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Assessment Centres and Global Talent Management

Edited by

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About the Editors

Nigel Povah, MSc, CPsychol, AFBPsS

Nigel Povah is a Chartered Occupational Psychologist and an Associate Fellow of the British Psychological Society. He is also a Founder Member of the Association of Business Psychologists. He has a degree in Psychology from the University of Leeds and a Masters in Occupational Psychology from Birkbeck College, University of London.

He is the CEO and founder in 1988 of Assessment and Development Consultants Ltd (A&DC®), which is one of the UK's leading firms of Occupational Psychologists. A&DC® have established themselves as one of the best-known names in the Assessment Centre field, in which Nigel is widely regarded as one of the UK's leading experts. He has over 30 years experience in this field, having designed and run hundreds of Assessment or Development Centres ranging in duration and format.

Nigel has authored or co-authored a number of books and articles on assessment centres, including some of the earliest articles on the concept of Development Centres in 1985. His previous books include *Assessment & Development Centres*, (with Iain Ballantyne, 1st edition in 1995 and 2nd edition in 2004) and *Succeeding at Assessment Centres for Dummies* (with his daughter Lucy Povah in 2009).

He has presented various papers at numerous conferences and events at different locations around the world. He was also a member of the committee responsible for the British Psychological Society's Best Practice Guidelines on the *Design, Implementation and Evaluation of Assessment and Development Centres*, which was published in November 2003.

As a Chartered Occupational Psychologist, Nigel has broad experience in conducting psychometric assessments, designing competency frameworks, designing and delivering training in competency-based interviewing, assessor skills, performance-appraisal techniques and many other behaviourally based topics. However, his greatest passion continues to be in the richly complex world of assessment centres.

Prior to founding A&DC® Nigel had brief spells in recruitment and training and before embarking on his career as an Occupational Psychologist he spent five years as a professional chess player. During this time he played for England, wrote four books on chess and coached a number of England's top players. He holds the title of International Master for over-the-board play and is a Grandmaster at Correspondence Chess and at his peak he was ranked 11th in the World.

As the CEO of A&DC, Nigel is no longer able to spend much time as an active practitioner, having to focus instead on writing, advising and coaching some of his colleagues in the areas of his expertise and managing the business. Nor does he find much time to pursue his interest in chess, although he still tries to remain an active competitor for his local club, whenever the opportunity arises. Nigel can be contacted by email at nigel.povah@adc.uk.com

George C. Thornton III, Ph.D.

Dr. Thornton is Professor Emeritus of Psychology, Colorado State University, Fort Collins, Colorado, USA. Dr. Thornton earned his Ph.D. from Purdue University in 1966. He is a Diplomate in Industrial/Organizational Psychology awarded by the American Board of Industrial/Organizational Psychology, and a Fellow of the Society of Industrial and Organizational Psychology.

Dr. Thornton specializes in assessment centers (ACs) and implications of employment discrimination law for personnel psychology. He has developed and validated ACs for numerous jobs in corporations and government agencies. He has advanced theory, research, and practice on using simulations to assess, diagnose, and develop performance competencies.

Dr. Thornton has been an active participant in the International Congress on Assessment Center Methods for the past 35 years. He has presented keynote addresses, reported research findings, served on the program and planning committee, and chaired the Congress. He has been instrumental in writing the *Guidelines and Ethical Considerations for Assessment Center Operations*, now in its fifth edition. He chaired the international task force which wrote the third edition. On two occasions, he worked with colleagues in Indonesia who wrote a set of guidelines on assessment centers for that country.

At Colorado State University, Dr. Thornton has taught courses and advised doctoral students studying the assessment center method. His students have completed seminal research on assessment centers for selection, promotion, diagnosis, and development. Many of his graduates have gone on to prominent positions in academia, HR management, contract research institutes, and consulting firms where they have advanced the research on and practice of the assessment center method.

Dr. Thornton is the author of numerous publications on ACs. His 1982 book (with William Byham), *Assessment Centers and Managerial Performance*, has been labelled the 'bible' on assessment centers. His recent books include *Assessment Centers in Human Resource Management* (2006 with Deborah Rupp) and *Developing Organizational Simulations: A Guide for Practitioners and Students* (2004 with Rose Mueller-Hanson).

Dr. Thornton has made presentations on the AC method to professional audiences throughout the United States, and in Germany, Switzerland, England, Belgium, Israel, South Africa, Indonesia, Korea, Singapore, Brazil, Costa Rica, Dubai, Russia, and China. He has provided advice to and served on advisory committees for student research on the assessment center method in Germany, Holland, India, Belgium, Israel, and South Africa.

Even in his 'retired' status, Dr. Thornton reports to work almost every day. But this does not interfere with his regular sports activities including winter skiing and year-round participation in endurance sports, namely triathlons and swimming.

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