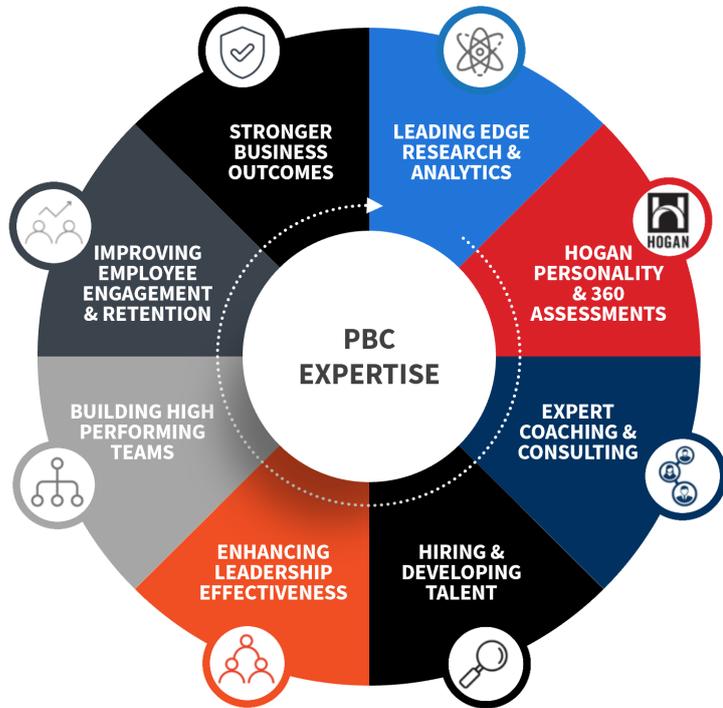


WE KNOW LEADERSHIP, PEOPLE & RESULTS



PBC provides evidence based solutions that enable organisations to select the right people, develop key talent, build better leaders and enhance organisational performance. PBC has grown into a leading provider of human capital consulting services and we are proud to be the Australian and New Zealand distributor of Hogan Assessments. We also pioneered the development of the Hogan 360 suite and the High Performing Team Assessment (HPTA).

“ *Good management is all about creating engagement. And it is very simple. How a manager treats his or her staff drives their engagement. When engagement is high, you get good business results. You get low turnover, low absenteeism, high productivity, and high customer satisfaction ratings. All those mean dollars.* ”

– Dr Robert Hogan ”

EVIDENCE BASED SOLUTIONS

USING SCIENCE TO INFORM PRACTICE

- Our global personality and 360 data is the most comprehensive, and our competency model is unrivalled.
- We have extraordinary benchmarking data covering all industries and management levels
- Our case studies map the causal link between leadership, engagement, and performance
- We are industry leaders in publishing research and thought leadership papers
- Our sophisticated research team is led by 3 Ph.D's. They collaborate with the Hogan research team in Tulsa so that science informs our practice.

GOLD STANDARD ASSESSMENTS

GLOBAL SELECTION AND DEVELOPMENT

- Hogan Assessments use the science of personality to support organisations to select and develop talent
- The assessments are grounded in more than four decades of validated research. Hogan Assessments were the first to scientifically measure personality for business
- Hogan products and services are in 56 countries and 47 languages. Hogan remains the industry leader
- In the leadership and coaching space we combine Hogan 360 results with personality data to build strategic self awareness and career success

ENGAGEMENT PAYS

LEADERSHIP DRIVES ENGAGEMENT AND PERFORMANCE

- Leadership is the most consequential force in business, it can impact 50-70% of team performance and culture
- Leadership drives employee engagement, which is built on industry best practices in selection, development, performance and retention
- Investing in leadership, teams and people, is an investment in a sustainable, robust culture.
- The best organisations measure the causal link between leadership effectiveness, employee engagement, and business results. They also know how to improve the bottom line.

A LEADER'S REPUTATION IS THEIR MOST IMPORTANT ASSET

Combining Hogan Personality & 360 Assessments... One without the other is only half the jigsaw

Leadership competency is driven by personality, intelligence, experience and behaviour choices. To best understand and improve leadership effectiveness, identity and reputation should be measured simultaneously through Hogan personality assessments and Hogan 360 assessments respectively.

The good news is that leadership can be learnt. It is observable, measurable and improvable. Personality and 360 assessments used in tandem are the key to unlocking self-awareness, allowing a person to effectively manage their reputation. It takes focus, motivation, deliberate practice and support. The Hogan 360 is critical to bringing focus. Learning leadership competencies requires disciplined self-management of one's core personality and the necessary learned behaviours to drive engagement and performance.

“ Give me a manager's Hogan personality assessments and their Hogan 360 results, and they have no place to hide. ”
- Peter Berry

PBC ASSESSMENTS

	MOTIVES, VALUES, PREFERENCES INVENTORY <i>The inside of personality: What people want out of life.</i>
	HOGAN PERSONALITY INVENTORY <i>The bright side of personality: Positive behaviours in achieving</i>
	HOGAN DEVELOPMENT SURVEY <i>The dark side of personality: Derailing characteristics when stressed.</i>
	COGNITIVE ASSESSMENTS <i>Measuring problem solving and decision making ability.</i>
	HOGAN 360 <i>How others view your reputation, which is the key to career success.</i>
	HIGH PERFORMING TEAM ASSESSMENT (HPTA) <i>Teams deliver results, judge the leader by their team.</i>

UNDERSTANDING THE CAUSAL LINK OF ANALYTICS

