

ACCREDITATION COURSE ASSESSOR SKILLS AND CENTRE MANAGER (ASCM)

High-quality assessment and development centres remain one of the most powerful methods for evaluating capability, potential, and behavioural fit. When designed and delivered effectively, they provide robust, fair, and evidence-based insight to support high-stakes talent decisions.

The Assessor Skills and Centre Manager (ASCM) programme is Talogy's in-depth, BPS approved accreditation course, designed to develop confident, competent assessment professionals. The course combines strong theoretical foundations with extensive practical application, enabling delegates to design, manage, and deliver assessment and development centres to a high professional standard. these high-potential leaders, ensuring they have the support and development needed to grow and thrive.



Course Overview

This comprehensive 3-day accreditation course provides a deep and structured understanding of assessment and development centre methodology. Delegates are guided through the full assessment centre lifecycle, from initial design and competency modelling through to delivery, data integration, decision-making, and feedback.

The course explores the psychological principles underpinning assessment centres, including validity, reliability, and behavioural assessment, alongside practical instruction on selecting and designing exercises such as role plays, group discussions, case studies, and business simulations.

Participants develop hands-on experience in observing and evaluating behaviour, recording evidence accurately, and integrating data across multiple assessors and exercises. Strong emphasis is placed on ethical practice, assessor consistency, and the effective management of centres before, during, and after delivery.

Following successful completion of the course, delegates are eligible to purchase and responsibly use Talogy business simulation materials, including role plays, group exercises, and case studies, in line with BPS standards and professional guidance.

Learning Outcomes

- Understand the core principles and psychological foundations of assessment and development centres
- Demonstrate the ability to design assessment centres that maximise validity, fairness, and organisational value
- Recognise the role of competencies and behavioural indicators, and understand how they are assessed across different exercises
- Develop the skills to manage assessment centres effectively before, during, and after delivery
- Accurately observe, record, and evaluate behavioural evidence using structured assessment methodologies
- Integrate and present candidate data clearly and objectively to support sound decision-making
- Prepare for and deliver high-quality, development-focused feedback sessions
- Manage assessment centre data responsibly to support robust and defensible outcomes

Who Will Benefit?

This course is suitable for professionals involved in assessment, development, and talent decision-making, including:

- HR professionals
- Talent and assessment specialists
- Learning and development professionals
- Independent and in-house assessors
- Managers involved in assessment centre delivery

The programme is appropriate for both individuals new to assessment centres and those with existing experience who wish to deepen their expertise and refine their practice.



BPS Approved

This course is internationally recognised and approved by the British Psychological Society (BPS). Successful completion enables delegates to demonstrate the knowledge and skills required to operate as a qualified assessor in line with professional and ethical standards.

Course Structure

The full programme is delivered over 3 days:

- Assessor Skills (**2 days**)
- Centre Manager (**1 day**)

Access to materials, sign-off, and post-course accreditation is exclusively for delegates who attend the full programme.

Topics Covered

- Theory of assessment and development centres
- Centre design and planning
- Assessment centre tools and exercises
- Behavioural observation, rating, and integration
- ORCE methodology
- Feedback delivery and action planning
- Data management and decision-making

To find out more about our Assessor Skills and Centre Manager accreditation, please email coursesme@talogy.com



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