

# MULTINATIONAL PETROCHEMICAL COMPANY

Using a customised Hogan 360 to develop and identify future commercial and technical leaders.



## AT A GLANCE

### Challenges

- Needed strong measurement tools for the employee lifecycle
- Benchmark leadership capability

### Benefits

- Ability to measure ROI on talent development
- Customised 360 mapped to Canons' leadership capability framework
- Hogan 360 Group Report Team Analytics



"We were already using the standard Hogan 360 in our business so it was familiar for our leaders, but we loved the fact it could be customised to reflect our Leadership Framework.

The immediate impacts to the business were leaders were able to make some small changes to their behaviour immediately to be seen as more effective by their stakeholders.

Yes, absolutely, we would recommend the Hogan 360, self-awareness is a great starting point for any leadership program and the practicality of having that awareness linked directly to the behaviours you want to see in your business is useful for leaders."

**Jennifer Vos**  
**Learning & Development Manager**  
Canon Oceania

## BACKGROUND

Canon Oceania were interested in utilising a 360 multi-rater survey specifically aligned to the revised leadership capability framework.

Canon wanted to measure against a consistent framework across the employee lifecycle. PBC consulting were asked to provide a customised Hogan 360 and Group Report with mapping to their leadership capability framework.

Canon needed an individual and group 360 that could

- Increase strategic self-awareness
- Analyse team strengths, weaknesses, and values
- Benchmark leadership capability

## SOLUTIONS

PBC provided the following to enhance Canon's talent management initiatives;

- Ability to measure against a consistent framework across the employee lifecycle.
- Provision of the opportunity to measure ROI from development investment as the Hogan 360 is a repeatable tool. Data analytics reporting options are also available.
- With sufficient volume, different leadership level benchmarks can be applied to reflect the Canon Australia leadership levels. An internal Canon Australia benchmark may be calculated following sufficient data collection. This is in addition to the global benchmark.

## RESULTS

### Benefits One

Canon can now apply different leadership level benchmarks.

### Benefits Two

Canon can drive real behaviour change as the Hogan 360 uses evidence-based diagnostics and highly effective feedback for individuals.

### Benefits Three

The Hogan 360 Group Report allows Canon to implement targeted team building programs to address team development opportunities and drive organisational performance.