



## Bringing you the latest Peter Berry Consultancy and Hogan News

### Peter Berry Consultancy is pleased to provide you with the latest in Australian and US Hogan News featuring:

- Highlights from a study on Leadership development strategies, practices and measurements conducted by the Center for Creative Leadership and associates.
- Hogan Assessment Systems' 2007-2008 Business Outcome Highlights study, featuring return on investment (ROI) data from nine unique research studies.
- Hogan Accreditation dates for 2009

### Strategies for leadership development

The Center for Creative Leadership and their associates recently released a study on leadership development strategies, practices and measurements based on five prominent (global) organisations: PricewaterhouseCoopers, Pepsico, Cisco, Caterpillar and Washington Group International. The study was published in "The Leadership Advantage" by R.M Fulmer and J.L. Bleak (2008) and highlights:

World's Best Practice for Leadership Development is becoming clearer. The Peter Berry Consultancy methodology aligns with top tier firms' approach to Leadership Development Strategy:

- Winning organisations build a strong linkage between business strategy and leadership-development strategy
- Executives use leadership development as a powerful tool to formulate, translate and communicate strategy
- Strategic HR development needs to be part of the corporate planning cycle
- Accountability needs to be clear – what is expected post training
- Developing people is a growing measure of executive success

### To that end, a Leadership Development Program must:

1. Link to a Strategic Plan
2. Be supported by Metrics
3. Sell the strategy to the whole organisation

The following summarises what these organisations are doing:

### Caterpillar - Global Fortune

- People are part of the strategic plan
- EOS data is a key metric and they target 80% engagement scores
- Use 360 Feedback
- Measure return on investment (ROI) for the leadership development investment

## **PricewaterhouseCoopers – in 2007 listed as one of Fortune magazine's 100 Best Companies to work for**

- Coaching is fundamental and uses 360 Feedback
- Leadership Development is tied to strategy (Business goals: People/Clients/Quality)
- Conduct a pulse EOS twice a year
- Focus is: Make it Happen/Become a great place to work/World class relationships

## **Washington Group International – cited in 2005 by Hewitts as one of top twenty US companies for developing Leaders.**

- People/Performance/Profitability Framework
- 360 Feedback data is a key metric
- Include importance of Human Capital as part of their leadership program; attract, hire and retain high performers
- Retention metrics are a key measurement

## **Cisco – in 2007 ranked 11th in Fortune magazine's list for 100 Best Companies to work for**

- Leader role shifts from technical and business focus to leading people focus
- Use 360 Feedback
- Grow Model
- Leadership Competency Model
- Retention figures improved for participants in leadership programs

## **PepsiCo Inc.**

- Use 360 Feedback
- Use EOS
- Employees required to demonstrate both business and people skills – this is linked back to executive compensation (50/50)
- Use employee turnover as a metric
- Pepsi's model for leadership Development is: Set Agenda/Taking others with you/Doing it the right way
- Leadership development is tied in with the business strategy
- Coaching and mentoring is use

Additionally, many of these organisations are utilising the Hogan Assessment Systems as an integral part of their talent development strategy.

## **Leadership Development @ Peter Berry Consultancy**

Our standard Leadership Program is a six day course (3 X 2-day workshops spread over about 6 months) and is centred around both self-improvement and business improvement.

- Self-improvement is delivered through the use of 360 feedback and 3 Hogan Assessment Instruments, the HPI, MVPI and HDS.
- The Business Development side of the program can incorporate your major needs but should reflect the general direction of your business plan, business excellence, customer focus and process improvement. We can also cover issues such as managing people for high performance.

Our Leadership and Development programs can be customised to suit your needs. Satisfaction should be measured by the return to the business, employees and climate in the forms of increased satisfaction, motivation and productivity. Customised Leadership Development designed to target your improvement objectives is one of the best ways to improve the skills and confidence of your leadership team

Canberra Airport Group has recently completed a Leadership Program facilitated by Peter Berry. Here is what Stephen Byron, the Managing Director of the Canberra Airport Group had to say:

“The Leadership Program was excellent. It gave our people a lot of depth in different disciplines. I am convinced that for many in the program it will ignite the fire within them to step up to a higher level. It will also create teamwork across disciplines around our bigger picture. Some of the team now know they have what it takes to be leaders. The program has given them the skill sets to become leaders.

The evaluations of the program were fantastic which is a credit to the team at Peter Berry Consultancy. It's fantastic that they had so much fun and got so much out of it.”

**If you would like to know more about PBC's Leadership Development Programs, we would be delighted to hear from you. Please contact Sally Felton at [sfelton@peterberry.com.au](mailto:sfelton@peterberry.com.au) or 02 9967 9666**

## **Australian Hogan Public Accreditation Workshops**

### **2009 Workshop Dates**

**Below are the dates for our up-and-coming Hogan Accreditation Workshop.**

#### **Sydney**

- **Thursday 26th & Friday 27th February, 2009**
- **Thursday 14th & Friday 15th May, 2009**
- **Thursday 13th & Friday 14th August, 2009**
- **Thursday 10th & Friday 11th September, 2009**

#### **Melbourne**

- **Thursday 26th & Friday 27th March, 2009**
- **Thursday 18th & Friday 19th June, 2009**
- **Thursday 27th & Friday 28th August, 2009**
- **Thursday 3rd & Friday 4th December, 2009**

[Register to attend the next public session.](#)

## **Recent Hogan News**

### **Hogan 2007-2008 Business Outcome Highlights Study**

Hogan continually partners with clients to conduct ROI research studies to demonstrate the value of our assessments. These studies demonstrate the value of Hogan tools using metrics specific to the goals of each client organization.

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[Hogan Assessment Systems](#) has released its 2007-2008 Business Outcome Highlights study, featuring return on investment (ROI) data from nine unique research studies. This study covers a wide range of industries, including communication, transportation, law enforcement, pharmaceutical, finance, insurance, and more.

Highlights from the [Hogan Business Outcome](#) study include:

- Using the Hogan selection process for financial advisors rewarded a substantial \$8 million return on investment.
- Transportation drivers meeting the high-fit criteria in the Hogan process had a 16% lower accident rate.
- Managing partners who matched the Hogan profile averaged \$175,000 more in sales than those not meeting the profile.
- Using Hogan tools to select sales representatives for just one year dropped turnover rates by 30%.

The goal of each ROI study is to demonstrate the value of using the Hogan tools. Hogan's 2007-2008 [Business Outcome Highlights](#) study shows significant ROI results from the most rigorous research standards, providing companies with proof that Hogan assessments predict job performance.

[Click here](#) to download the 2007-2008 Business Outcome Highlights study.

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