

Assessment centre (AC) refers to a comprehensive procedure which applies a battery of techniques to measure an individual's competencies, abilities and behaviours that are imperative for superlative performance in a job to identify as well as select the best. It encompasses multi-dimensional exercises like simulations, games, in-basket exercises, behavioural event interviews, group discussions, case studies, presentations, group activities, psychometric tools, aptitude tests and role plays.



Hyperion is the Greek god of watchfulness, wisdom and light, which means 'watcher from above'. Specially trained assessors play this role beautifully by objectively and systematically observing participants as they go through the activities. The behaviours, competencies and skills demonstrated by each participant are carefully observed.

hyperion

assessment and development centres



ABOUT ATYAASAA

Atyaasaa Consulting Private Limited is resolute on meeting the needs of human resources, through behavioural processes, training, counselling, coaching and management consulting. It is on a Mission of 'Awakening Human & Business Excellence'. Its transformational processes facilitate unleashing of innate energies ensuing superior performance and productivity, both in individuals and organizations. Atyaasaa's Vision is, to remain a leading & niche human resource training, counselling and consulting organization offering quality services through quality people. Atyaasaa is thus partnering with top brands at a National & International level in their mission of holistic growth.

For further details:

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The observations are pooled, confirmed and statistically integrated to extrapolate his/her performance in the work situation. The result is a valid, all-inclusive assessment of individuals. Assessment centres are used extensively during selection of candidates and identification of high potential employees for future assignments. In fact the predictive validity (as established by research findings) of assessment centres is 0.65 which is much higher as compared to that of traditional interviews, which is 0.19.

Development centres (DC) are analogous to assessment centres in the tools and techniques used. However, a DC differs from an AC in the intention of use. The main purpose of DC is personal development, unlike AC, which is selection. The end result of an AC is just a 'Yes/No' selection decision for each participant. In contrast, the end result of a DC is detailed 'Personal Development Plan' or 'PDP' for each participant. ACs when used with diligence result in excellent intake of talent and identification of people for future roles. DCs on the other hand help to chalk out a detailed path for each individual for higher performance in current/future role.

ASSESSMENT AND DEVELOPMENT CENTRES @ ATYAASAA

- Trained, certified and experienced assessors as well as behavioural analysts
- State of art simulations and games
- Validated psychometric and aptitude tests
- Indigenously developed case studies, group activities and role plays
- Organization based customised design

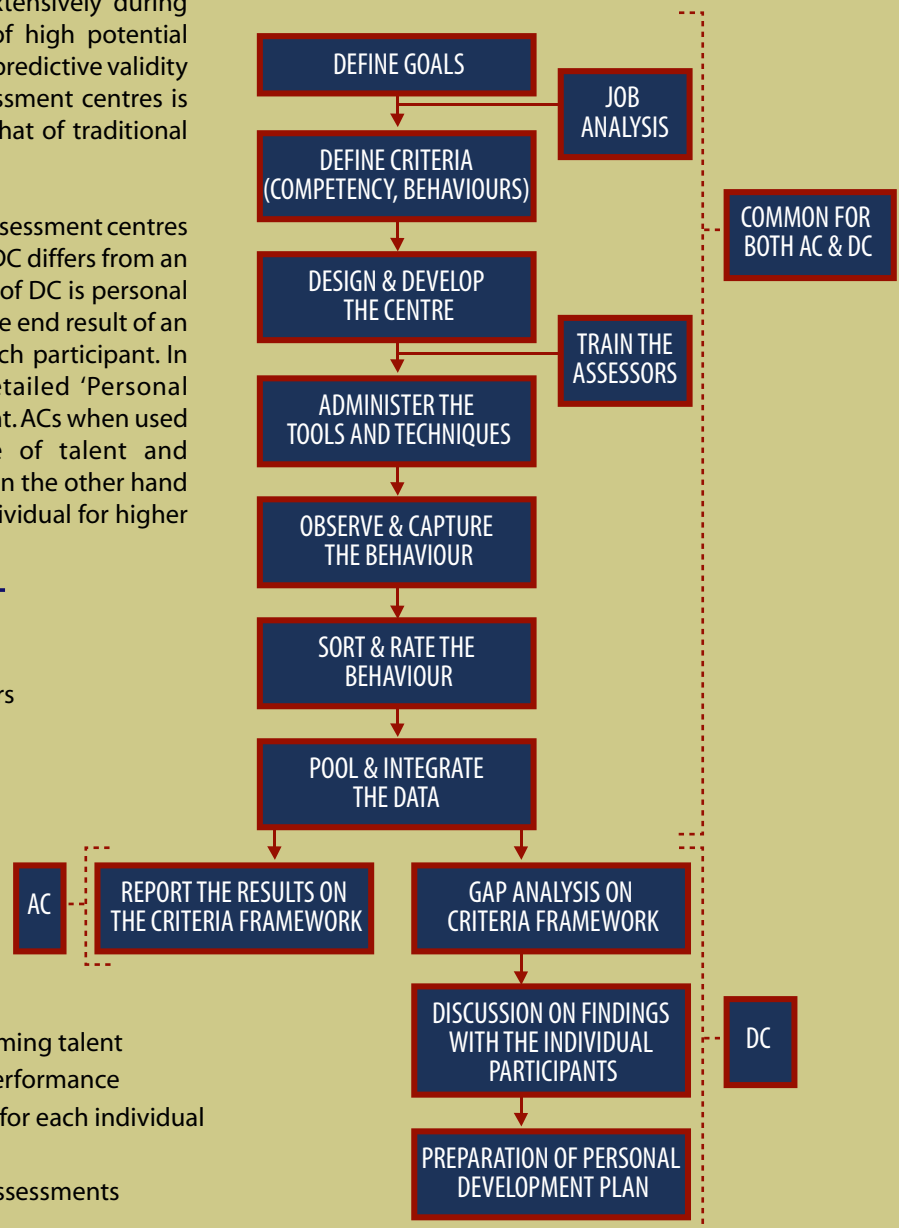
PROGRAMME OUTCOMES

- Accurate method for identifying and grooming talent
- Helps assess and predict future role/job performance
- Creates a personalized development path for each individual
- Helps create an employer brand
- Objective, unbiased and comprehensive assessments

BENCHMARKING WORLD CLASS PRACTICES

This programme is conceptualized and presented by Atyaasaa. A leading Human Resource Training & Consulting Organization partnering with some of the best brands in the country and overseas. Atyaasaa has been a catalyst & a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools. This is implemented through ethical and experienced operations by human resource facilitators with contribution as their core value.

ASSESSMENT AND DEVELOPMENT CENTRES @ ATYAASAA



Assessing your talent is a must for identification and deployment; similarly developing the talent is crucial for growth and retention.

FOR UNIQUE CUSTOMIZATION OF ASSESSMENT & DEVELOPMENT CENTRES, IN LINE WITH YOUR SPECIFIC NEEDS CONTACT OUR PROJECT MANAGEMENT TEAM.

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