

Hogan Assessment Systems

help assess **person fit** to ensure strategic selection of candidates, high potential



talent, and successors, and to enhance the development of your existing and future leaders.



HOGAN ASSESSMENT CERTIFICATION WORKSHOP 2011

Conducted by HO Wan Leng, CEO / TAN Wee Ping, Managing Director, Consulting and Client Services, Asia

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 four Hogan inventories – **Hogan Personality Inventory (HPI)**; **Hogan Development Survey (HDS)**; **Motives, Values, Preferences Inventory (MVPI)** and **Hogan Business Reasoning Inventory (HBRI)**. 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 set of Hogan assessments (The Leadership Forecast Series) and one-hour one-on-one 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

**Only available to full-fee paying participants. Kindly refer to Terms & Conditions on the last page for details.*

The Hogan Assessment Certification Workshop teaches participants to use FOUR 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)
- Hogan Business Reasoning Inventory (HBRI), which evaluates a person's ability to solve problems and make business-related decisions.

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, MVPI and HBRI 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.

Workshop Details for Year 2011

SINGAPORE

Apr 28-29 | Nov 22-23 | SGD 3,000 †

KUALA LUMPUR, MALAYSIA

Jun 8-9 | Sep 14-15 | Nov 15-16 | RM 7,800 *

HONG KONG, CHINA

July 12-13 | Nov 29-30 | HKD 16,000

SHANGHAI, CHINA

May 26-27 | Dec 5-6 | RMB 15,700

BEIJING, CHINA

May 30-31 | Dec 8-9 | RMB 15,700

TIME | 0900-1630 daily

We offer in-house certification workshop all-year round. Call us for a proposal.

† excluding 7% GST | * excluding 6% Service Tax
Please refer to Pricing Information for pricing details.

Hogan Development Feedback Certification

We also offer **an optional** "Hogan Development Feedback Certification" session (offered at an additional cost).

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 3 inventories.



Hogan Assessment Systems

The Science of Personality™

As an international authority in personality assessment and consulting, Hogan has over 30 years of experience helping businesses dramatically reduce turnover and increase productivity by hiring the right people, developing key talent, and evaluating leadership potential.

Workshop Agenda

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

Workshop Facilitators

Ho Wan Leng is the Chief Executive Officer and Chief Consulting Officer of Optimal Consulting Group. She brings with her more than two decades of educational, consulting and corporate HR experience. She reinforced and bolstered her HR consulting experience by taking on extensive responsibilities at two leading international consultancy firms. Thereafter, she widened her scope with key regional and global roles in leading corporations - first as an Asia Pacific Regional Director with a Fortune 100 multinational organisation and then as a Global Vice President for a global shipping and logistics corporation.

Wan Leng possesses a demonstrated record of achievement in leading and managing both regional and global HR operations. Her breadth and depth of understanding of contemporary HR issues enables her to bring both technical and business perspectives into her work.

Wan Leng is a certified instructor of Hogan Assessment Systems and BarOn EQ-i® and was formerly a Lominger Limited, Inc. Associate.

A recognised expert in the HR industry, she has served in an advisory capacity for Chairman of Boards, Board members, CEOs and top HR professionals. To date, she has assessed and coached more than 1000 professionals. She has vast experience and high level expertise in facilitating top management and leadership team alignment and strategic planning meeting.

Wan Leng has personally developed key initiatives that delivered impressive bottom-line results for organizations that she has previously been involved with in both consulting and work-related capacities. She is continuously sought after to advice on areas of management in organisations, talent, rewards, performance and e-HR.

Wan Leng's aspiration is building emerging Asian leaders for Asia's economic, social and political roles. Her ability to actuate people and equip them with the ability to independently manage processes and systems earned her the respect of the top management in many leading organisations.

> EDUCATION BACKGROUND

- **M.A. in Human Resource Management (with Distinction)**
Middlesex University Business School, London
- **B.A (Hon) and Post-Graduate Diploma in Education**
University of Malaya, Kuala Lumpur

> PROFESSIONAL EXPERIENCE

- **VP, Global Compensation, Benefits and Human Resource Information Systems**
Neptune Orient Lines Ltd (Parent company of American President Lines Ltd. & APL Logistics Ltd.)
- **Director, HR Operations, Asia Pacific**
Dell Computer Asia Pte Ltd.
- **Director, Human Resource Consulting**
Mercer HR Consulting (Formerly William M. Mercer)
- **Consultant**
Deloitte & Touche Consulting

> PROFESSIONAL QUALIFICATION

- **Chartered Fellow**
Chartered Institute of Personnel and Development, United Kingdom

> LICENSED INSTRUCTOR

- **Hogan Assessment Systems**
- **BarOn EQ-i® & EQ-360®**
- *Former Associate of Lominger Limited, Inc*

> LICENSED USER

- **Hogan Assessment Systems**
- **Lominger Suite of Tools**
- **BarOn EQ-i®**
- **The Leadership Versatility Index®**

Workshop Facilitators

TAN Wee Ping is the Managing Director, Consulting and Client Services, Asia of Optimal Consulting Group Pte Ltd. Wee Ping gained firm foundational and breadth of consulting experience with a leading HR Consulting firm where she was involved in projects of varying scale and complexity.

In a strategic crossover to a global shipping and logistics organisation to acquire corporate exposure, Wee Ping was appointed Global Compensation & Benefits Specialist, reporting directly to the Vice President, Global Compensation, Benefits and HRIS. The coverage of her responsibilities exposed her to critical knowledge and experience in human resource, particularly in grounding herself on the intricacies in aligning corporate and national cultures with the global systems and programmes she was assigned to work on. She gained valuable experience on several global HR initiatives in reward structures, share option plan, performance management system, incentive bonus plans, and management trainee re-location programmes. She managed projects on the imperative global compensation data.

In the consulting arena, Wee Ping has hands-on experience in the development of the eRewards, a web-based solution that replaces time-consuming spreadsheet approach to managing performance-based salary review and bonus planning processes. The dual pillars of her software application and corporate workflow processes enabled her to translate business needs into efficient, cost-saving solutions for clients. This capability grew from over years in the design, implementation and communication of compensation and rewards systems and structures for companies in various industries.

For the past 8 years, Wee Ping has provided feedback to more than 500 Executives of Global Fortune 500 companies around the globe across nationalities and cultures. She has spearheaded major high-potential, leadership and talent assessment and development for selection and succession purposes.

> EDUCATION BACKGROUND

- **B. Business in Economics and Finance (with Distinction)**
Royal Melbourne Institute of Technology, Australia

> PROFESSIONAL EXPERIENCE

- **Global Compensation & Benefits Specialist**
Neptune Orient Lines Ltd
(Parent company of American President Lines Ltd. & APL Logistics Ltd.)
- **Consultant**
Mercer HR Singapore
(Formerly known as William M. Mercer)
- **Consultant**
Mercer HR Malaysia

> LICENSED INSTRUCTOR

- **Hogan Assessment Systems**

> LICENSED USER

- **Hogan Assessment Systems**
- **Lominger Suite of Tools**
- **BarOn EQ-i®**
- **The Leadership Versatility Index®**

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

To **register** or to **enquire about the latest pricing information**, kindly contact the office closest to you:

SINGAPORE	T: +65 6549 7745
MALAYSIA	T: +603 6205 3728
HONG KONG	T: +852 2166 8052
CHINA	T: +8621 6075 2678

or email Miss Premela JAGANATHAN at pjaganathan@optimalconsulting.com.sg

TERMS & CONDITIONS

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

OPTIMAL reserves the right to change the workshop pricing information, schedule and agenda at any time without prior notice. Special offers and arrangements for participation shall only be offered subject to the discretion and judgment of OPTIMAL.

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. Organisations should be held liable for any tax incurred. 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.

REFUNDATION 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. *One (1) week equals seven (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.