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Aon Hewitt Learning Center is on a mission to provide real learning to help HR impact business outcomes. We bring together our consulting insights and capability building expertise to create highly-specialized learning journeys for HR professionals.
LEARNING PROMISE

Gain leaders’ trust to sharpen the human capital agenda

Effective Partnership

Technical Expertise

Navigate across contexts to create tangible impact

Business Acumen

Understand business imperatives, connect people initiatives
Our Capabilities

1. Flagship certificate courses for HR professionals
2. Bespoke HR capability journeys for organizations

- Alumni refer someone for an AHLC course: 40%
- Is the median participant experience: 10 years
- Alumni feel empowered to drive business results: 80%
- HR leaders are a part of our alumni community: 200
- HR professionals have received training via our courses: 8000
LEARNING EXPERIENCE

Register

E-Learnings

Online Discussion

Learning Lab

Assignment

Comprehensive Assessment

Get your courseware

Connect with peers

Learn from our best consultants

Reinforce your learning

Certify your learning
Point of View

Our Learning Anchors
THE CASCADE FOR ASSESSORS

Human Behavior
• Analyze personality as a composite of various elements
• Understand points of convergence and divergence in order to map contextualized behavior
• Translate subjective observations to objective traits

Organizational Context
• Scrutinize the desirability of certain traits to observable units
• Define competencies as a function of KSAPCs to create a competency framework
• Link an assessment centre to a competency framework

Assessment Tools
• Appreciate the science of designing tools; their affinity and differentiation
• Understand the validity, background and lifecycle of a tool
• Specify framework, rating, calibration and measurement of tool design

Integration
• Evaluate an assessment technique against measured performance
• Integrate results from various inputs for holistic understanding of the candidate
• Build capability as an assessor to handle challenging participants
THE ROLE OF AN ASSESSOR

SCIENCE:
Uncover the science behind tools
Statistical validity
Reliability and consistency
Methodical approach

APPLICATION:
Apply tools in a contextualized setting
Inference and calibration
Alignment with competencies
Integration of multiple tools

DESIGN:
Learn the art of curating assessment tools
Modalities of curation
Affinity and differentiation
Assessment parameters

FUTURE:
Anticipate new trends in assessment tools
Technology enabled tools
Impact on the role of an assessor
Adapting in the VUCA world
## TOOLS & SKILLS

### TOOLS

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### SKILLS

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| **Administration, Recording and Reporting** |
| **Observation and Interpretation** |
| **Benchmarking and Feedback** |
| **Implication and Prediction** |
| **Trend Analysis** |
| **Action Planning** |
ADEPT-15™: ADAPTIVE EMPLOYEE PERSONALITY TEST

Leverages Computer Adaptive Technology to create an advanced and secure personality test

New personality model based on the latest research – 10 aspects of the big 5 – plus 5 additional scales derived from Aon Hewitt’s leadership research

Customized and instantaneous scoring and reporting output

Socially desirable responses and cultural response bias are both eliminated due to paired item display

Available in multiple languages and for over 20 cultures

Normed on more than 100,000 worldwide

Read reports, debrief and curate developmental plans using the Aon personality tool ADEPT-15™
Course Curriculum

Emerge as a master assessor
**Learning journey spanning across four contact classes and a comprehensive online assessment**

- **Online Learning Modules***
- **Online Discussion Boards***

*Active for one year
EVALUATION CRITERIA

- Final Assessment can only be taken after attending all four modules
- Minimum 50% is required in the final assessment
- At least 50% aggregate score is required to complete the certification
1

Identify Type
Derive meaning from observed behavior

Objectives
- Understand human behavior as an object of study by neutralizing one’s own subjectivity
- Explore human behavior as a composite of various factors and traits
- Develop keen observational capabilities to read human behavior by applying frameworks that typify behavior
- Effectively translate subjective behavior to objective traits

Outcomes
- Acquire the ability to gain insights into the nuances of human behavior
- Understand human behavior as a composite of varied influences
- Develop sharp, precise and acute observational skills
- Understand the role of an assessor and the skillset required by an assessor
Assess Turf
Map assessments to outcomes within particular contexts

Objectives

- Align business strategy with the corresponding people strategy to identify key behaviors that lead to results
- Design a Tool Competency Mix (TCM) and success profiles as per assessment mandate
- Get a grip on assessment techniques using the ORCE model to appropriate them effectively
- Observe varying human behaviors in specific contexts and utilize assessment tools to these specified contexts

Outcomes

- Implement assessment techniques to tool development for achieving specific outcomes: cascade Outcome – Tool – Task – Skill
- Effectively prioritize competencies during an assessment to cascade a competency framework
- Design and deliver an Assessment Centre
MODULE DETAILS

3 Utilize Toolkit
Deploy various tools to effectively assess subjects

Objectives
• Learn the lifecycle of the tool and the science involved in developing tools
• Apply a three step approach of design, deliver and assess to utilizing tools for assessment:

  Interviewing Tools
    BEI

  Interaction Tools
    Group Exercise

  Theatrical Tools
    Role Plays

  Experiential Tools
    Work Simulations

  Situational Tools
    Case Studies, In-Baskets

  Psychometric Tools
    ADEPT-15™

• Explore the changing role of the assessor with the onset of new platforms for assessment

Outcomes
• Deliver results through the utilization of a varying sets of tools
• Proficiently design and deliver tools independently
  Learn to conduct a BEI, interpret reports and provide feedback
• Adapt to new tools, master Aon Hewitt’s adaptive psychometric tool- ADEPT-15™ to interpret results
Objectives

• Integrate and consolidate results from different tools to create comprehensive reports
• Learn to draw objective inferences and conduct moderation exercises after collation of results
• Master the art of giving effective and constructive feedback aligned to the overall assessment mandate
• Apply EQ to navigate difficult, non-conforming subjects

Outcomes

• Adapt style to assess different types of individuals effectively
• Build EQ to be insightful, empathetic and responsive while providing feedback
• Provide aspect wise development recommendations using the ADEPT-15TM tool
• Deliver mindful assessments consistently
Architects

Anandorup Ghose leads Aon Hewitt’s Rewards practice for South Asia. Prior to this role, he managed several client relationships in the Middle East, Asia Pacific and India in the areas of executive compensation design and benchmarking, long term incentive plan design, sales incentive plan design, governance structure definition, remuneration committee advisory etc.

Moreover, he has also worked on some large scale merger integration projects with clients in the region, primarily in the field of telecom, financial services and oil and gas. His key clients include the Aditya Birla Group, Mahindra, Genpact and Tata Consultancy Services.

Anandorup is a regular speaker at several executive compensation forums in industry associations such as All India Management Association, FICCI, and Anchorage Society for Human Resource Management.

He is ardent reader of the Economist and whenever time permits he loves to travel and experience new cultures.

Anandorup Ghosh
Dean, Aon Hewitt Learning Center

Anandorup’s Mantra
Culture eats strategy over breakfast
Peter Drucker
Radhika started her consulting career with Aon Hewitt, joining the firm as a Management Trainee in the year 1997. She plays a pivotal role in defining and implementing the talent strategy for our clients. In her 16+ years at Aon Hewitt, her work has spanned across industry segments, large conglomerates, multinational corporates and governments. She has been instrumental in designing and executing several key talent initiatives and has played the role of Project Director in several client assignments.

She has also consulted extensively in the areas: of visioning, HR strategy, career management, organization transformation, performance management and capability development.

Radhika is the thought leader in leadership capability building and has helped organizations institutionalize the process of leadership development. She sits in board level assessments and advises CEOs on succession planning and transition management.

An Economics postgraduate from Gokhale Institute of Economics and Management postgraduate from Tata Institute of Social Sciences, Radhika is currently also leading the research on ‘Top Companies for Leaders’ study in India.

Radhika’s Mantra
An organization’s ability to learn is the ultimate competitive advantage
Jack Welch
Sankalp is an experienced consulting professional with more than 12 years of experience (10 plus in HR consulting with Aon Hewitt, Accenture Strategy and Mercer Consulting and the balance in a APAC wide Total Rewards role with Baxter Healthcare). He has a specialization in organization effectiveness, leadership development, and HR merger management, with experience in India and in the larger Asia Pacific region.

At Aon Hewitt, he leads the leadership development sub practice nationally and works with clients on organization effectiveness and talent/leadership development related interventions. He works primarily with large business houses on designing, implementing, sustaining and measuring RoI from group wide programs.

Sankalp is a certified Hogan assessor and coach. Some of his key clients include - Ashland Inc, Aditya Birla Group, BAE Systems, Birla Tyres, Cairn Energy, Celestica, HDFC Bank, Max Group, Microsoft, Mylan Laboratories, Patni Computers, Renesas Electronics, SMS Siemag, Tata Communications, Tata Motors, Fuji Xerox and Vedanta Resources.

Sankalp has a Masters degree in Economics from the Delhi School of Economics.

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**Sankalp’s Mantra**

_Innovation distinguishes between a leader and a follower._

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Steve Jobs
LEARN FROM OUR BEST CONSULTANTS

Kartik has more than 13 years of experience across both Consulting and Corporate organizations. In his 3+ years stint with Aon Hewitt, Kartik has assisted firms across industries such as Pharmaceutical, Manufacturing, Energy, Telecom, Consumer Durables, IT and ITeS with their human capital challenges in a diverse set of areas ranging from Organization Strategy Map/ Scorecard Design, Organization Structuring, Role Definition & Mapping, Job Evaluation & Grade Structure Design, Performance Management, Competency Framework Design, Assessments, Reward Strategy Design, Variable Pay Design, Pay Range Design and Global Mobility.

Kartik has managed several key clients in these sectors. He has authored articles for the client newsletter and has also presented in conferences/ seminars.

Prior to Aon Hewitt, Kartik worked with Bharti Airtel in Human Resources as a Deputy General Manager – Total Rewards and Organizational Effectiveness. Kartik has also worked with Ranbaxy in Human Resources and with Mercer and Ma Foi in Human Resources Consulting. Kartik is a Post Graduate in Management from Symbiosis Institute of Management Studies, Pune. He also holds a Masters Degree in Economics from the Pune University.

Kartik Rishi
Senior Consultant
Leadership & Assessments

Karik’s Mantra
There is no substitute for hard work
Thomas Edison
Registration Details

Take the leap: simple three step registration and welcome real learning
COMMERCIALS, CALENDAR & CONNECT WITH US

Learning Center
Classroom sessions
24 hours

Course Calendar
Click to view

Terms & Conditions
Click to view

Online Discussion Board
Active for one year

Participant Handbook
Pre-reads
10 hours

Certification
Aon Hewitt Certified
Assessment Expert

Connect with us
aonahlc@aohewitt.com
011 39585050

Course Fee (inclusive of taxes)
₹60,000
Participation will be confirmed post payment
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