

The Hogan approach to

Leadership Development

Many leaders or potential leaders look to identify their High Potential Leadership areas as well as identify and strategize to develop their challenge areas. Managers, Learning & Development and HR managers are often looking for effective tools and development techniques to spot high-potential leaders and develop individuals towards these future roles in the organisation.

So what is the Hogan Approach to Leadership Development?

The Hogan Leadership Development Workshop utilises established leadership development reports based on 30+ years of research and socioanalytic theory that identify competencies, derailers, and values of top leaders.

During this powerful workshop, individuals spend time in self-exploratory mode as well as working in stimulating cohorts and participating in activities to examine the following areas:-

- **Potential – The Bright Side**

A leaders day to day leadership style

- **Challenge – The Dark Side**

We all have one! Behaviours that threaten and take control of a leader who is under stress and pressure

- **Values**

The Values Report explores a person's core values and goals that ultimately drive a leader's behaviour

- **Coaching**

Using a five-step planning process to produce a powerful, personal development plan designed to foster professional growth

Pre & Post Workshop

- Completion of HoganLead profiles
- Tangible 5 step personal development plan
- Recommended 2 personal coaching sessions as one to one follow up

Certification

Certification of Competence on completion of Hogan personal development plan.

Workshop Objectives



During this 1 day workshop participants will:

- Identify your day to day leadership style and the impact this has on your team, peers, boss and personal life
- Learn which of your leadership behaviours and competencies positively impact your performance as a leader
- Discover your development recommendations and create a practical coaching action plan
- Highlight your characteristic way of seeing the world and treating team members and peers while under stress and pressure
- Devise strategies to predict, manage and overcome personal derailers
- Examine your preferred values and determine the kind of environment you create as leader

Key Benefits for You and Your Organisation

The increase in self awareness as a leader and the ability to understand the impact your actions have, is the first step to effectively translate into changed and sustained behaviour. This will make significant impact on performance at all levels. The key to succession management is to create a match between the company's future needs and the aspirations and abilities of its leadership team. By using Hogan in your leadership development process, you can foster professional growth of yourself as a leader and evaluate your impact as a leader on the climate and culture of your organization.

People-
Centric the
difference
that makes the
difference in
training