



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 assessment instruments on the market, our executive coaches have received certification in both the HOGAN and the HOGAN HBRI (Business Reasoning Inventory).

A Hogan Assessment allows companies to either:



The HOGAN LEADERSHIP FORECAST SERIES evaluates leadership impact for success, identifies factors that impede career growth and assesses business drivers and core values for an individual.

The three comprehensive parts of the HOGAN include:

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 for Assessing New Hires for Fit

A senior executive coach conducts a **qualitative interview** with the candidate

A **written report** on the candidate's strengths, areas of concern and on-boarding recommendations is provided

In a **thorough debrief conversation**, the executive coach reviews the HOGAN results, insights from the interview and report to answer any questions regarding hire and organizational fit

The Process for Evaluating Current Employees

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

A **written report** on strengths, challenges and developmental recommendations is provided

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

The executive coach has a **debrief meeting** with the client company