



Assessment Centres and Global Talent Management

Edited by Nigel Povah and George C. Thornton III

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Globalization, innovation, market share, identifying visionary leaders and, particularly, talent management ...are just some of the issues that benefit from using assessment and development centres. *Assessment Centres and Global Talent Management* focuses on topics that influence the design of the assessment centre in terms of the competencies being assessed, the exercises that are used and the nature of the event, so that they can deliver what is required; often to change organizational culture and values.

Practical examples and case studies are sprinkled throughout the book as international contributors explore cross-cultural implications, and consider how the design, development and use of assessment centres should be adapted to different cultures. Some of the world's leading researchers and practitioners outline their research into new applications for assessment centre methods, showing how they have used it to design and implement specific assessment and development centres.

This is a book from which practitioners can see how science informs good practice, and scholars will find the 32 chapters a rich source of ideas for conducting research into emerging issues in the field.

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About the Editor

Nigel Povah is the CEO and founder of Assessment & Development Consultants Ltd (A&DC), one of the UK's leading firms of Occupational Psychologists. He has a degree in Psychology from Leeds University and an MSc in Occupational Psychology from Birkbeck College. He is a Chartered Occupational Psychologist, an Associate Fellow of the British Psychological Society and a Founder Member of the Association of Business Psychologists. Nigel has over 30 years experience in assessment and development centres and is the co-author of a book of the same name (Gower, 2004). He was a member of the BPS committee which created the guidelines for best practice in the design and implementation of assessment and development centres and he frequently presents papers at conferences. Over the years Nigel has worked with private and public sector clients, such as Compaq, DTI, DVLA, Ford, HMRC, Ordnance Survey, Parker Hannifin and Unilever. He is a former professional Chess player and has represented England and he holds the title of International Master.

Dr George Thornton earned his Ph.D. in Industrial Psychology from Purdue University. He has over 40 years experience in the design, implementation, evaluation, and litigation of assessment centres, and is a recognized authority on the assessment centre method for selection, promotion, diagnosis, and development. He has consulted with private and public organizations and given workshops worldwide. An author of four books on assessment centre methods, George is Co-Chair of a task force that wrote Guidelines and Ethical Considerations for Assessment Center Operations, and winner of Outstanding Professional Contributions Award from the Society for Industrial and Organizational Psychology.

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