

Course Objective

> To provide participants with the professional qualification required to administer, interpret and deliver developmental feedback using the: -

▲ Hogan Personality Inventory (HPI)

▲ Hogan Development Survey (HDS)

▲ Motives, Values & Preferences Inventory (MVPI)

> To present ways in which the instruments add value for selection & development

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Background

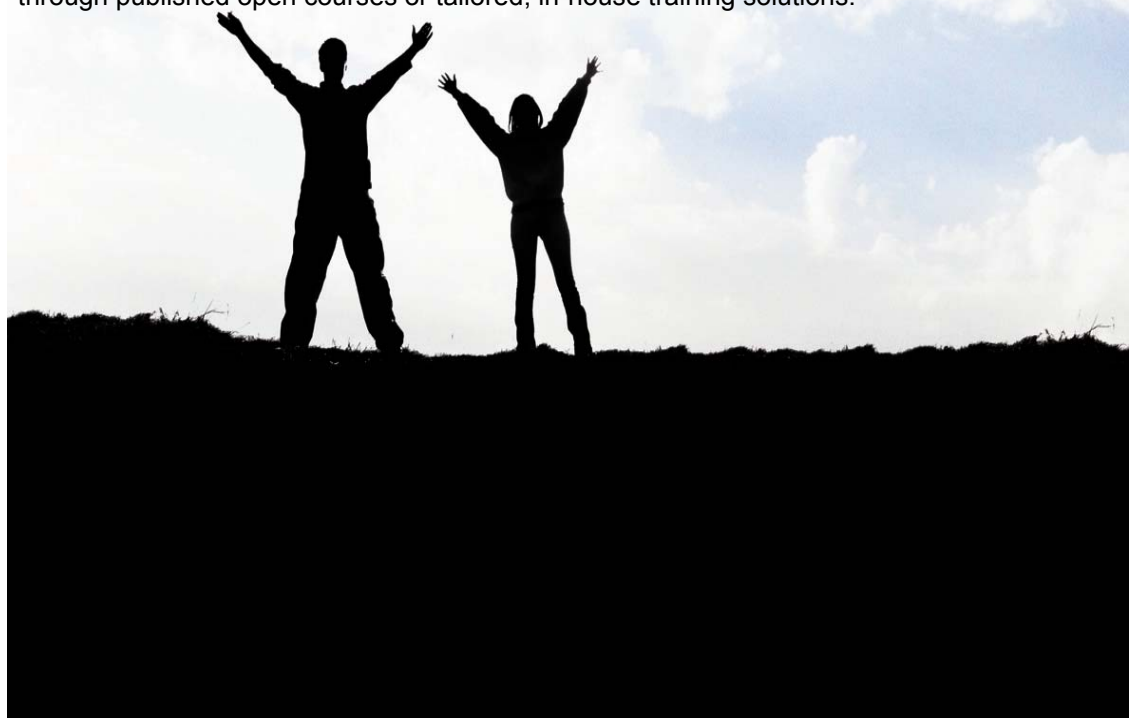
Hogan Assessment Systems publish three inventories: -

- The Hogan Personality Inventory (HPI) is a state-of-the-art measure of normal personality based on the Five Factor model. It has been normed on over 500,000 working adults in more than 400 occupations covering all major industries. The HPI is often regarded as the industry standard for a measure of normal personality because of its success in predicting employee performance and development needs
- The Hogan Development Survey is the first inventory designed to measure career-derailing tendencies. It assesses eleven patterns of behaviour that impede work relationships, hinder productivity, and limit overall career potential. The HDS is critical for development because awareness of these tendencies can be the first step in controlling their behavioural expression.
- The Motives, Values, Preferences Inventory (MVPI) measures motivational constructs based on 80 years of research and reveals a person's core values. The MVPI can help diagnose areas of compatibility and conflict among team members and act as a foundation for a teambuilding process.

As the UK distributor of Hogan Assessment Systems (HAS), Mentis Consulting works with HAS to develop & deliver solutions which certify HR professionals and business psychologists to administer & interpret these psychometric tools.

We aim to provide solutions which maximise return on investment, enabling the professional application of the Hogan Instruments for selection or development.

Certification in the use of the HPI, HDS and MVPI through Mentis can be obtained through published open courses or tailored, in-house training solutions.



Our values

Our *values* are insight; innovation; integrity and impact.

Insight: to provide a novel perspective, to listen and identify strengths and development opportunities using proven tools and techniques.

Innovation: to help your organisation introduce novel and lasting approaches, to leverage the value of research through close relationships with academic expertise.

Integrity: to act ethically, to be honest, trusted advisers and protect confidentiality.

Impact: to provide value for money for our clients, exceed expectations and deliver tangible results, increasing the performance of the organisations we work with.



Values are about preferences, they concern rules that people use to make choices in ambiguous circumstances.

Course Content

The *Hogan Certification Course* is designed to provide an in-depth understanding of how to effectively administer and interpret the three Hogan Inventories: -

- Hogan Personality Inventory (HPI)
- Hogan Development Survey (HDS)
- Motives, Values, Preferences Inventory (MVPI)

During the course, special emphasis will be placed on the *Leadership Forecast Series*. This set of reports includes:-

- Leadership Forecast Potential (HPI)
- Leadership Forecast Challenge (HDS)
- Leadership Forecast Values (MVPI)

Course delegates are invited to complete the inventories online and will receive their own set of *Leadership Forecast* reports, which will be referred to during the course.

The programme consists of both theoretical and practical components designed to examine:

- What is personality and why is it important?
- The socio-analytic theory behind Hogan Assessment Systems
- Identity vs. Reputation; personality from two perspectives
- Development & validation of the Hogan constructs (& comparison with other psychometrics)
- The development and scale by scale interpretation of the three Hogan tools
- Identifying interrelationships of constructs across the instruments
- Developmental recommendations associated with each scale
- Proven applications (and validation) of the tools for selection and development

To allow for practical experience after the course, delegates will receive an additional set of logon details to allow a volunteer from their personal or professional circle to complete the Hogan Inventories online.

The Hogan Web Assessment Machine (WAM) will then generate a *Leadership Forecast Series* of reports.

Upon successful completion of the course, delegates will receive a Certificate of Professional Development which indicates that they have received the training required by Hogan Assessment Systems to apply these globally respected instruments in an organisational setting.



The Hogan Certification Course is designed to provide an in-depth understanding of how to effectively administer and interpret the three Hogan Inventories.

Consultant

Jonathan G Harvey, MSc

Jonathan recently served as the Operations Director for Executive Education responsible for the development of executive programmes to meet both individual and organisational requirements at Aston Business School. An Occupational Psychologist with in excess of ten years experience of identifying need, designing interventions and delivering solutions at senior levels of organisation. Jonathan has worked extensively in both the Public and Private Sector, nationally and internationally.

Building upon experiences in one of the premier programmes in Occupational Psychology in the UK at The Queens University of Belfast, Jonathan focussed on the use of psychometric techniques in senior leader development. With this as a basis Jonathan has focussed his career on the development of senior leadership capability and change in organisations.

As the Senior Psychologist in the UK Defence Leadership and Management Centre key responsibilities centred on the development of the top tier of UK Defence Personnel, Military and Civilian. This included contribution to the development and delivery of the internationally regarded 'Defence Strategic Leadership Programme', as well as the initial development of the programme for Senior Responsible Owners. He continues to contribute to the 'Defence Executive Leadership Programme' and the 'NATO Senior Leadership Programme' all of which are delivered at the Strategic or Executive level. In addition to these contributions Jonathan has used his psychometric expertise to develop and deliver senior leader diagnostics at both the individual and group level, examples of which include the Royal Navy Transformation Team (DEXLP) and the above mentioned NATO programme. Jonathan also delivers the South African Senior Leader Programme for flag grade officers in the SANDF.



Delivering feedback effectively using the Hogan Instruments is a skill which Mentis will help you to develop.

Over the three days, the course will include the following

Start: 09:30 | Break 1: 11:00 – 11:15 | Lunch: 13:00 – 14:00 | Break 2: 15:30 – 15:45 | End: 17:30

- Hogan Personality Inventory (HPI)
- Hogan Development Survey (HDS)
- Motives, Values and Preferences Inventory (MVPI)
- Theory behind Hogan Assessment Systems
- Measuring personality
- HPI validation and fairness
- Bright and dark side of personality
 - *managerial derailment*
- Configural scoring across all assessments
- Applying the Hogan tools for coaching feedback
- Breakout feedback sessions
- Reporting options & case studies