

**Sandra Hartog & Associates**, a leading provider of virtual management assessment and development programs and services, is recruiting students within the I/O Psychology field who are interested in assessment, leadership development, and working with cutting edge technology. As we are launching a new project, part time consultants are needed to work within a blended learning program, in order to conduct role plays and provide developmental feedback to participants as part of a virtual leadership development simulation.

This program is scheduled to launch in September 2007 and will have continuing opportunities throughout 2008.

For more information on our firm, visit our website at [www.fenestrainc.net](http://www.fenestrainc.net) and view the About Us section. For information about the technology that will be used for this project, please see the page entitled Accelerate in the Solutions section.

### **We are currently recruiting for Role Players for a new leadership development program.**

- This is a revolution in blended learning. It is a virtual leadership development platform, in which participants are placed in management roles within a simulated organization. Participants face simulated development tasks over a seven week timeframe.
- The experience combines an interactive desktop and email, live role plays, personal coaching, and development planning – delivered through a flexible on-line environment.
- The program facilitates participant development through interactions designed to stretch their abilities, learn new skills, and allow them to practice those skills in a safe environment.

### **Your role as a Role Player:**

- Role players ("colleagues", "clients", "subordinates", etc) will be available at specified times (e.g. 4 hours a day 3 days per week) throughout the Participant's development experience.
- The role players for this project have a background in Psychology and will bring their knowledge of assessment and development to the table.
- Role players will participate in role plays with participants, rate their performance against a list of behavioral anchors, and complete a feedback form which will be posted almost immediately for the participant to review.

### **Skills required:**

- Graduate level coursework in psychology, and a general knowledge of assessment and leadership development
- Strong written and verbal communication skills
- Ability to learn quickly, and general comfort with web-based technology
- Ability to commit 10-15 hours per week, as needed

### **Timing:**

- Training will take place the first week in September.
- One program will run from September through November, and a second program will run from October to December. Opportunities will be continuing throughout 2008.

**To apply for this position, please send your resume and cover letter to [ldietrick@sandrahartogassoc.com](mailto:ldietrick@sandrahartogassoc.com)**