



CIPD Midlands Presents:

How to get the most out of Psychometrics in HR

Athlone Institute of Technology

Wednesday, March 4th 2015 at 5.30pm

The Midlands branch of the Chartered Institute of Personnel and Development (CIPD) is pleased to announce details of their upcoming talk “How to get the most out of Psychometrics in HR”. This event, which is kindly sponsored by Vhi Healthcare and Athlone Institute of Technology, will take place in the **Athlone Institute of Technology at 5.30pm on Wednesday, March 4th 2015**. There will be a networking opportunity followed by the speaker commencing at 6pm sharp.

This is the fifth talk in an exciting programme of events for 2014/2015 provided by the CIPD Midlands Region Committee. The overriding theme throughout this year’s programme is **“HR: Positioning for the Future”**.

The talk will focus on the use of Psychometrics within various areas of Human Resources, including Recruitment & Selection and Learning & Development, as well as seek to answer some of the following questions:

- How can Psychometric assessment add value to the HR function?
- Which Psychometric assessments are suitable for use in particular circumstances?
- What factors should you consider when choosing a psychometric tool?

The content will be further enhanced by the inclusion of case study analysis of the practical use of psychometrics in a number of organisations.

There will be two speakers on the evening with introductions from David O’Grady, Chairperson, CIPD Midlands Committee. The main speaker on the evening will be Dr. Teresa O’Hara, who joined the Business School in AIT in 2011. Her main areas of teaching are

Strategic Management, Entrepreneurship, HRM and Change Management. Previous to this, Teresa worked for three years in the Business School at Dublin City University and for over thirteen years as a lecturer in the Royal College of Surgeons in Ireland (RCSI). Teresa completed her PhD in 2004 with the University of Limerick on the ‘Sources of power and influence and social networks in top management teams’. Teresa uses psychometrics as part of coaching, learning and development programmes in both educational and organisational contexts.

The second speaker on the evening will be Caroline Ward, from Collins McNicholas & HR Services Group, who will be presenting a case study on the use of psychometrics in recruitment and selection. Caroline is currently HR Services Consultant responsible for designing and providing Assessment Centres, Development Centres and Recruitment Process Outsourcing Services for a wide range of clients. Caroline has previously worked in Recruitment and HR which included time as a consultant with SHL where she provided advice to companies on recruitment and selection best practice in the acquisition of talent.

The CIPD Midlands region provides a forum for HR and business leaders in both public and private enterprises to network and share information, skills and best practice in the area of Human Resource Management, Employment Law, Employee and Industrial Relations. The CIPD Midlands region works closely with AIT, FAS, Enterprise Ireland, IDA and other Midlands agencies to support regional initiatives and to promote people development and business performance.

To attend this event, please RSVP to midlandscipd@gmail.com by close of business Friday February 27th.

Should you, or a colleague, wish to be placed on the distribution list, please contact: Caroline Ward CIPD Midlands Region, by emailing midlandscipd@gmail.com.

We also welcome you to join our ever growing **CIPD Midlands, Ireland** group on LinkedIn!