



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 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 how one's likely reputation compares to how they see themselves along key dimensions through Hogan leadership Assessment feedback.



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

3 Learn the scales:

| Low/Inhibited | High/Overactive |
|--|---|
| Aggression Tendency to act out, hostile, combative, vindictive | Excessive, public, hostile, high visibility |
| Power Tendency to dominate, control, manipulate, influence | Excessive, public, hostile, high visibility |
| Selfishness Tendency to be self-centered, self-serving, self-promoting | Excessive, public, hostile, high visibility |
| Teamwork Tendency to be team player, collaborative, cooperative | Excessive, public, hostile, high visibility |
| Change Tendency to resist change, status quo, stability | Excessive, public, hostile, high visibility |
| Structure Tendency to be organized, systematic, methodical | Excessive, public, hostile, high visibility |
| Attention Tendency to be focused, attentive, detail-oriented | Excessive, public, hostile, high visibility |
| Communication Tendency to be clear, concise, direct, assertive | Excessive, public, hostile, high visibility |
| Relationships Tendency to be warm, friendly, approachable, supportive | Excessive, public, hostile, high visibility |
| Stress Tendency to be calm, composed, resilient, adaptable | Excessive, public, hostile, high visibility |

4 Tell understanding (mini case study)



5 Turn Insight into action (personal action plan)



6 Support learnings through 1:1 executive coaching



Event Dates (Virtual)

Module 1 (Thurs, May 11th, 11 AM - 1 PM EST)
Participants stay for group debrief of their individual Hogan Leadership assessment.

Module 2 (Thurs, May 18th, 11 AM - 1 PM EST)
Training on Motives, Values and Preferences Inventory & Application

Module 3 (Thurs, May 25th, 11 AM - 1 PM EST)
Training on Hogan Personality Inventory & Application

Module 4 (Thurs, June 1st, 11 AM - 1 PM EST)
Training on Hogan Development Survey Inventory & Application

Module 5 (Tue, June 8th, 11 AM - 1 PM EST)
Turning insights into action through stakeholder maps and development plans.

Module 6 : One-on-one executive coaching scheduled approximately 30 days after Module 5 to help pull through commitments.

For more information or to sign-up, please contact Shea Clarke at shea@princetonhrinsight.com

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