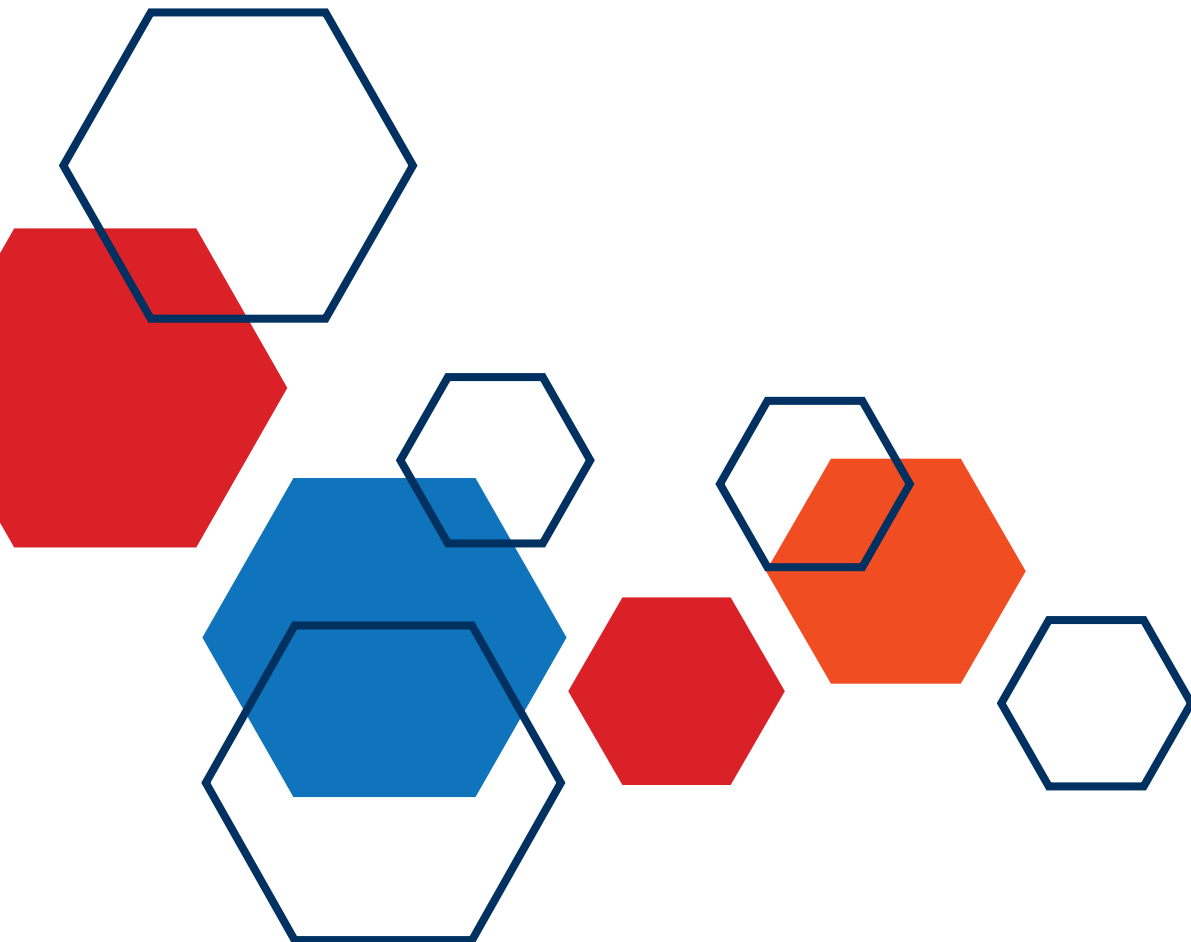


# **We predict & measure workplace performance.**



# We predict workplace performance.

PBC knows how and why people behave the way they do. We know if people will align with your organisation, if they will meet the job requirements, and how they will perform.

## **About Peter Berry Consultancy (PBC)**

PBC is a multidisciplinary global consulting firm with over 30 years' experience in the delivery of solutions aimed at maximising the potential of individuals, teams, leaders and organisations. We undertake research to support our evidence-based solutions and have a network of partners and distributors globally.

PBC is the Australian and New Zealand distributor of Hogan Assessments and the authors of a range of diagnostics including the Hogan 360 suite, Agile suite, High Performing Team Assessment (HPTA), and co-authored the Hogan Safety Climate Survey.

## **About Hogan Assessments**

Hogan Assessments provide insight into three big questions:

### **What do people want?**

Understanding employee values is key to creating an engaged and motivated workforce.

### **How will they get what they want?**

Career success depends on personality as well as education, experience, and technical skill.

### **What will get in their way?**

If dark-side personality characteristics go unrecognised, they can derail careers.

Hogan's products provide an objective lens for understanding people. Our product portfolio addresses every important talent management initiative.

## **Talent Acquisition**

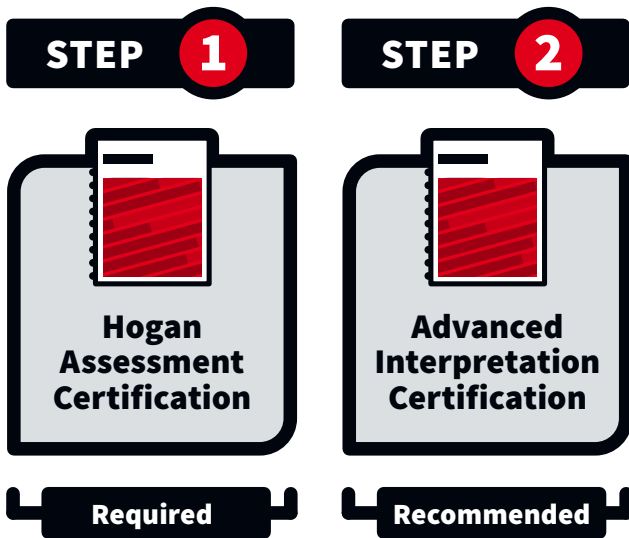
Know who you're hiring. Everyone has made bad hires and would prefer not doing it again. With the insight provided by Hogan's talent acquisition products, you can narrow applicant pools, improve interviews, and find people who will excel in the roles you need to fill, whether entry-level or for the C-suite. Technical skills are easy to spot, but it's personality that will tell you whether a candidate has the capacity to reskill or upskill as your business's needs change over time.

## **Talent Development**

Hiring the right people is crucial, but is it enough? For your organisation to compete, your employees need to improve their performance continually. Your culture needs to be collaborative and inclusive. Your high-potential pipeline needs to be strong. And your leaders need to make sound decisions, anticipate market trends, and set strategic vision. Hogan can help you target coaching and professional development needs so everyone — including those at the top — can develop the strategic self-awareness to maximise their potential.

# Get Hogan Certified.

Hogan's certification programs teach you to interpret powerful assessment data. When you become Hogan certified, your success at interpreting the data will help you solve talent management problems.



## Hogan Assessments Certification

The foundational Hogan Assessments Certification workshop will teach you about our primary personality assessments: the HPI, HDS, and MVPI. You'll also learn to interpret assessment results and debrief assessment takers. This course is required to use the assessments.

## Advanced Interpretation Certification

This workshop is designed for those looking to gain deeper interpretive insights from Hogan personality assessment data. It teaches how to extract value from the subscales, avoid common interpretive mistakes, and discover ways to use low HDS scores and low MVPI scores to bolster your interpretations.

## Benefits

- Personal assessment and a debrief session with a consultant prior to workshop
- Two assessment IDs for immediate implementation after workshop
- Ongoing access to expert consultants
- Reshape the way you think about human nature, leadership, and performance
- Gain practice in delivering feedback to assessment takers
- Showcase your achievement with a Credly Certification Badge
- Earn continuing education credits also recognised by various organisations, including ICF, AHPRA, APS, COP, AHRI, DCA, PIP, SIOPA, and USCMA.

## Ideal Participants:

- Learning and development professionals
- HR and OD practitioners
- Executive coaches
- I-O psychologists
- Internal and external consultants
- Talent management executives and CHROs

**Whether you want to select high performers, develop high potentials, coach executives, or build stronger teams, the first step is to become Hogan certified.**

## GET HOGAN CERTIFIED

Trusted by ASX listed companies, the public sector and 75% of the Fortune 500



# Measure Reputation, Measure Success.



The **Hogan 360** powered by PBC is an evidence based and easy-to-administer questionnaire that compares a manager's self-evaluation on effectiveness, attitude, and behaviour with their employees' honest reviews.

Developed for managers who want to assess their achievement focus, strategy, emotional intelligence, and influence, this report compares to over 44,000 managerial scores in Hogan's global database from over 130 countries. These scores can be further benchmarked against top quartile results in any industry or sector at any job level.

With both soft and hard skills thoroughly evaluated, managers will gain deeper insight into their staffs' leadership expectations and will be able to prioritise specific areas for self-improvement.



## Self-Management

1. Integrity
2. Resilience



## Relationship Management

3. Communication
4. People skills
5. Team Player
6. Engaging



## Working in the Business

7. Capability
8. Efficiency
9. Results
10. Customer



## Working on the Business

11. Accountability
12. Motivation
13. Strategy
14. Innovation

## The Hogan 360 Leadership Model

Competency quadrants of the Leadership Model can be combined to provide greater depth of interpretation, thereby assisting individuals with identifying targeted developmental opportunities.

## Hogan 360 Specifics

- Driven by a self-evaluation benchmarked against peer, manager and direct report feedback
- Assessment time: 15-20 minutes
- Intended for development of middle managers, high potentials, directors and senior leaders
- Provides overview of top strengths and opportunities for improvement
- Includes development planning resources
- Non-discriminatory, equitable and inclusive
- Research & resources are available
- Available in over 20 languages
- Complimentary Online Certification

## Why the Hogan 360 is reliable

- Hogan 360 uses **50 scaled items** (7-point scale)
- Our benchmarking has cut-offs to capture 10th/ 25th / 50th / 75th and 90th percentiles

## Certification

Certification is complimentary and will teach you to use the Hogan 360 to: understand the leader's unique strengths and development opportunities; examine how they are perceived by colleagues; identify which strengths may be being overused; and create an actionable development plan.

# Invest in Teams.



The PBC **High Performing Team Assessment (HPTA)** is a diagnostic that enables team members to provide feedback around the effectiveness of their team on key characteristics that have been shown to promote team performance.

At PBC, we have been assessing teams for over 10 years and collecting a lot of data. The PBC High Performing Team Assessment (HPTA) measures team characteristics from the perspective of each team member. We measure both performance and culture because culture enables performance.



## Performance

Strategy  
Innovation  
Accountability  
Leading Change  
Results  
Meeting Effectiveness

## Culture

Trust  
Professional Conflict  
Communication  
Emotional Intelligence  
Collaboration  
Resilience

## Measure Team Performance and Culture

The HPTA allows teams to gather feedback from team members about how the team is performing across 12 critical themes for success and helps teams understand their mix of strengths and opportunities related to the themes of performance and culture. It is used for ongoing team development and attainment of strategic objectives.

The HPTA includes a number of variations which are suitable for different types of teams including Executive, Management, Frontline, and Agile teams.

## The main applications of the HPTA include, but are not limited to, the following:

- Providing an opportunity to gather feedback from team members on the performance of the team as a whole
- Identifying targeted interventions aimed at improving team effectiveness
- Utilising a diagnostic that can serve as a means of tracking changes and shifts in team performance and culture
- Benchmarking teams within their organisation
- Benchmarking teams against a global comparison group
- Providing input into broader workplace planning and talent management strategies
- Assembling new teams - the HPTA can assist in highlighting the unique strengths and development areas that the team bring together as a collective group.

The HPTA allows teams to gather feedback from team members about how the team is performing. As a result, the HPTA provides useful information that can be used in conjunction with other assessments or tools which help teams understand the different roles and expertise each team member might offer.

**Certification is complimentary and enables consultants and professionals to provide feedback around the effectiveness of a team. Learn more at [peterberryconsultancy.com](http://peterberryconsultancy.com)**

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