



Bringing you the latest Peter Berry Consultancy and Hogan news

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Details from the Hogan Visit to Australia

Dr Jarrett Shalhoop and Dr Kevin Meyer, members of the Hogan international consulting practice, were in Australia during June and July to attend a range of events including: Peter Berry Consultancy and Hogan Practitioners' Conference (details below); the 8th Industrial Organisational Psychology Conference (details below) and were Keynote Speakers at the International Customer Service Professionals event.

Details from the Hogan Practitioners' and Client Conference

Several hundred Peter Berry Consultancy clients and Hogan Practitioners attended events in Brisbane, Sydney and Melbourne. During these events, the following topics were covered:

- Using Hogan to Select and the release of new reports
- Using Hogan in a Safety context to Select, Induct, Develop and Identify a Safety Culture
- Using Hogan with Teams
- Using Hogan for Development and Leadership including Coaching (this session also included the release of the Hogan High Potential Report)
- Hogan Practitioners' Session in Melbourne and Sydney enabled established coaches to share their personal experience using Hogan to coach.





[PowerPoints are now available via our website.](#)

8th Industrial Organisational Psychology Conference

Over 600 delegates from Australia and 13 other nations attended the 8th Industrial Organisational Psychology Conference held at Manly. Peter Berry Consultancy and Hogan Assessment Systems were the Platinum Sponsors of this conference. Drs Shalhoop and Meyer, along with Shayne Nealon and Kim Pluess, met with conference attendees at the Hogan/Peter Berry stand. Research on the Generational Difference in Values was also released at the conference.

[Click here to view the research](#)



**HOGAN CERTIFICATION
WORKSHOPS**



2009 Workshop Dates

We are pleased to announce that we have added Brisbane to the accreditation schedule.

Sydney

- Thursday 10th & Friday 11th September, 2009
- Tuesday 15th & Wednesday 16th December, 2009

Melbourne

- Thursday 3rd & Friday 4th December, 2009

Brisbane

- Thursday 24th & Friday 25th September, 2009

[To register for the next public course, click here.](#)

For courses outside of Australia or courses in 2010 please contact our office (+61 2 9967 9666) who will assist you.

Showcasing Hogan Australian Transport Driver Research Project and Solution

Peter Berry Consultancy and PASS has been working with the transport industry to develop an Australian validated Transport Driver Profile. Hogan Assessment Systems has had many years of experience within the transport sector. This research was spearheaded by Drs Robert and Joyce Hogan's extensive experience within the transport sector. The Australian project allowed us to draw on Hogan's past research within the sector and combine that with an extensive research study over 18 months in Australia of Australian drivers. This research, combined with 40+ studies of transport jobs, was used to create an Australian Transport Driver Profile. This profile is aimed at assisting organisations in selecting applicants most likely to be successful drivers. Full details of the research is available in our White Paper – Using Personality Assessment to Predict Driver Success in the Transport Industry. For a brochure on the Australian Transport Driver Report, [click here](#). For incumbent drivers, when this report is combined with the Hogan Safety Report, the result can be a powerful development tool.



Horticulture New Zealand Conference

People and planning in difficult times

On 22nd July, Jamie Sinclair from Peter Berry Consultancy presented a Keynote Address at the Horticulture New Zealand Annual Conference in Christchurch. The Conference theme was "Powered by People" and Jamie's presentation focused on effective planning and people management in difficult times. As well as providing critical insights into issues around people and culture, the address challenged the 400 conference delegates to prepare a one page business plan during the presentation.

Part of the presentation included 10 golden rules for managing in difficult times:

1. Increase the frequency of business performance reviews ...focus on overheads
2. Review the implementation of the one page plan ...at least quarterly
3. Be prepared to challenge previous models and assumptions
4. Look for opportunities to invest ...prospecting, future growth
5. Get closer to customers ...anticipate, listen harder, respond quicker
6. Look for ways to celebrate success and create momentum
7. Keep staff informed ...more is usually better
8. Work on your 'A' Team ...secure key people
9. Focus on other key relationships ...suppliers and sub-contractors
10. Actively manage your culture ...create discretionary effort

[Click here to view Jamie's presentation.](#)

[Click here](#) to view an Article on Jamie's Presentation published in the August 2009 edition of "The Orchardist" Magazine.

Upcoming Events

- [TranzNet Conference](#) - 26th-29th August at the Hunter Valley. Kim Pluess, Consultant Psychologist, will be presenting the Hogan Transport Driver Profile; Hogan Safety Report and Peter Berry/Hogan Employee Safety Climate Survey.
- [International Coaches Federation Conference](#) - 31st August to 2nd September at the Adelaide Convention Centre. Peter Berry Consultancy and Hogan will be promoting Hogan's use for coaching including special arrangements for ICF attendees with regard to accreditation.
- [International Customer Service Week](#) - 5th - 9th October in Melbourne. Peter Berry will be a Keynote Speaker at the conference on Friday 9th October. He will be releasing new research on Australian managers.
- [Australian Association of Graduate Recruitment and Development Conference](#) - 11th - 13th November in Sydney. Hogan and Peter Berry Consultancy are silver sponsors of this event. Hogan Assessments offer organisations a range of validated reports for the selection, induction/on-boarding and development of graduates and high potentials.

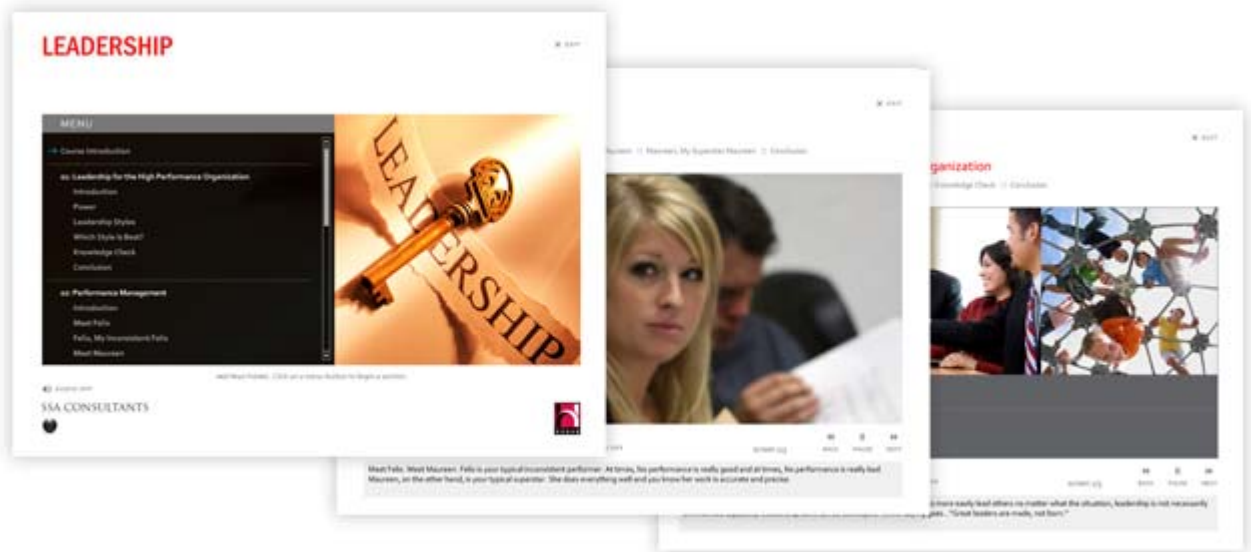
- Hogan Master Class for Hogan Practitioners who specialise in team-building, leadership and coaching. Dates will be released to accredited users shortly. Attainment of [Hogan accreditation](#) is a pre-requisite to attend this Master Class. The facilitators for this class will be Peter Berry and Shayne Nealon.



Welcome to The Hogan Newsletter for August and September. This edition brings you the latest industry news, personality trends, and leadership insights from Hogan.



Hogan announces the launch of a revolutionary management training product that combines the components of online training modules and the power of the Hogan assessments for a customised management development platform. This unique management development product is differentiated from all other training and learning products on the market today. It provides the user with a unique perspective and insight into their strengths and weaknesses, and identifies opportunities for improvement specific to the user's individual Hogan assessment results.



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TM talent management

UNDOING CORPORATE: PERSONALITY & EMERGENT LEADERSHIP

A HOGAN WEBINAR IN CONJUNCTION WITH *TALENT MANAGEMENT* MAGAZINE

The foundation of corporate leadership is shifting. In the wake of scandal and economic downturn, even the most firmly rooted traditions of corporate leadership are in upheaval. Where the old guard once ruled from lofty offices and stuffy boardrooms, new leadership is emerging from the trenches of a more diverse and much younger demographic. Fresh ideas are the new currency, and personality is a driving factor in the abundance of workable strategies in an evolving workplace. In this *Talent Management* magazine webinar, Ryan Ross, Director of Alliances and Partners at Hogan, and Eric Brasher, Organisational Effectiveness Consultant at United Airlines, will discuss the role of personality assessment in a post-corporate, culture-driven business model.

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Hogan Visits Australia and New Zealand

In June, Drs. Jarrett Shalhoop and Kevin Meyer, members of Hogan's International Consulting Practice, voyaged to the land down under to work with Hogan's clients and partners in Australia. They attended a series of Hogan Practitioner Conferences, sponsored by Peter Berry Consultancy, that provided advanced users the opportunity to discuss how to get the most out of Hogan in employee selection, leadership development, team building, and coaching engagements. Shalhoop and Meyer then traveled to New Zealand to visit Winsborough Limited. Dr. Shalhoop was a guest on the morning business show, ASB Business with Michael Wilson, to discuss the role of personality in leadership derailment. [Watch the video.](#)

What Followers Want From Their Leaders

A look into the very distant past of human existence shows that some conditions are more conducive to leadership than others and that followers naturally prefer specific forms of leadership and resist other forms. By understanding and acting on the three fundamental individual needs that result from group living and the three tough problems faced by ancient tribes, leaders can better connect with their followers.

This article by David Winsborough, Director of Winsborough Limited; Robert B. Kaiser, Director of R&D at Kaplan DeVries; and Robert Hogan, President of Hogan Assessment Systems, appeared in the July/August issue of Leadership in Action.

[READ MORE](#)



SSA Consulting is an organisational development and management consulting firm with a team of professionals who have diverse academic credentials and complimentary, real-world experience. The expertise of this team enables SSA to provide high quality consulting services that help organisations improve their performance.

SSA used the Hogan Leadership Forecast Series to assess the makeup of all supervisors at a community-based hospital organisation – from front-line managers to senior-level members of the executive team, and to provide training and feedback to aid in the growth and development of these key managers and supervisors within the organisation.

[READ MORE](#)

Hogan Contributes to the *Handbook of Workplace Assessment*

Chapter 4 of the *Handbook of Workplace Assessment* provides an overview of personality psychology as it applies to business practices. It is organised into five sections. The first discusses the definition of personality, a topic that is often discussed but seldom defined. Subsequent sections concern the kinds of personality assessments available to businesses, the pragmatics of personality assessment, the criticisms of personality assessment and speculations of the future direction of assessment.

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Hogan: Out and About

[IPMA Annual Conference](#) September 13-16, 2009 Nashville, TN

[TaleoWORLD 2009](#) September 14-16, 2009 Las Vegas, NV

[EATP Growing Talent in Europe](#) September 30-October 2, 2009 Brussels, Belgium