

Mobley Group Pacific Limited

Talent Assessment . Executive Coaching . Organizational Culture



Hogan Certification Workshop

December 10th – 11th 2009

Budget Constraints? External Hiring Freezes? Too Many Applicants?

In these **uncertain times**, it is more critical than ever to make sure the money you invest in selecting and developing employees is prudently spent. Finding tools that consistently predict job performance is the first important step. **Hogan's** comprehensive personality assessments can be the integral tool for maximizing the effectiveness of your selection and development systems. **MGP** is working with Hogan to develop HR executives, business psychologists and other astute professionals to administer and interpret these tools through a **two-days intensive Hogan Certification Workshop**. After completing the course you will be able to apply these money saving instruments to your talent management initiatives.



What to expect from the course:

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, Preference Inventory (MVPI)**



Course delegates are invited to complete the inventories online, in advance of the course, and will receive their own Hogan Reports (if not already taken), to which you can refer during the course. The program consists of both theoretical and practical components

[Sign Up Now](#)

Format: Mini-lecture, syndicate discussion, interactive exercises*

Duration: 2 days (please see attached detailed schedule)

Class Size: Maximum 8 participants

Location: MGP Hong Kong Office, Suite 2811 Shell Tower Times Square, Causeway Bay, HK

Investment: HK\$16,800 per participant. (plus 10% project administration charges)

*** Early Bird Price: HK\$14,800 – register and settle payment on/ before 20th November, 2009 ****

To Confirm your participation, reply to this email with the attached Enrolment and User Qualification Forms completed and fax them to (852) 2506 3682 (attn: Eunise Lam).

Price Includes:

- Your own Hogan Leadership Forecast Reports (HPI, HDS & MVPI)
- A free Hogan assessment and feedback session conducted by consultant.
- Two Hogan accounts for practice after the workshop *(for friend/colleague)
- Hogan Official Certificate
- Lunch for the two days
- Workshop Training Manual

Course Examines:

- What makes up our personality
- Why it's important to the workplace
- Theories behind the Hogan Tools
- Personality: Identity vs. Reputation
- Scale by scale interpretation
- Interrelationships of constructs
- Relevant case studies
- Bottom-line examples
- Team Analyses
- Common concerns

To remove your name from our mailing list, please [click here](#)

Mobley Group Pacific

Talent Assessment . Executive Coaching . Organizational Culture

Hogan Certification Workshop

Introduction

Business leaders know that people are their organization's most important asset. Creating a competitive advantage begins by assessing and hiring the right candidates, then developing the best leaders at all levels in the organization. As the world's leading and premium provider of a comprehensive suite of personality assessments, **Hogan Assessment Tools** have been used over 2.5 million working professionals performing 400 different jobs across 40 countries. Over 28 years research background, Hogan Assessment tools have been applied for thousands of organizations in increasing the effectiveness of their talent development and selection process.

Mobley Group Pacific Limited (MGP), partnering with Hogan International in the region, would like to share with you the experiences and best practices in using Hogan tools to help companies address the critical human resource needs-selecting employees, developing leaders and identifying talent. The gathering and best practices sharing will be organized around case studies from Hogan global organizations and MGP's clients in Asia Pacific.

What to expect from the course??

The **Hogan Certification Workshop** 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, Preference Inventory (MVPI)

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

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

- What is personality and why is it important?
- Theory behind Hogan Assessment Systems
- Personality in two perspectives: Identity vs. Reputation
- Development and scale by scale interpretation of the three Hogan tools
- Interrelationships of constructs across the instruments

Format: Mini-lecture, syndicate discussion, case studies

Duration: 2 days

Target class size: 6-8 participants

Fees: HK\$16,800/participant + 10% administration fee ****To ensure 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.**

Day One	Day Two
09:30 Welcoming & Introduction	09:30 Work Motivation
10:00 Overview of Hogan Assessment Systems	10:00 Motives Values Preference Inventory (MVPI)
11:00 Break	11:00 Break
11:15 Theory & Perspective on personality	11:15 Integrated interpretation across the HPI, HDS and MVPI
11:30 Hogan Personality Inventory (HPI)	12:45 Lunch
13:00 Lunch	13:45 Delivering developmental feedback with the Hogan tools
14:15 HPI Validation and fairness	14:30 Breakout session – preparation for feedback
14:30 'Bright' & 'Dark' side of personality managerial derailment	15:00 Break
15:15 Break	15:15 Breakout session – feedback
15:30 Hogan Development Survey (HDS)	16:45 Group Discussion
17:30 End of day one	17:00 Reporting options & case studies
	17:30 End of course

Enrolment Form

Hogan Certification Workshop

Date & Time: December 10th – 11th, 2009 (2 Days) 9:30am – 5:30pm

Venue: Suite 2811, 28/F Shell Tower, Times Square, Causeway Bay, Hong Kong

Full Name (Surname) Mr/Ms/Mrs _____ (first name) _____
 Position _____ Company _____
 Address _____
 Contact no. (Work) _____ (Mobile) _____ (Fax) _____
 Email address _____

Payment Method:

A copy of this enrolment form AND a crossed cheque made payable to **Moblely Group Pacific Limited** should be send to **A/C Dept. Suite 2811, 28/F Shell Tower Times Square, Causeway Bay. Hong Kong** [Official receipt will only be issued upon request]

Cancellation:

All fees paid are NON refundable unless written notice is received before the workshop commences and arrangement are as follows:

- More than 10 business days: Full refund minus HK\$500 administrative fee
- Less than 10 business days: All fees paid will be forfeited but substitutions could be made with written notice to MGP

MGP reserves the right to change the full program fee if cancellation is not notified the start of the event.



User Qualification Form

The Science of Personality™

User Qualification Information: Hogan Assessment Systems requires a Level B qualification to purchase materials for the HPI or MVPI. Level B requires that a purchaser (1) hold a bachelor's degree in psychology, human relations, counseling, or a closely related field; (2) have advanced training from an accredited college or university in the interpretation of psychological tests and measurement; or (3) be a member of a professional association, or hold a license or certification by an agency, that requires training and experience in the ethical and competent use of psychological assessments. Hogan Assessment Systems requires a Level C qualification to purchase HDS materials. Level C requires the purchaser to be licensed to practice psychology independently or have been certified through a Hogan Assessment Certification Workshop. Please fill out the information below indicating which criterion you meet for Level B or C qualification.

CONTACT INFORMATION:					
Name:					
Organization:					
Job Title:					
Address1:					
Address2:					
City:		State:		Zip:	
Country:		Telephone:			
E-mail Address:					

FOR HOGAN USE ONLY:	
Date:	
Certification Level:	
Hogan Consultant:	

EDUCATION:	
Highest Degree Obtained:	
Major Field:	
Institution:	
Year Completed:	

HOGAN WORKSHOP OR OTHER TRAINING:	
Description:	
Provider:	
Year Completed:	

PROFESSIONAL MEMBERSHIP / CERTIFICATION:	
Professional Association Membership:	
Certification / State License Number (if applicable):	

GENERAL INFORMATION:					
Purpose for Using the Assessment(s):	Selection <input type="checkbox"/>	Development <input type="checkbox"/>	Other <input type="checkbox"/>		
Industry Type:				For What Type of Job:	
Assessment(s) to be Used:	HPI <input type="checkbox"/>	HDS <input type="checkbox"/>	MVPI <input type="checkbox"/>	Report(s) to be Used:	
Signature:				Date:	

Please mail the completed form to: Hogan Assessment Systems, Inc., 2622 E. 21st Street, Tulsa, OK 74114
Or fax the completed form to: 918.749.0635