

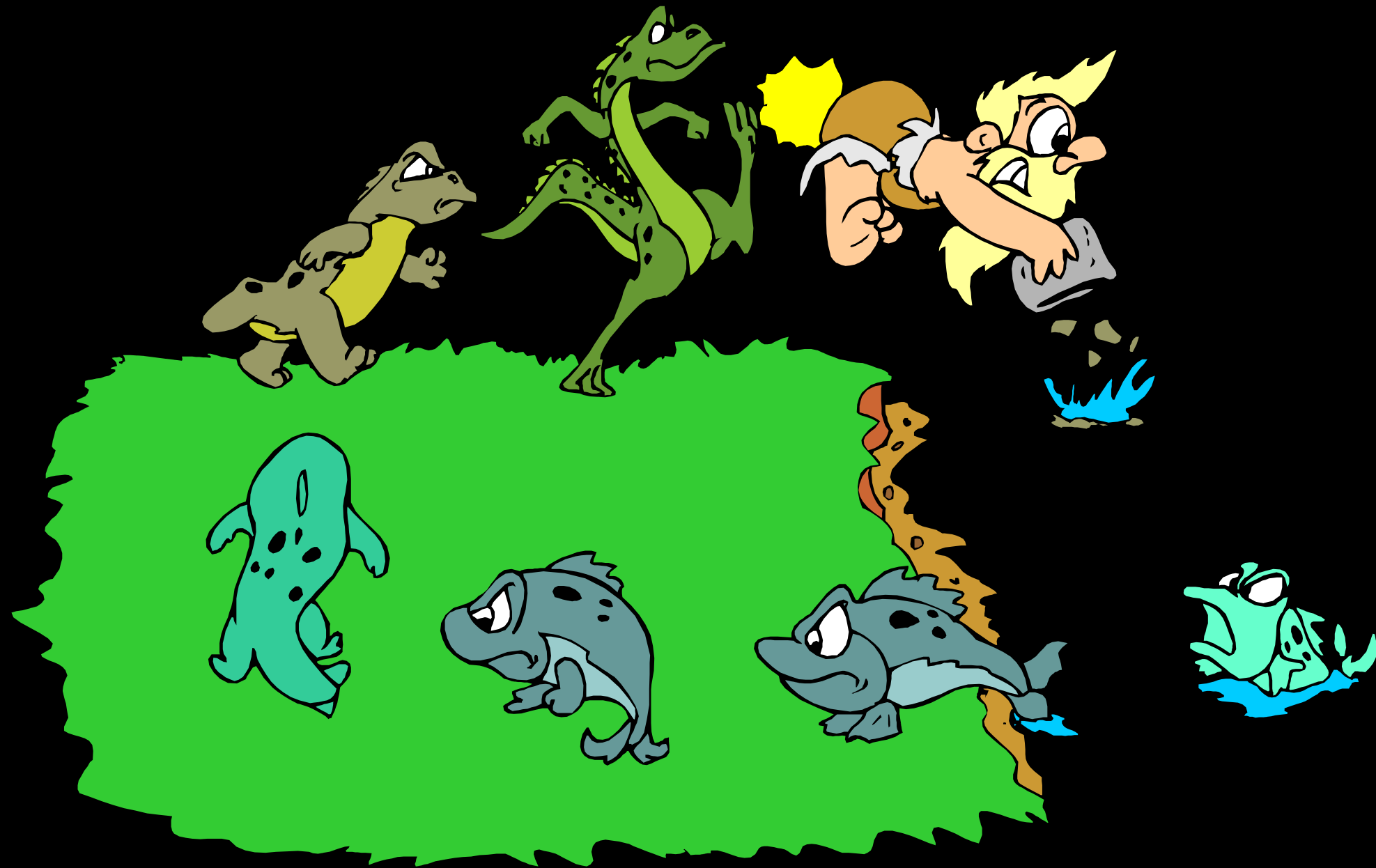


# 35 years of evolution in ACs

The Second Annual UK Assessment Centre Conference

November 2014

Steve Whiddett WHE UK Ltd



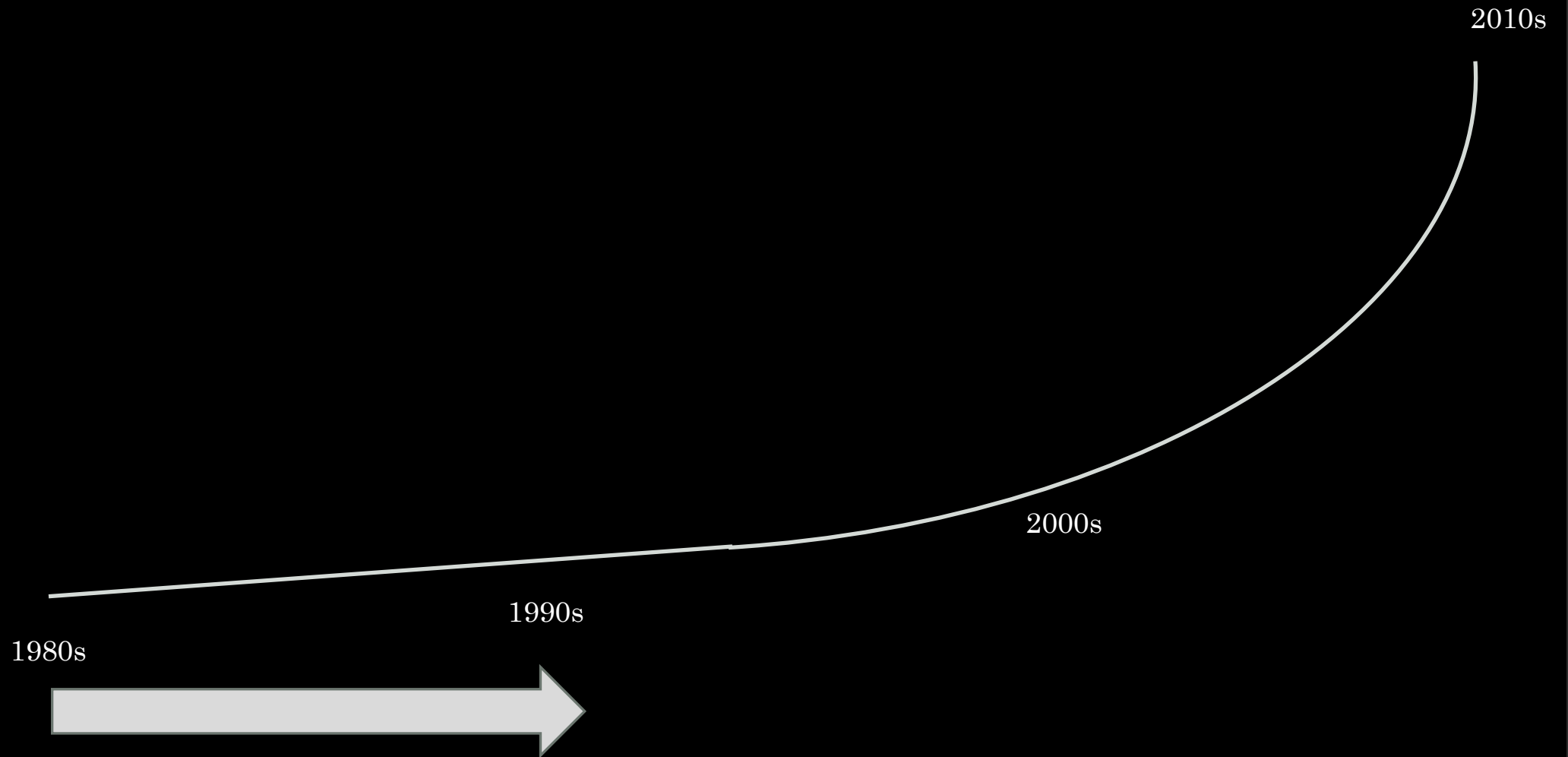


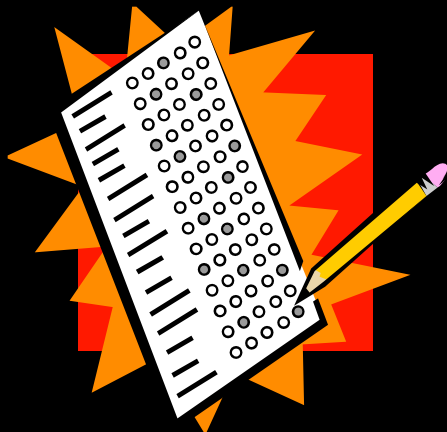
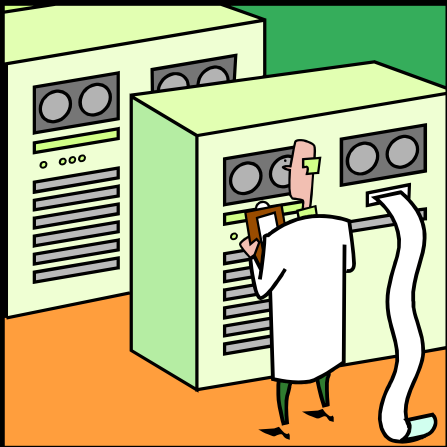


What changes in work and in assessment have you seen?

How have these changes affected your experience of ACs?

# The journey – Part 1





# Evolving views of performance – Part 1

Performance

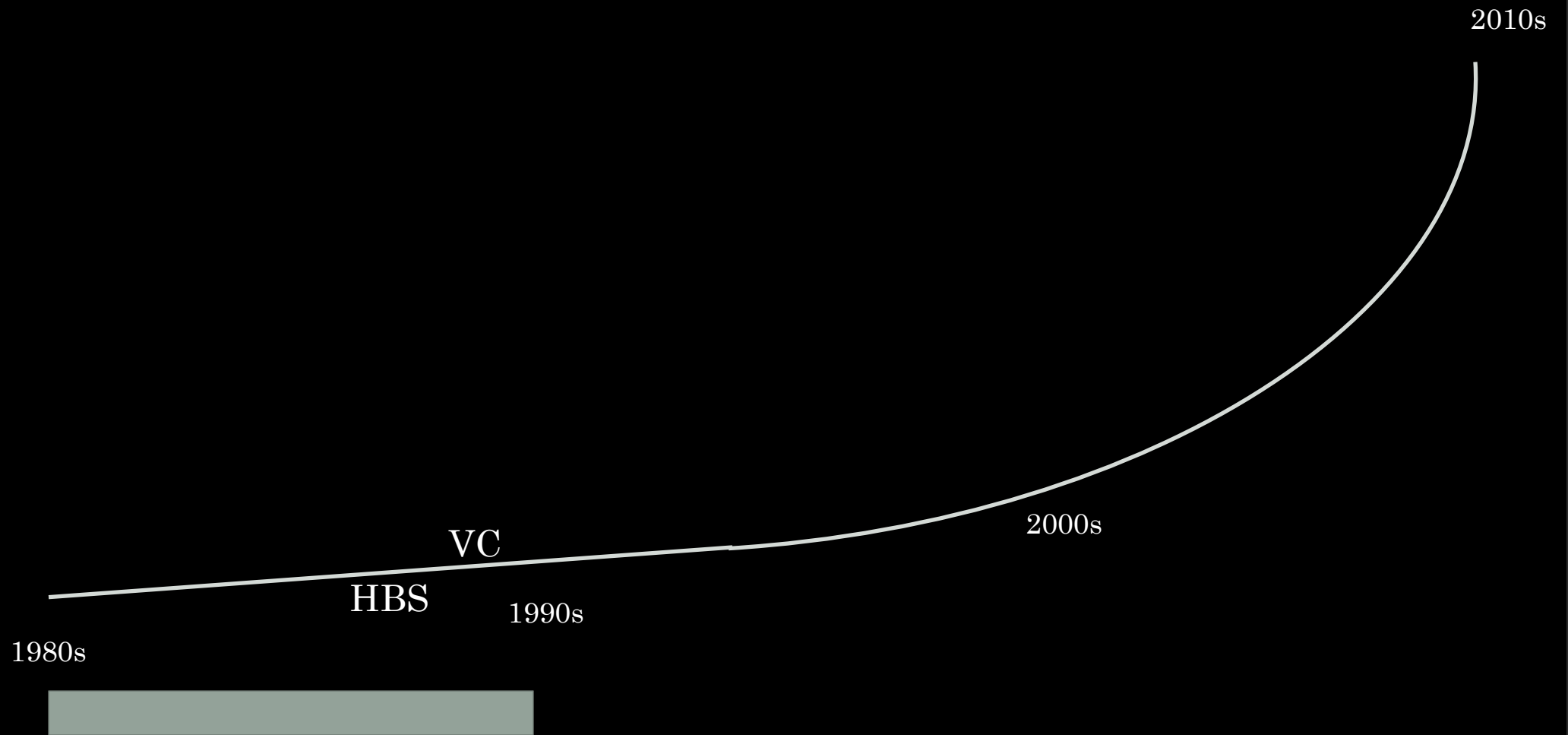
Tasks



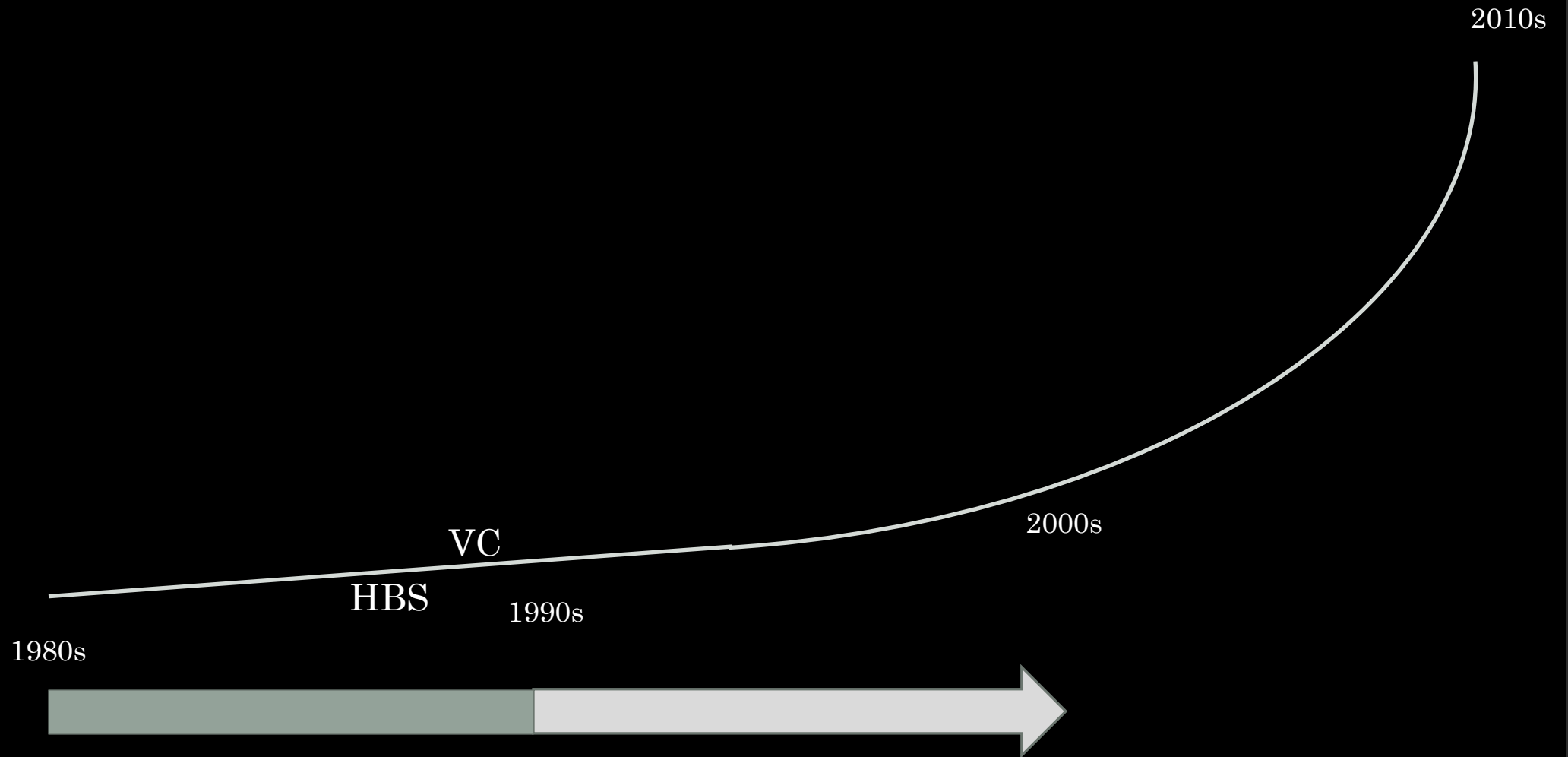
Person

Attitudes, Skills, Knowledge

# The journey – Part 1



# The journey – Part 2

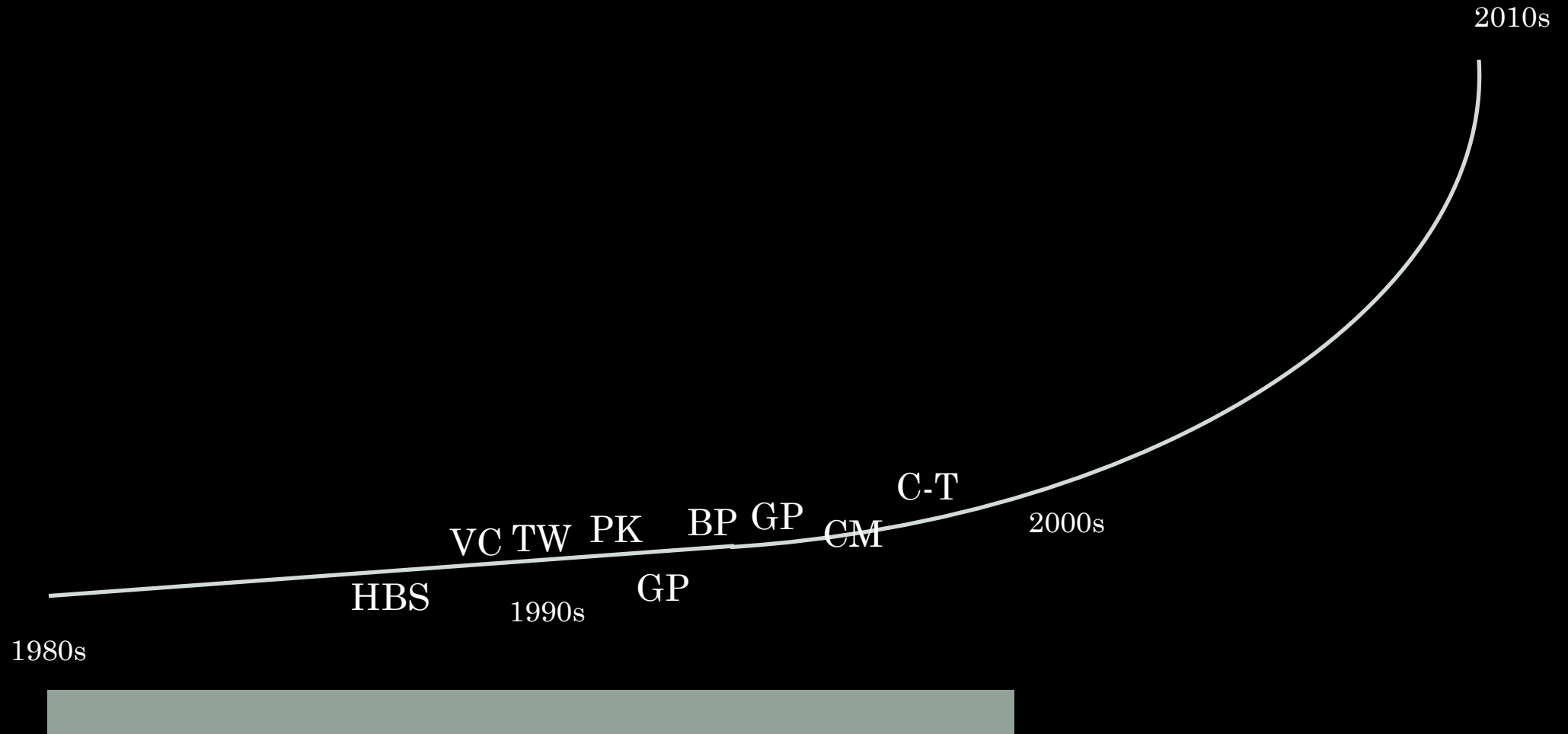




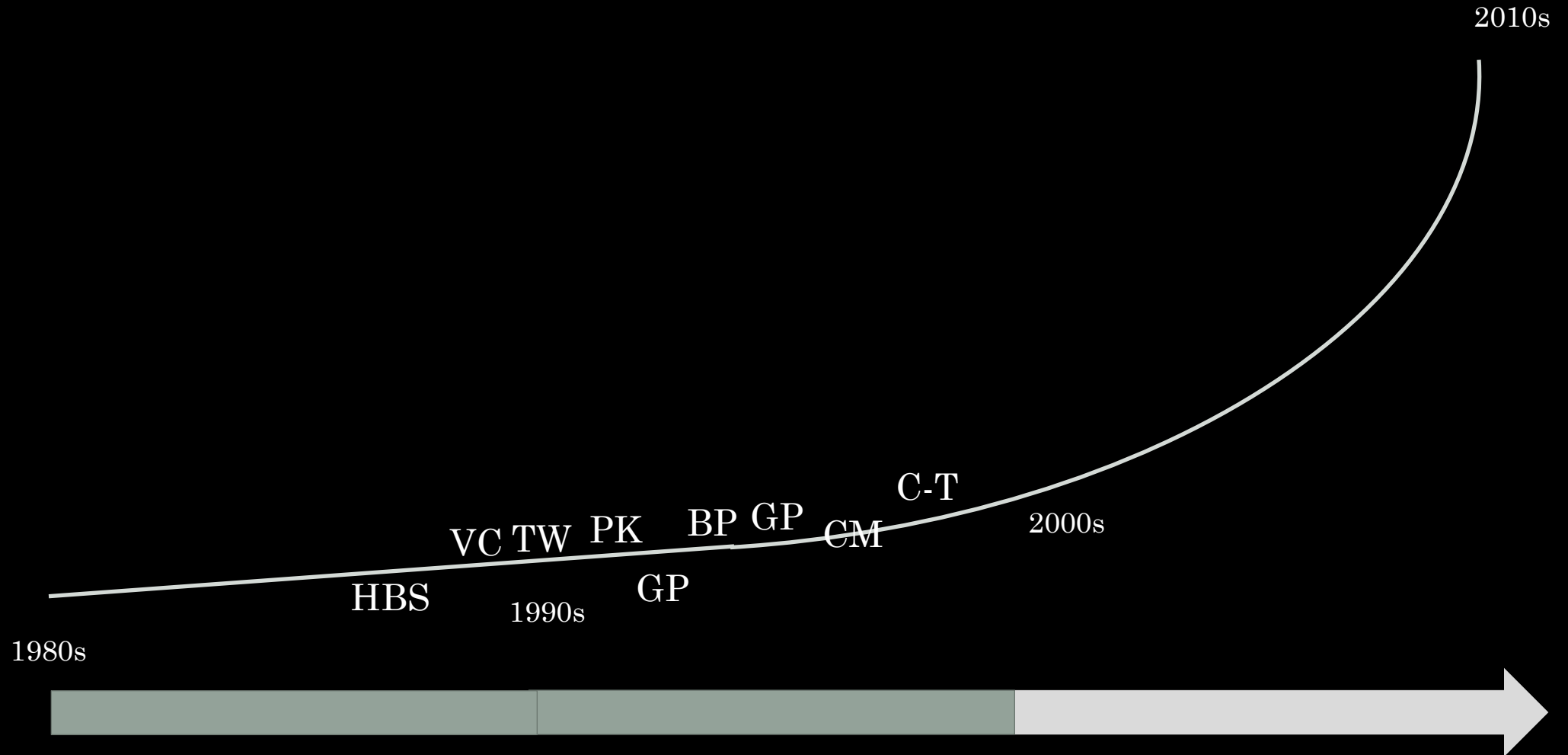
# Evolving views of performance – Part 2

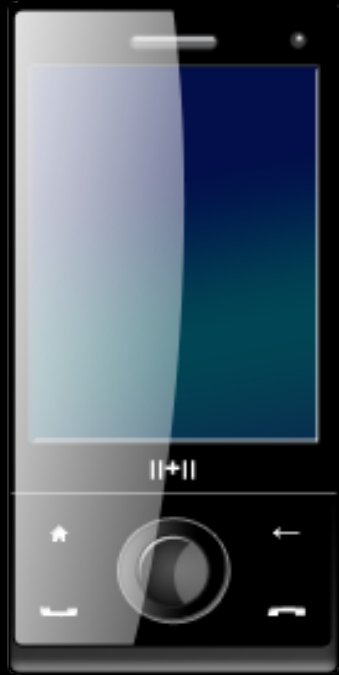
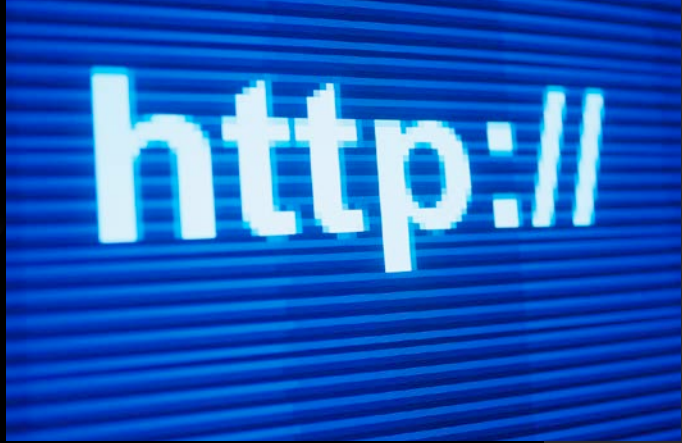


# The journey – Part 2

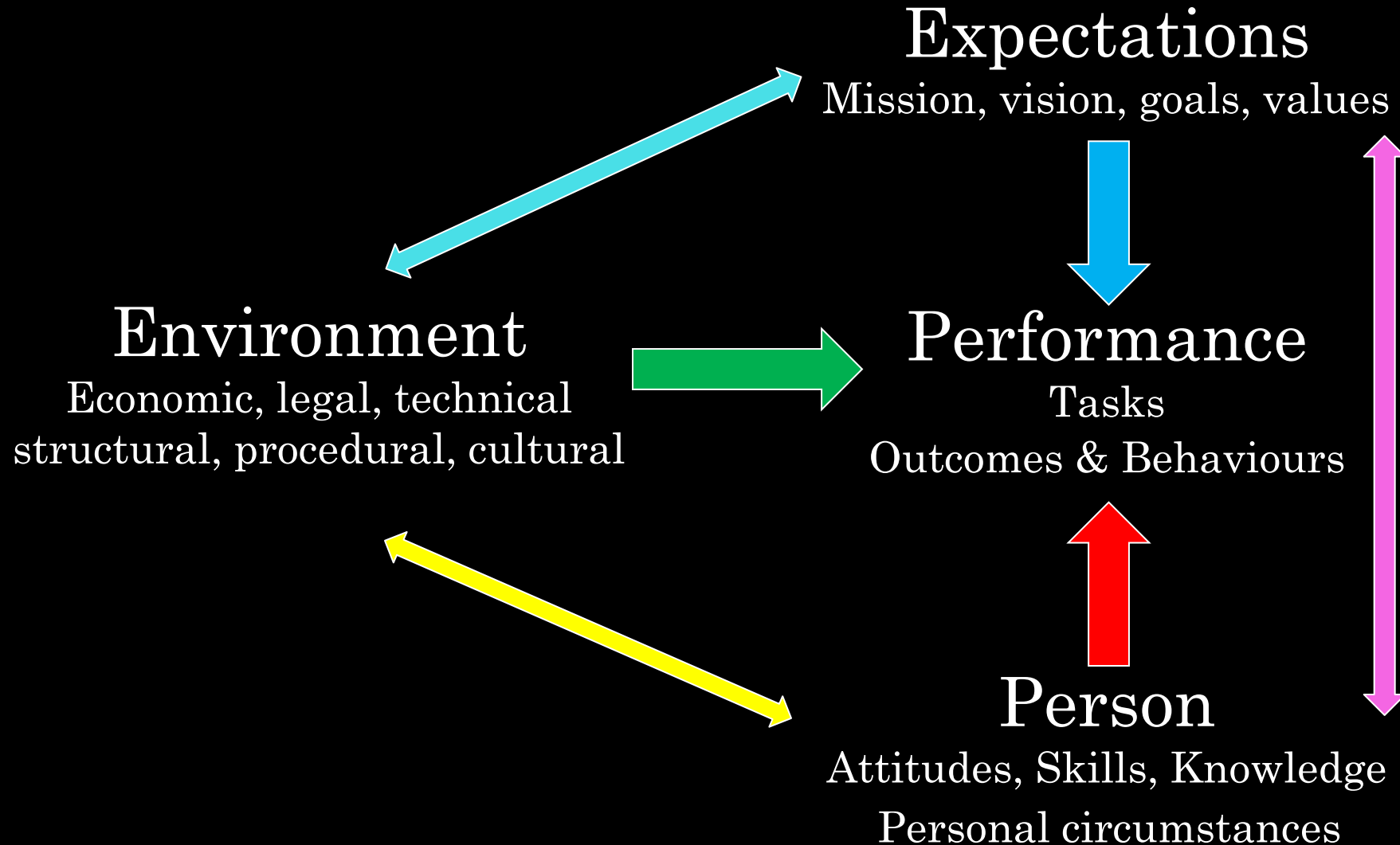


# The journey – Part 3

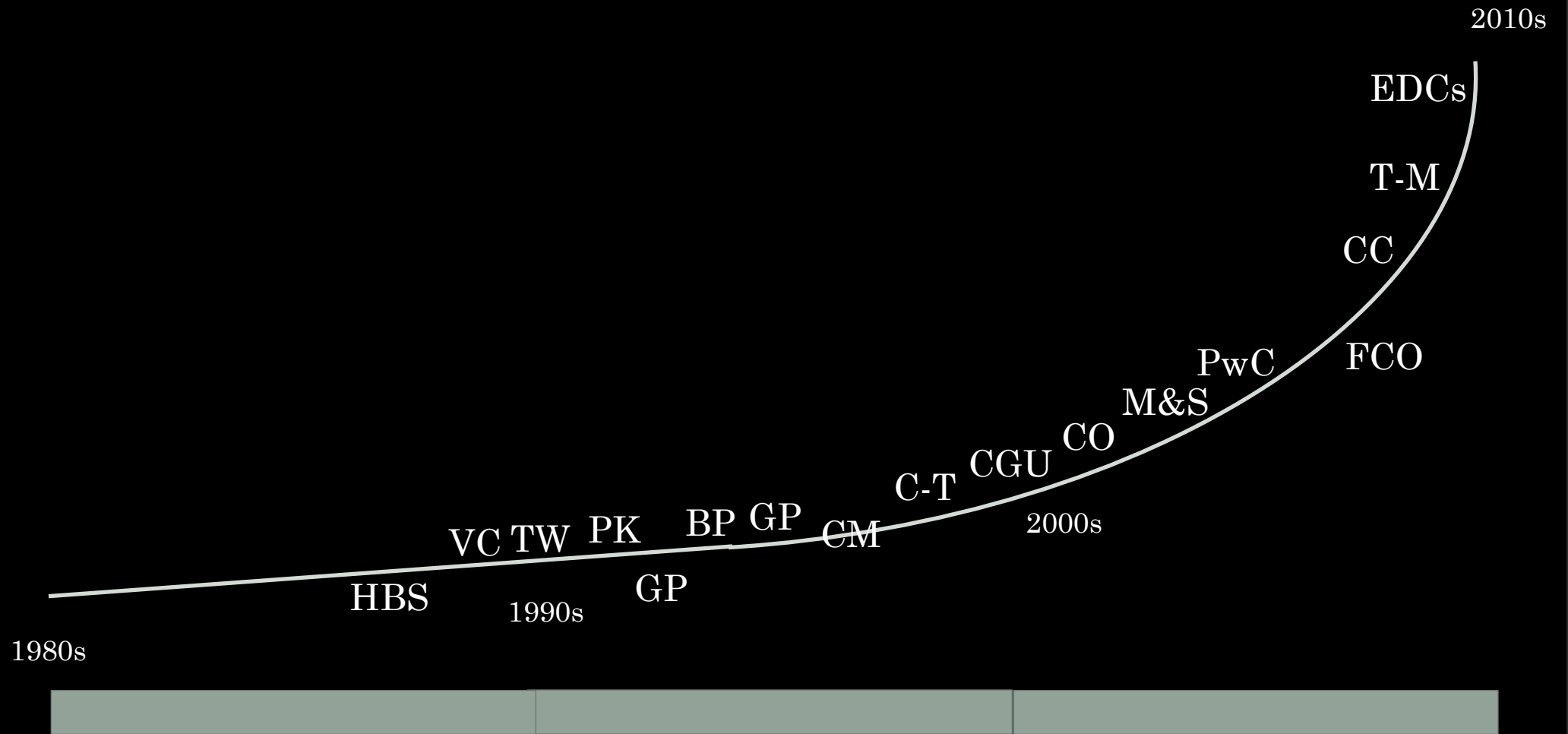




# Evolving views of performance – Part 3



# The journey – Part 3



# A system view of performance

Expectations

**Performance:**

What is achieved  
&  
How it is achieved

The performance we see is  
shaped by these influences  
and by how these influences  
support each other

# Takeaways

## What has worked

Making it real

Paying attention to all roles

Adapting to new expectations

Making necessary changes

## What hasn't

Focusing on indicators

Going ahead of the curve

Doing the same but 'tighter'

Ignoring the big picture



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**Thank you!**

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