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Winsborough Limited

# Hogan Assessment Accreditation Workshop



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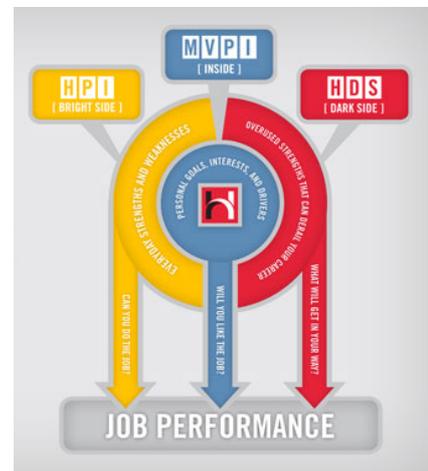


## Hogan Assessment Systems (HAS) Accreditation Workshop

Drs. Joyce and Robert Hogan were the first to prove that personality predicts workplace performance by helping businesses dramatically reduce turnover and increase productivity by hiring the right people, developing key talent, and evaluating leadership potential. Twenty-five years later, Hogan assessments are used at many of the most successful companies in the world.

The Hogan Assessment Accreditation Workshop provides an in depth understanding of how to administer, interpret and implement the Hogan Assessment suite. The workshop provides a comprehensive tutorial on three inventories:

- Hogan Personality Inventory (HPI)** The HPI describes normal personality – qualities that describe how we relate to others when we are at our best. Whether your goal is to find the right hire or develop stronger leaders, assessing normal personality gives you valuable insight into how people work, how they lead, and how successful they will be. Also known as: *The Bright Side of Personality*.
- Hogan Development Survey (HDS)** The HDS describes the dark side of personality – qualities that emerge in times of increased strain and can disrupt relationships, damage reputations, and derail peoples' chances of success. By assessing dark-side personality, you can recognize and mitigate performance risks before they become a problem. Also known as: *The Dark Side of Personality*.
- Motives, Values, Preferences Inventory (MVPI)** The MVPI describes personality from the inside – the core goals, values, drivers, and interests that determine what we desire and strive to attain. By assessing values, you can understand what motivates candidates to succeed, and in what type of position, job, and environment they will be the most productive. Also known as: *The InSide of Personality*.



### Workshop Details

**Date:** See Winsborough's website for details (2-day workshop)

**Time:** 9.00am to 5.00pm

**Location:** Winsborough Offices – Auckland / Wellington. We can also run in-house courses.

**Cost:** \$2,650+gst (see details over page for what this fee covers).

**RSVP** To register your attendance please request and complete a course registration form. Numbers are limited so please book early for your preferred workshop date. Email [admin@winsborough.co.nz](mailto:admin@winsborough.co.nz)

## Workshop benefits

Participants who attend both workshop days and successfully completing the post-workshop activities will be certified to use the Hogan inventories. Benefits include:

- In depth pre-course study material that provides insight into personality measurement;
- Two day training workshop with highly experienced Hogan facilitators;
- Informative workshop materials and workbooks, including the Hogan Guide – Interpretation and Uses of Hogan Inventories;
- Electronic copies of technical manuals and research articles written by Hogan Assessment Systems;
- Your individual assessments - including the Leadership Forecast Series Reports – provided during a detailed feedback session with a highly skilled Hogan;
- A supervised accreditation feedback session – the opportunity to prepare and complete a Hogan feedback in a supported and supervised environment.
- Ongoing support and professional development;
- Your own Hogan Assessment portal – which enables you to set up and manage assessments (includes training on using this platform);
- Free on going access to Hogan consultants for difficult assessment interpretations and implementation questions; and
- A 20% discount applied to the RRP of all Hogan assessment reports ordered after accreditation is achieved.

## Accreditation Feedback Options

In order to become fully accredited in the use of Hogan Assessments, you are required to complete a supervised feedback session. How does this work:

We choose a volunteer to complete the Hogan Assessments. With prior consultation – including a review of the notes you have prepared - under the supervision of a Winsborough Senior Consultant, you then provide this person with feedback on their profile. Your volunteer also receive the series of Leadership Forecast Reports and a Summary Report.

Volunteers. You will donate your feedback session (and the associated Leadership Forecast Reports) to a Charitable Trust staff member or a volunteer. This provides a valuable professional development opportunity for a charitable trust.

## Further Information

For further information on Hogan Accreditation Workshops please contact Winsborough.

Ph: 09 909 7154

Email: [admin@winsborough.co.nz](mailto:admin@winsborough.co.nz)