



The UK's leading independent group
of psychometric practitioners

New Frontiers in Psychometrics Seminar

Wednesday 28th November 2018

10:00am – 4:15pm

The Naval Club,
38 Hill Street, Mayfair,
London W1J 5NS

The theme for this year's event is: 'How is technology disrupting the recruitment and development process?'. This is a huge topic, but our speakers will be a mixture of practitioners who are navigating this space and representatives from organisations who are hoping to harness advances in technology to improve the recruitment process.

The programme details are as follows:

10.00 **Coffee & conversation**

10.30 **Introductions**

TPF Event Chair - Tameron Chappell, Harvey Nash Leadership Consulting

10.45 **A Practitioner's View of Game-Based Assessments**

Ben Williams, Founder and MD of Sten10



Ben will provide an introduction to the world of Game-based assessment (GBA), from the point of view of a practitioner navigating their way through the various options and sharing some ideas of how to make an informed choice about when and if to use them.

11.40 **Engineering for Equality: how behavioural and data science can make recruitment smarter, fairer and easier**

Kate Glazebrook, CEO and Co-Founder of Applied



Kate will be speaking about her early work in the Behavioural Insights Team advising the UK government, and how that led to the creation of Applied, which seeks to use nudge and evidence-based design to reduce the bias in recruitment decisions.

12.35 **Lunch**

14.00 **AI Versus Traditional Assessments: accuracy, ethics and practical implications – HireVue**

Dr Kiki Leutner
Head of Science,
Game Based Assessments



Dr Gema Ruiz de Huydobro
Business Psychologist
I-O Psychology Consultant



Can AI help us create better assessments of intelligence, competencies, and personality? Research suggests algorithms can accurately detect personality traits based on observed behaviour. There is increasing evidence that video and game based assessments are accurate alternatives for traditional structured interviews and IQ tests. New assessment technologies are gaining ground in applied practice and we will discuss what is possible, what is ethical, and what precautions need to be taken before adapting AI based assessment solutions.

14.55 **Tea**

15.15 **Exploring the Inter-Section between Technology and Coaching**

**Alexandru Popa-Antoхи, Group Leadership Development
Manager for Vodafone Group**



Alexandru will be speaking about his work supporting leaders' development in Vodafone, recent use-cases and experiments that explore the intersection between technology and coaching, and how the profession might advance with the use of disruptive technologies, including AI or VR/AR.

16.10 **Chair closes the event**

16:30 **The Psychometrics Forum Networking and Award Evening (4:30-6pm)**

We hold an annual networking evening with mince pies and mulled wine for members of The Psychometrics Forum, attendees of the New Frontiers event are warmly invited to attend, further information about the evening will be sent out with booking confirmations.

Booking Details /Venue

The cost of the meeting, including lunch, is £75 (for members) and £125 for non-members*. Reserve your place by completing the enclosed form and sending it to Caro Leitzell by post (16 The Hall Way, Littleton, Winchester, Hampshire. SO22 6QL) or by email at admin@psychometricsforum.org. Payment by bank transfer or cheque (bank details appear in the booking form, cheques to be sent to the same address) needs to be received by **Friday, 16th November** at the latest in order to confirm your attendance. Receipts will be emailed to you. **Please note that we will only accept a booking once the attendance fee is paid.**

Refunds: If you need to cancel your place, provided the Administrator is informed before **Wednesday 21st November**, the full payment will be refunded.

Continuous Professional Development

CPD certificates will be available in the meeting pack for all attendees.

Venue Dress Code

Please note that there is a 'smart casual' dress code for The Naval Club. This means no trainers, jeans or T-shirts.

****Note about membership:** you can join the Psychometrics Forum at any time. If you sign up for membership at the time of booking and pay by direct debit, you will be able to immediately take advantage of the reduced rate for members. Membership forms are available directly from our Administrator, Caro Leitzell on tel no. 01962 880920 or email admin@psychometricsforum.org or can be downloaded directly from the Forum website: www.psychometricsforum.org/*

We are sure you will find this a particularly valuable day and very much look forward to seeing you there.

Yours sincerely

Lynne Hindmarch and Trish Guthrie
Co-Chairs of The Psychometrics Forum

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Contact Trish: tel: 07771 596724, email trishguthrie@aol.com

Dates for your Diary - 2019

Dates of upcoming meetings (see also www.psychometricsforum.org/)

We are in the process of confirming topics for our 2019 event programme. In the meantime please 'Save the Dates' below, further information on what each event will cover to follow.

- Wednesday 6th March
- Thursday 16th May
- Wednesday 25th September
- Thursday 28th November - New Frontiers Seminar
- Thursday 28th November (4:30pm - 6pm) Annual Networking Event