



DEVELOPMENT PROGRAMMES

# HOGAN ASSESSMENT CERTIFICATION WORKSHOP 2010

Conducted by Wan Leng HO, CEO  
Wee Ping TAN, Director. Consulting and Client Services

**H**ogan Assessment Systems help assess **job fit**, **management fit** and **organisational fit** to ensure **STRATEGIC** selection of **CANDIDATES**, **HIGH POTENTIALS** and **SUCCESSORS** and enhance the **development** of your **EXISTING** and **FUTURE LEADERS**.

## SINGAPORE

April 20-21 | November 25-26 | SGD 3,000 †

## KUALA LUMPUR, MALAYSIA

February 4-5 | October 5-6 | RM 7,980 \*

## HONG KONG, CHINA

January 19-20 | October 26-27 | HKD 16,000

## SHANGHAI, CHINA

September 6-7 | RMB 14,800

## BEIJING, CHINA

September 9-10 | RMB 14,800

**TIME | 0900-1630 daily**

*Special discount applied for more than 1 participant.  
Please refer to page 4 for pricing details.*

† excluding 7% GST | \* excluding 5% Service Tax

Please note that only local currency will be accepted for each workshop.

## Hogan Assessment Certification

The **two-day Hogan Assessment Certification Workshop** provides an in-depth understanding of how to use and interpret the Hogan assessment suite. The workshop provides a comprehensive tutorial on three Hogan inventories – Hogan Personality Inventory (HPI); Hogan Development Survey (HDS); and Motives, Values, Preferences Inventory (MVPI). Participants attending both days and successfully complete the workshop will be certified to use the Hogan inventories.

The Hogan Assessment Certification Workshop includes many valuable benefits for each participant:

- A free personal assessment and one-hour feedback session with an **OPTIMAL** consultant (> SGD 1,200 value).
- A paperback copy of the Hogan Guide (SGD 150 value)
- Workshop slides binders (SGD 150 value)
- Two days of certification by Hogan licensed instructors who have multiple years of assessment administration and interpretation experience

The Hogan Assessment Certification Workshop teaches participants to use three Hogan inventories:

- **Hogan Personality Inventory (HPI)**, which evaluates personality characteristics that people need to get along and get ahead (i.e. job fit).
- **Hogan Development Survey (HDS)**, which identifies factors that impede career success (i.e. management fit).
- **Motives, Values, Preferences Inventory (MVPI)**, which assesses business drivers and core values for individual fit within a corporate culture (i.e. organisational fit)

The Hogan Assessment Certification Workshop enhances each participant's interpretive skills through advanced case studies, applied feedback, and coaching.

- Participants will conduct detailed interpretation and analysis of assessment results.
- Participants will give comprehensive feedback on the HPI, HDS, and MVPI in group and individual settings.
- Participants will learn best practices concerning assessment use and interpretation.
- Successful demonstration of data interpretation and feedback proficiency will lead to documented certification on the Hogan inventories.

SINGAPORE  
MALAYSIA  
CHINA  
HONG KONG  
VISIT US AT

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## \* Hogan Development Feedback Certification

We also offer **an optional** "Hogan Development Feedback Certification" session for an additional cost SGD 500\*.

This second certification is recommended for **those participants who will be coaching or delivering feedback to candidates**, and the certification work is done post-workshop. Participants who successfully complete a simulation-based practice feedback session with an **OPTIMAL** consultant will receive a certificate acknowledging completion of additional training focused on providing professional development feedback using our three inventories.

**\* Please refer to page 4 for different pricings for the First and Second Practice**

**Kindly note:**

The workshop fee includes all materials and meeting packages but excludes all applicable taxes. Travel, lodging and transportation expenses are the responsibility of the participant.

**Register as soon as possible for the Hogan Assessment Certification Workshop. The workshop has restricted seating to ensure a high-quality learning environment.**

### THREE EASY WAYS TO REGISTER:

1. CALL\* Contact Premela JAGANATHAN at +65 6549 7745
2. E-MAIL Completed participation form to [pjaganathan@optimalconsulting.com.sg](mailto:pjaganathan@optimalconsulting.com.sg)
3. FAX\* Completed participation form to +65 6327 8276

*\*Please refer to the footer of the brochure for regional contact*

TIME	DAY 1	DAY 2
0900 – 1030	<ul style="list-style-type: none"> <li>i. Introduction to Hogan Assessment</li> <li>ii. Overview of Hogan Assessment</li> <li>iii. Theory Base Underlying the Assessment</li> </ul>	<ul style="list-style-type: none"> <li>i. Interpretation Techniques</li> <li>ii. Configural Interpretation</li> <li>iii. Practice of Profiles (HPI, HDS and MVPI) and Case Study 1</li> </ul>
1030 – 1040	Tea Break	Tea Break
1040 – 1230	<ul style="list-style-type: none"> <li>i. Hogan Personality Inventory               <ul style="list-style-type: none"> <li>▪ Dimensions</li> <li>▪ Predicted Behaviours</li> </ul> </li> <li>ii. Practice Profiles</li> </ul>	<ul style="list-style-type: none"> <li>i. Practice of Profiles (HPI, HDS and MVPI) and Case Study 2 &amp; 3</li> </ul>
1230 – 1345	Lunch	Lunch
1345 - 1500	<ul style="list-style-type: none"> <li>i. Hogan Development Survey               <ul style="list-style-type: none"> <li>▪ Dimensions</li> <li>▪ Predicted Behaviours</li> </ul> </li> <li>ii. Practice Profiles</li> </ul>	<ul style="list-style-type: none"> <li>i. Group/Team Profiles</li> <li>ii. Practice of Team Profiles Feedback Practicum</li> </ul>
1500 – 1520	Tea Break	Tea Break
1520 – 1630	<ul style="list-style-type: none"> <li>i. Motives, Values, Preferences Inventory               <ul style="list-style-type: none"> <li>▪ Dimensions</li> <li>▪ Predicted Behaviours</li> </ul> </li> <li>ii. Practice Profiles</li> </ul>	<ul style="list-style-type: none"> <li>i. Hogan's application and usage</li> <li>ii. How to Maximise Benefit from Hogan – Support, Next Steps, and Ongoing relationships</li> <li>iii. Certification Presentation for Those Participants Completing Two-Day Workshop</li> </ul>





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## PARTICIPATION FORM

Please check the appropriate box and return completed form to

**Premela JAGANATHAN** at [pjaganathan@optimalconsulting.com.sg](mailto:pjaganathan@optimalconsulting.com.sg) or fax to **+65 6327 8276\***

*\*Please refer to the footer of the brochure for regional contact*

**\*Kindly note the Pricing Information and Registration Terms and Conditions on page 4.**

Preferred workshop location		<ul style="list-style-type: none"> <li>• SINGAPORE  <input type="checkbox"/> Apr 20-21, 2010                      <input type="checkbox"/> Nov 25-26, 2010</li> <li>• Kuala Lumpur, MALAYSIA  <input type="checkbox"/> Feb 4-5, 2010                              <input type="checkbox"/> Oct 5-6, 2010</li> <li>• Hong Kong, CHINA  <input type="checkbox"/> Jan 19-20, 2010                          <input type="checkbox"/> Oct 26-27, 2010</li> <li>• CHINA  <input type="checkbox"/> Shanghai   Sep 6-7, 2010              <input type="checkbox"/> Beijing   Sep 9-10, 2010</li> </ul>
Organisation Name		
No. of Participants		
Participant 1	Name	
	Designation	
	Direct Tel	
	Email	
	Country	
	Dietary Requests (if any)	
	*Optional	<input type="checkbox"/> Hogan Development Feedback Certification
Participant 2	Name	
	Designation	
	Direct Tel	
	Email	
	Country	
	Dietary Requests (if any)	
	*Optional	<input type="checkbox"/> Hogan Development Feedback Certification
Participant 3	Name	
	Designation	
	Direct Tel	
	Email	
	Country	
	Dietary Requests (if any)	
	*Optional	<input type="checkbox"/> Hogan Development Feedback Certification





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## PRICING INFORMATION

<b>SINGAPORE</b>	<p><b>Hogan Assessment Certification Workshop</b></p> <ul style="list-style-type: none"> <li>• SGD 3,000 per pax</li> <li>• <b>Special Rate:</b> 2nd and 3rd pax at SGD 2,500. 4th pax and above at SGD 2,200</li> </ul> <p><b>Hogan Development Feedback Certification</b></p> <ul style="list-style-type: none"> <li>• First Practice: SGD 500   Second Practice: SGD 350</li> </ul> <p><i>*All Prices excludes 7% GST</i></p>
<b>Kuala Lumpur, MALAYSIA</b>	<p><b>Hogan Assessment Certification Workshop</b></p> <ul style="list-style-type: none"> <li>• RM 7,980 per pax</li> <li>• <b>Special Rate:</b> 2nd and 3rd pax at RM 6,500. 4th pax and above at RM 5,800</li> </ul> <p><b>Hogan Development Feedback Certification</b></p> <ul style="list-style-type: none"> <li>• First Practice: RM 1,200   Second Practice: RM 840</li> </ul> <p><i>* All Prices exclude 5% Service Tax</i></p>
<b>Hong Kong, CHINA</b>	<p><b>Hogan Assessment Certification Workshop</b></p> <ul style="list-style-type: none"> <li>• HKD 16,000 per pax</li> <li>• <b>Special Rate:</b> 2nd and 3rd pax at HKD 13,500. 4th pax and above at HKD 12,000</li> </ul> <p><b>Hogan Development Feedback Certification</b></p> <ul style="list-style-type: none"> <li>• First Practice: HKD 2,750   Second Practice: HKD 1,900</li> </ul>
<b>Shanghai &amp; Beijing, CHINA</b>	<p><b>Hogan Assessment Certification Workshop</b></p> <ul style="list-style-type: none"> <li>• RMB 14,800 per pax</li> <li>• <b>Special Rate:</b> 2nd and 3rd pax at RMB 12,500. 4th pax and above at RMB 10,500</li> </ul> <p><b>Hogan Development Feedback Certification</b></p> <ul style="list-style-type: none"> <li>• First Practice: RMB 2,500   Second Practice: RMB 1,750</li> </ul>

**N.B.** The Hogan Assessment Certification Workshop fee stated above covers the material cost for

1. A free Hogan personal assessment and one-hour feedback session
2. Workshop slides binder
3. A paperback copy of the Hogan Guide *\*only available to the first participant should special discount rate be applied*

## TERMS & CONDITIONS

### REGISTRATION:

**CLOSES TWO (2) WEEKS PRIOR TO EACH CERTIFICATION WORKSHOP DATE.**

**APPLICATIONS TRAINING GUIDELINES:** Please note that individuals, not organisations, will be certified. Certification remains with the certified individual i.e. if you are certified at one company and move to a new company, you may continue to purchase and use the tools in which you were certified. Although you are allowed to purchase the materials and train people, you cannot certify others in your organisation to independently purchase or use the materials without your involvement. If an organisation loses its sole certified individual, it must have another certified party to continue to purchase additional restricted materials.

**CONFIRMATION AND PAYMENT:** Upon confirmation, you will receive an email that confirms your attendance and provides logistical information. You will also be invoiced and payment is required before or on the workshop day. Please note that only local currency will be accepted for each workshop. Currencies from countries other than that of the workshop will NOT be accepted.

**CANCELLATION POLICY:** Optimal Consulting Group (OPTIMAL) incurs non-recoverable expenses for cancellations. Full refunds will be given for cancellations received in email or letter more than two (2) weeks\* prior to the first day of the workshop. A 50% refund will be given for cancellations up to one (1) week\* prior to the first day of the workshop. No refund will be given for cancellations made with less than one (1) week\* notice or no-shows. OPTIMAL takes no responsibility for changes to attendee's work commitments or personal circumstances. OPTIMAL reserves the right to cancel or reschedule any workshop. If OPTIMAL exercises this option, OPTIMAL will employ endeavours to notify the attendees or their company as early as possible to minimise inconvenience. OPTIMAL will not be held liable for expenses incurred by the attendees or their company. \*1 week equals 7 full days

**WORKSHOP MATERIALS:** You will need to transport about 10kg of books and materials when you leave the workshop. We recommend you bring an extra bag / luggage.