

**Assessment Center for selecting young talents to participate in the HR Club
Next Generation Summer School-organizer HR Club
Period: June 2009**

GIVEN SITUATION

The HR Club **Next Generation Summer School** project took place between 6-17th of July 2009, and the 30 participants received free courses offered by the HR Club and the project sponsors. For two weeks, young people had the opportunity to learn what it means to work in human resources in a program that consisted of a series of trainings of sales, leadership, personal development, presentation skills and six modules covering the main areas of the human resources management.

The 30 participants at the third edition of the HR Club Next Generation Summer School were selected from a total of 80 candidates, the final selection stage being the participation to an assessment center organized by Perspective Group.

PERSPECTIVE GROUP'S APPROACH

- Establishing the profile desired by the organization and agreeing with the representatives of the HR Club the selection criteria depending on the type of courses and activities undertaken by participants.
- Some of the criteria taken into account: the level of experience and specific domain knowledge, attitude, motivation, skills and development potential.
- Composing the assessment tasks and the monitoring grid according to the agreed criteria.
- Moderation of the working groups and encouraging the participants to get involved in the activities. Throughout the activities each participant was monitored and evaluated by the team of consultants Perspective Group.
- Analysis of each working team and comparison of the evolution of the participants. In this way the evaluation was made continually – throughout the activities- but also a cumulative one at the end of the process, by comparison with the desired profile.
- Making the final list of recommendations and the final report of the evaluation process. This report contained a brief profile for each of the participants and a series of recommendations.
- Filming various activities in which the participants were involved, in order to assess them objectively and discuss their evolution with the representatives of HR club.
- The final results were communicated to all participants.

RESULTS

- Selecting the most appropriate persons.
- Advising the HR Club representatives in choosing the young people to be included in the project.
- Professional evaluation in a short time of the young people included in the program.
- Identify the level of motivation, communication and relationship skills, analysis and synthesis skills, and attitude and teamwork abilities.
- Providing constructive feedback to all the participants in the assessment center.
- The selection has insured the success of the Summer School because of the participation of motivated and ambitious people, with good skills and desire to develop in this field.

