

ASSESSING LEADERSHIP IMPACT

As productivity and profits continue to be paramount in our economy, companies are looking for ways to improve the impact of their leaders.

Using assessments as part of any selection or development process can help companies determine how candidates stand apart from each other, what drives them, and demonstrate investment. Because we are so confident that the Hogan is one of the best assessments on the market, our executive coaches have received certification in both the Hogan and the Hogan Advanced.

The Hogan Leadership Forecast Series evaluates leadership impact for success, identifies factors that impede career growth and assesses business drivers and core values for the individual.

A Hogan Assessment allows companies to either:

Assess New Hires for Fit



OR

Evaluate Current Employees



The 3 parts of the Hogan Assessment instrument are:

Hogan Personality Inventory (HPI)

Measures personality characteristics and is used to predict job performance

Hogan Development Survey (HDS)

Identifies personality-based performance risks and derailers of interpersonal behavior

Motives, Values, Preferences Inventory (MVPI)

Reveals a person's core values, goals and interests

The process of implementing the Hogan assessment includes:



A **written report** on strengths, challenges, and recommendations is provided to the client



A senior executive coach conducts a **qualitative interview** and a **1-hour feedback session** focused on individual development



The individual receives a **comprehensive hard-copy report** on Hogan results

To learn more about the Hogan Leadership Forecast Series, call 610-660-6684 or email hpurdy@the-leaders-edge.com