



Hogan As A Leadership Framework:

Understanding the Environment You Create & Knowing How to Flex to Engage Others in Meaningful Ways

Goal

We believe in the ideas of high-potential mid-career under-represented talent and the value they can bring to business. We would like to support their advancement by providing a development program at **no cost to the company or participants thanks to our sponsors.**

Hogan As A Leadership Framework is designed to help people better understand tendencies in themselves and others that contribute to or inhibit success. We focus on turning insights into action by practicing new skills,

creating targeted action plans, and inviting participant's managers to join the beginning and end of the program to help make connections within the company and have a plan to support the talent they sponsored.

The goal is for individuals to build stronger relationships in order to receive better feedback and sponsorship, increase their influence, and more effectively manage others. This, in turn, helps companies accelerate their pipeline.

Approach

- 1 Understand the value of each framework:
 - ❖ Hogan Motives, Values, Preferences Inventory
 - ❖ Hogan Personality Inventory
 - ❖ Hogan Development Survey

2 Learn the scales:

| | Low Scores Value: | High Scores Value: |
|------------|---|---|
| Pragmatism | Flexibility, sharing credit, "behind the scenes" roles | History, public praise, high-visibility roles |
| Team | Cooperation, democratic decision-making | Authority, assertiveness, consensus, influence |
| Modesty | Professionalism, self-discipline, formality | Fun, variety, excitement, light-hearted culture |
| Altruistic | Personal responsibility, self-reliance, productivity | Helping others, coaching, providing services |
| Adaptation | Focus, quiet focus, minimal interruptions | Networking, relationships, teamwork, team-orientation |
| Tradition | Progress, change, diversity, autonomy | Consistency, attention, principled standards of conduct |
| Security | Flexibility, limited liability | Structure, order, predictability, minimizing risk |
| Clarity | Clarity, precision, low profile, low focus on bottom line | Flexibility, making noise, focus on bottom line |
| Appearance | Formality, propriety, substance over form | Quality, style, brand image, product "look and feel" |
| Science | Logic, intuition, experience-based decisions | Analysis, data-driven decisions, rational arguments |

3 Test understanding (mini case study)

Case Study

BACKGROUND

Princeton HR Insight has been retained by a mid-size pharmaceutical company to leverage Hogan to assess candidates for their open VP Sales role.

One of their short-list candidates is Sam Poole. Sam does not have industry experience but has a strong track record of sales excellence throughout her 20-year career.

The company is 20 years old but was founded as a highly specialized research group. Last year, they decided to build out their commercial structure rather than merge with a large company given the promise of the lead drug in their pipeline. If successful, this VP Sales role will validate that was the right decision. If not, they will likely have to merge within 24 months.

Given the stakes, the VP Sales will be given the opportunity to build a relatively scalable team. They will have a high-risk/high-reward compensation structure.

Challenge from job description:

- Highly visible role with clear business metrics
- Ability to stay calm under pressure
- Need to create direct connections and a feeling of unity across the sales team
- Work from both in-person and virtual environments to drive performance
- They expect to rely, even from mistakes and fast fail.

4 Turn insight into action (personal action plan)

Insights into Action

Aspects of my leadership under stress that impact my effectiveness and actions to mitigate:

Instructions List

Event Dates (Virtual)

Module 1 (Mon, Sept 12th, 11 am - 1 pm est)

Welcome to participants and their managers. Keynote: Lisa Brooks-Greaux | LinkedIn. Participants stay for group debrief of their individual Hogan Leadership assessment.

Module 2 (Mon, Sept 19th, 11 am - 1 pm est)

Training on Motives, Values and Preferences Inventory & Application

Module 3 (Mon, Sept 26th, 11 am - 1 pm est)

Training on Hogan Personality Inventory & Application

Module 4 (Mon, Oct 3rd, 11 am - 1 pm est)

Training on Hogan Development Survey & Application

Module 5 (Mon, Oct 10th, 11 am - 12 pm est)

Closing for participants and their managers. Turning insights into action through stakeholder maps and development plans.

For more information or to sign-up, please contact Jessica Brown at jessica@princetonhrinsight.com

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