <i>Development Feedback Guide</i>
12:45 – 1:45 pm	<i>Lunch</i>
1:45 – 2:00 pm	Questions & Answers from AM session
2:00 – 2:45 pm	Case Study Discussion II: Coaching Plan <i>Integrating Data to Identify Key Areas</i> <i>Development Guidance</i> <i>Dealing with Typical Coaching Issues</i>
2:45 – 3:15 pm	Assess Profile Interactions
3:15 – 3:30 pm	<i>Break</i>
3:30 – 4:30 pm	Case Study Discussion III: Understanding the Direct Reports <i>Profile Interpretation</i> <i>Development Guidance</i>
4:30 – 5:00 pm	Review & Integrate Direct Report's Assessment Results

Certification Agenda – DAY TWO

9:00 – 9:15 am	Gathering, tea, coffee
9:15 – 9:30 am	Questions & Answers from Day 1
9:30 – 9:45 am	Case Study Discussion III, (cont'd): Discuss Integrating Assessments for Direct Report
9:45 – 10:45 am	Case Study Discussion IV: Group data using Comparison Reports
10:45 – 11:00 am	<i>Break</i>
11:00 – 11:30 am	Case Study Discussion V: Measuring progress using Focus 360
11:30 – 12:30 pm	Implementation <i>Integrating Assess into your Current Approach</i> <i>Expanding your Reach Beyond One-on-one Coaching</i>
12:30 – 1:30 pm	<i>Lunch</i>
1:30 – 2:00 pm	Organizational Development Applications
2:00 – 3:00 pm	Talent Review & Succession Planning with Assess
3:00 – 3:15 pm	<i>Break</i>
3:15 – 4:00 pm	Designing Career Development/Coaching Programs – Issues to Consider
4:00 – 4:30 pm	Q & A, Close-out

Presenters

Nila Sinha is a Manager of Consulting Services for **Assess Systems**. Her areas of specialization include: construction of competency-based hiring and development programs, psychological assessment, test validation and employee development. She has worked with a diversity of clients and industries in the design and validation of customized selection systems and leadership development programs. She has been involved in the development of the **Assess** Strategic Success Modeling Process and the marketing of the **Assess** Expert System. She is currently part of the **Assess Systems** team that is adapting assessment tools for use in the international marketplace. She is directly involved in projects in China, Indonesia, and Korea. She received her M.S. in Industrial/Organizational Psychology from Florida International University in 1999, and her Doctor of Philosophy from the same university in December 2003.

Keith McCook is a Manager of Consulting Services for **Assess Systems**. He has been involved in the development and marketing of both the **Assess** Expert System and the **Assess** Strategic Success Modeling Process. He has experience with personnel assessment, development, test construction and validation, and the design of integrated selection processes. He is currently part of the **Assess Systems** team that is adapting assessment tools for use in the international marketplace. As the European market coordinator he is directly involved in projects in the United Kingdom, Germany, Hungary and the Netherlands. He received his MA in Psychology from Louisiana State University in 1999, and received his Doctor of Philosophy from the same university in December 2002. He received his BA from the University of Texas at Dallas in 1997.

Fee: 8000 RMB, including tea break, lunch, materials, the certification will be instructed in English

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About Assess Systems

Assess Systems is the international presence of the U.S. based organizational psychology firm of Bigby, Havis & Associates (BHA). We are an international company providing state-of-the-art selection and development solutions to client companies worldwide.

Over the last 15 years, we have developed and diversified a broad range of products, services and organizational consulting with an emphasis on measurement and assessment and have expanded into an international company with a world-wide presence. In 2001, we made a commitment to develop a global business and began forming relationships with international partners who share our emphasis on quality and value to the customer. We currently have partners in over 25 countries located in South America, North America, Asia, and Europe and have on-going research studies in these areas including cultural translation, local norming and criterion-related validation.

Our philosophy is that Human Resource processes should clearly and directly support the strategic objectives of the organization. Our approach is to provide rapidly-tailored, web-facilitated tools and processes to meet the client's needs more quickly and effectively than a traditional consulting firm and to support these with targeted, cost-effective training, consulting and services. We train HR consultants and HR professionals world-wide to help them provide best-in-class solutions to their clients.

Our leaders are organizational psychologists. They and all our organizational psychologists are members of the American Psychological Association and are licensed by the State of Texas. We subscribe to the professional practice codes of the American Psychological Association, the Society for Industrial Organizational Psychologists, the Texas State Board of Psychologists and the US Federal Uniform Guidelines on Employee Selection Procedures.