



## Observation and evaluation

This training aims to provide insights how to objectively assess people during daily work, training and examinations. The methodology is proven to be objective and therefore highly appreciated by staff, trainers, examiners, managers, trainees and supervisors.

The main components that are addressed for assessment/evaluation are:

- individual performance,
- desired human interaction,
- knowledge of systems,
- knowledge of procedures, and
- environmental and situational awareness.

These aspects determine whether an individual is competent or not.

YES Human Factors Ltd does this with the help of very experienced trainers and teachers with a background in management (operational and HR), psychology, organizational development and change management. The decades of practical experience come from different organizations like Siemens, Royal Air Force, KLM, Martinair, Ministry of Internal Affairs, police etc.

YES Human Factors Ltd provides training within the market segments: hospitals, coastguard, process industry, IT, safety regions, banks and aviation.

We kindly invite you to participate in this interactive, practical and inspiring program.

**Han van der Meer and Jean-Pierre Kahlmann,**  
**Partners YES Human Factors Ltd**

Observation and Evaluation is specially developed for professionals and managers who want to grow in their organization and contributes to a safe, effective and efficient working environment.

## Description

The training provides insights but also tools for objective assessment and constructive feedback.

## Programme

09.00 Welcome with coffee  
09.30 Objective assessment; how to do it  
10.30 The model  
11.00 Break  
11.15 (Interactive) Desired / undesired behaviour (1)  
12.45 Lunch  
13.30 (Interactive) Desired/ undesired behaviour (2)  
15.00 Break  
15.15 Assessment exercise  
16.40 Evaluation and conclusion  
17.00 End

## Questions and registration

For more information and registration, please contact:

- Han van der Meer, partner + 31 6 23 915 971  
- Jean-Pierre Kahlmann, partner + 31 6 53 139 981

Or send an email to [info@yeshumanfactors.nl](mailto:info@yeshumanfactors.nl)

## Overview

Observation and Evaluation

## Duration program

1 day

## Dates

In consultation

## Group size

3-12 persons or in consultation

## Location

YES Human Factors  
Voorstraat 2  
5353 KE Dieden

Or

In consultation In-company or in the vicinity of your home and/or workplace

## Costs

€ 540,- excl. VAT per participant

Course material, coffee, tea and lunch are included