

MGP

HOGAN ASSESSMENTS PORTFOLIO

The authoritative measure of personality characteristics and values affecting success and satisfaction in careers, relationships and life





Introduction to Hogan Assessments

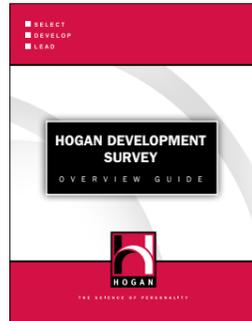
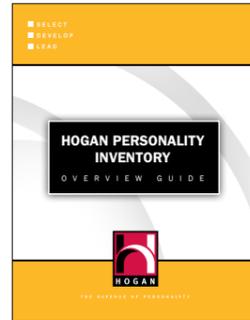
As the world's premium provider of personality assessments, Hogan Assessments have been employed as a comprehensive yet cost effective talent management tool in thousands of organizations, including members of the Fortune 500, in over 40 countries.

Leading companies choose Hogan Assessments because these measures consistently demonstrate bottom-line results. Developed exclusively on working adults, the inventories evaluate a person's reputation in the workplace rather than their self-report, and the descriptions are framed in the context of business and leadership to optimize their relevance.

Three Comprehensive Personality Inventories

The Hogan Personality Inventory (HPI)

The HPI is often regarded as the industry standard for measures of personality because of its ability to predict employee performance. Based on the Five-Factor Model, it examines how an individual approaches his or her work, leadership tendencies first noticed by others, and the potential of the person at their best.

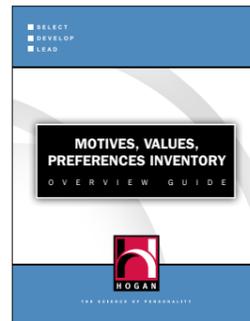


The Hogan Development Survey (HDS)

The HDS assesses career-derailing tendencies. It detects barriers to success and tendencies that emerge under stress or when a person is finally comfortable to show the “darker side” of their personality; patterns of behavior that impede work relationships, hinder productivity or limit potential.

The Motives, Values, Preferences Inventory (MVPI)

The MVPI reveals a person’s core values. It also pinpoints to which reward systems an individual will most likely respond, and the environment he or she will likely cultivate for subordinates. It predicts occupational success and evaluates the fit between a person’s values and the organization’s culture.



“We have been employing Hogan as part of our selection process for over two years, and we have seen the benefit in terms of company stability and ROI. These are the most predictive and business oriented assessments I have come to know.”

Talent & Development Leader, AP (IT Sector)



Applications

The versatility of Hogan Assessments means they can be applied to an extensive number of organizational initiatives. From selection, integration, and coaching initiatives to various types of workshops including team building and leadership development, Hogan Assessments provides sound data to support your HR or L&D program.

Selection

- ◆ Instantly determine hiring potential in a wide-screening selection initiative
- ◆ Predict how a new employee will approach his or her job
- ◆ Identify places to probe during an interview
- ◆ Gain a deeper understanding of observed behaviors
- ◆ Differentiate a class of high potentials

Individual Development

- ◆ Create a more effective Individual Development Plan with strategic self awareness
- ◆ Use as a platform for coaching around transition, career planning and derailment
- ◆ Determine the focus and platform of training initiatives to optimize learning
- ◆ Combine with other measures to build a comprehensive development platform

Customized Leadership Workshops*

- ◆ **Understanding motivation**
Examining whether the environment cultivated matches the needs of those operating within it, and what to do next
- ◆ **Coach the coach**
Supports understanding of the company's culture and vision through Hogan terms period. Expert coaching advice is provided to internalize the development program
- ◆ **Crisis Management**
Identifies common derailers and blind-spots in the team or organization and what to expect from individuals in times of crisis
- ◆ **Feedback Techniques**
Designed to train individuals on how to deliver meaningful and insightful feedback around Hogan tools and in general
- ◆ **Introductory Workshop**
Designed to support the HR leadership team integrate Hogan Assessments into their organizational systems

*For each workshop, sound research and exercises are employed in coordination with Hogan results to ensure a personalized experience and pointed advice.

Team Analysis and Development Workshops

- ◆ Uncover roots of team strengths, blind-spots, work and communication styles
- ◆ Provide recommendations in the context of team-specific challenges and objectives, market and industry characteristics, and the organizational vision
- ◆ Provide a platform for team building

"I particularly like your Team Analysis approach. I enjoyed having an objective view of how our team functions, while having something new and effective that raises our competitive edge."

Director of HR, AP (Chemical Industry)

Localized to Greater China

Each of the inventories can be completed in English, Simplified or Traditional Chinese as well as a multitude of other languages from around Asia Pacific and the rest of the globe. And many of the reports can also be generated in Simplified Chinese. In addition, the Chinese Manager Population Norm can be featured in the reports upon request. Please contact us for more information.

Reports Designed to Address your Needs

Each inventory takes around 15-20 minutes to complete online, and reports are delivered electronically to a specified contact within minutes of the participant's completion. Hogan Assessments offers a wide range of report options that vary in depth, scope and perspective. MGP's consultants will help you determine which option best suits your organizational needs.

And make sure to visit our MGP Hogan website at www.MGPHoganChina.com to download sample reports, receive detailed information regarding our services and capabilities, enroll in our workshops and keep updated on news and events.

Please note that certain report options are only available to certified interpreters, and MGP is happy to register you for our upcoming Hogan Certification Workshop.



"As an internal champion for Learning and Development, I would definitely recommend Hogan Assessments and MGP to all of my HR colleagues and friends."

Director of Learning and Development, China (F&B Sector)

MGP's Hogan Certification Workshop

The Hogan Certification Course provides an in-depth understanding of these market-leading measures and certifies you to administer and interpret the Hogan Inventories.

Course participants complete the inventories online in advance of the course, and will receive their own Hogan Reports and feedback (if not already taken), to refer to during the workshop.

Course Examines

- ◆ What defines personality
- ◆ Its importance to the workplace
- ◆ Theories supporting Hogan Assessments
- ◆ Scale interpretation and interrelationships
- ◆ Case study exercises
- ◆ Bottom-line examples

Course Includes

- ◆ Your own Hogan Reports
- ◆ 1.5 hour feedback session
- ◆ Take-home 300 page reference and additional supporting materials
- ◆ Accounts and reports for two friends or colleagues
- ◆ Consulting around the two accounts

Format	Mini-lecture, intimate discussion, interactive exercises
Duration	2 Days
Class Size	Maximum 8 participants
Investment	HK\$18,500/ RMB16,250 (5% discount for enrollment/payment facilitated more than 4 weeks in advance).
Add-on	With additional investment, MGP will devote a half day to consult with you on how to refine your feedback techniques and properly integrate these tools to strengthen your organizational systems.

Location & Contact

Shanghai

Suite 2006-2007, 20/F, One Corporate Avenue,
222 Hubin Road, Shanghai 200021, P.R. China

MichaelS@MobleGroupPacific.com
(86) 21 6340 6222 *603

Hong Kong

Suite 2811, 28/F Shell Tower, Times Square,
1 Matheson Street, Causeway Bay, Hong Kong

EuniseL@MobleGroupPacific.com
(852) 2506 3608



You identify
problems
and
opportunities.
We work with you on **solutions**

About MGP

Moblely Group Pacific Ltd. (MGP) is a management consulting firm that focuses on assisting organizations, management teams and leaders enhance their effectiveness through the integration and application of psychological, intercultural and business perspectives.



Founded in 2004 by Dr. William H. Mobley, we provide consulting services in the areas of Talent Management, Executive Coaching, Organizational Effectiveness, Workshop & Facilitation, Management Due Diligence and Intercultural Effectiveness.

With offices in Hong Kong and Shanghai, and strategic partnerships in Japan, Korea, Thailand and Singapore, MGP is easily able to serve clients across Greater China and the Asia Pacific region.



Talent Assessment • Executive Coaching • Organizational Effectiveness

For a more thorough introduction to each of the inventories, their many applications, and the recommended corresponding report options, please visit our website at www.MGPHoganChina.com or email Michael Sanger at MichaelS@MobleGroupPacific.com

Mobley Group Pacific Limited

Suite 2811, Shell Tower Times Square,
1 Matheson Street, Causeway Bay, Hong Kong
Tel: (852) 2506 3608
Fax: (852) 2506 3682

Suite 2006-2007, 20/F, One Corporate Avenue,
222 HuBin Road, Shanghai 200021, P.R. China
Tel: (86) 21 6340 6222
Fax: (86) 21 6340 6226

<http://www.MobleGroupPacific.com>

© 2010 Mobley Group Pacific. All Rights Reserved.

