MANAGEMENT-INSTITUT
DR. A. KITZMANN

Seminare für Fach- und Führungskräfte

The Assessment centre in practice

Selecting and developing employees

Seminar objective

This seminar is intended to introduce the practical basics of an assessment centre, familiarise the participants with the possibilities and limitations of this method and outline its structure and implementation. Participants will take part in key assessment centre exercises and receive feedback on their own behaviour. We show you how artificial intelligence (AI) can be used to analyze assessment results, as well as AI-supported approaches to preparing for an assessment center.

Seminar content

Advantages of assessment center exercises:

- Behavioral observation ensures maximum objectivity
- Self-image/external image problems are dealt with
- Suitability is assessed on the basis of realistic requirements
- Fair and transparent methodology

Assessment center procedure:

- Practical procedure of an assessment center
- Most important assessment center exercises
- Conducting a mock assessment center with feedback
- Online assessment center
- Suggestions for behavior optimization
- Critical reflection of the observer's behavior

Maximum benefit:

- Increase of your informative value and quality as an interviewer
- Problem-free integration of the requirements in practice
- Learning new behavioral and observation strategies
- Awareness of the demands of a supportive feedback for your candidates

Methodology

Interactive and experience-oriented exchange Trainer input Case studies Moderated discussion Supervision

Target audience

The assessment center in practice seminar is suitable for anyone planning to participate in an assessment center. The event is also recommended for anyone who wants to conceptually plan and conduct an assessment center.

Course ref.

F2012

Participants

not more than 9 participants

Schedule

9:30 - 17:00

Location & dates

Online seminar

17.02.2027

Münster

11.11.2026
10.11.2027

Fee

980,00 € (ex. VAT)
1.166,20 € (inc. VAT)

Included in the price: Working documents, certificate of participation, lunch and coffee breaks.

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Ich melde mich/Wir melden uns zu folgender Veranstaltung an:

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Datum

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