



Bringing you the latest Peter Berry Consultancy and Hogan News

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What's New in Leadership

We are pleased to provide you with our latest research on leadership. Our research “What’s new in Leadership” takes 1046 managers who have completed the Hogan profiles and compares CEOs, Executives and Managers. The analysis looks at trends across different levels of management and identifies six key traits of great leaders: Executive Drive, Vision, Risk Taking, Detail, Relationships and Perceptiveness.

This research also looks in detail at the PBC four quadrant leadership model which identifies the competencies that make great leaders. These are: self management; relationship management; working “in” the business and working “on” the business and identifies EQ and IQ. We have also analysed the dataset from our locally normed Hogan compatible 360 Degree Feedback comparing the differences between high and low scoring managers against the PBC four quadrant leadership model.



[To download this report and the analysis, click here](#)

Do you know what your staff really think?

Leading management magazine, 'Management Today' recently interviewed Peter Berry on how Employee Culture directly links to the bottom line. Peter Berry Consultancy has been collecting data using the Employee Opinion Survey for over 12 years. In this article Peter draws the link between leadership, organization culture, employee engagement, trust and loyalty.



[Click here to view the Article](#)



(UK Research Report)

Geoff Trickey, Managing Director and Gillian Hyde, Director of [Psychological Consultancy](#), a UK-based psychology consultancy firm (PCL), recently released a report "A Decade of the Dark Side" fighting our demons at work.

The report shares insights gained over a decade of professional practice focused on raising awareness of dark side processes, their impact on individual careers, relationships with colleagues and on organisations. The report uses Hogan Development Survey (HDS) data from more than 18,000 UK participants gathered between 1999 and 2009. This baseline data is used to find specific dark side tendencies within different sectors, industries and generations to see where organisations may be at risk from these potentially destructive personality traits.

We would like to thank PCL for allowing us to share this exciting research.

To read the report, [click here](#)

To read related press release, [click here](#)



HOGAN MASTER CLASS

 peterberryconsultancy

Join Peter Berry Consultancy Pty Ltd for a one day **Hogan Master Class** focused on using Hogan for Leadership, Coaching and Team Development

The first Sydney Master Class is booked out!! We will be hosting a second Sydney Master Class in March 2010.

Dates:

Sydney

Friday 27th November, 2009 – FULLY BOOKED

Friday 26th March, 2010 – JUST ANNOUNCED

Melbourne

Friday 12th February, 2010 – Places still available

Facilitated by [Peter Berry](#), the Master Class will focus on using the Hogan Profiles for Leadership, Coaching and Team Development. Open to [Hogan Accredited Practitioners](#) only, the course has been designed to enhance participants' understanding of the scales, subscales and configural scoring.

Peter will share new research on leadership, provide insights into teaching methodologies and materials used in leadership, coaching and team building, and will share typical profiles by industry sector and case studies.

[Click here to register](#)



2009 Hogan Accreditation Workshop Dates

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

Adelaide

- Monday 9th & Tuesday 10th November, 2009

Melbourne

- Thursday 3rd & Friday 4th December, 2009

Sydney

- Tuesday 15th & Wednesday 16th December, 2009

To register for 2009 Workshop [click here](#)

To register for 2010 Workshop [click here](#)

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



WJM ASSOCIATES, INC.
Enhancing Executive & Organizational Effectiveness

STOP PRESS – WJM Survey on “Which is the Best Assessment Instrument?”

HOGAN ASSESSMENT SYSTEMS RATED NO. 1

In a recent independent survey, Hogan Assessment Systems, by a clear margin, rated no. 1 as best single assessment instrument most useful for Executive Development. WJM Associates, a New York-based organization, conducted the survey of organizational development professionals from Fortune 500 companies, as well as WJM’s Faculty of 100+ thought leaders including executive coaches, psychologists and organizational development consultants from around the world.

Other instruments rated included 16PF; Leadership Versatility Index (LVI); Myers-Briggs Type Indicator; Leadership Architect Suite (Lominger); DISC; Strengthfinders (Gallop); Birkman and Caliper.

ICSP Customer Service Week



ICSP
INTERNATIONAL
CUSTOMER SERVICE
PROFESSIONALS

ICSP International Customer Service Week has taken on a whole new dimension presenting businesses worldwide a chance to reward and recognise the champions of service. Peter Berry was a key note speaker at the conference and the PBC team would like to congratulate all those who were recognised for their achievements.

[Click here](#) to find out the winners.

Australian Association of Graduate Recruitment and Development Conference



[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.



NEWSLETTER

THE SCIENCE OF PERSONALITY

OCTOBER / NOVEMBER 09

Welcome to this edition of *HoganNews*, Hogan's bi-monthly e-newsletter, keeping you informed of important industry insights, events and Hogan developments.

icapstone

PERSONALIZE YOUR TRAINING

FREE
iCapstone Pilot Program

iCapstone, Hogan's online managerial training process, is a first in the industry. It merges traditional online managerial training with self-assessment. Not only do participants gain valuable information about becoming more effective managers, but they also gain unparalleled insight into their own personality traits and potential derailers. This combination of skills training and self-awareness teaches managers critical aspects of good management and highlights the impact their own personality traits have on their team and leadership style.

Hogan is searching for three companies to participate in a complimentary pilot program for iCapstone. Through this limited time promotion, selected companies will have access to 10 complimentary iCapstone courses for 30 days (a \$6,000 value).

If your company is interested in increasing first time managerial/supervisory performance, Hogan's iCapstone promotion provides an economical, risk-free opportunity you simply cannot pass up. Sign up today by clicking on the "Apply" link prior to October 16th, 2009 to complete the online application form for your chance to participate.

[APPLY HERE](#)

Hogan Job Evaluation Tool

**Technical
Information**

**Job Family
Comparisons**

The Hogan Research Division (HRD) announces the development of the 2009 Job Evaluation Tool (JET) archive. This archive contains structured job analysis data collected on thousands of jobs around the globe. These jobs represent a diverse collection of industries, organizations, and geographic regions, making the JET archive one of the largest and most comprehensive collection of job analysis data in the world. To view technical information on the JET and the JET archive, click below.

[READ MORE](#)

The JET provides Hogan users with a structured, reliability, and valid method for easily obtaining detailed job analysis information. This information highlights the individual characteristics that both contribute to and detract from successful performance. The JET archive allows users to both review job analysis information and compare results across multiple jobs and job families. Based on these comparisons, HRD can provide Hogan users with a variety of results, including job family comparisons, comparing results from individual jobs to job families, and comparing results from individual jobs to one another. For examples of job and job family comparisons using the JET archive, click below.

[READ MORE](#)



Advantage:

An Off-the-Shelf Solution for Employee Selection

When it comes to a simplified approach to job candidate selection, there is no better option than Hogan's Advantage report. Advantage combines Hogan's reputation for accurate prediction and exhaustive research with an immediately applicable, low-cost solution targeted at entry- to supervisor-level positions. Designed specifically to function as a pre-hire selection tool, Advantage accurately and

- Off-the-shelf hiring solution
- Backed by more than 30 years of research
- 5 minute, 74-question assessment inventory
- Designed to assess general employability
- Based on 3 primary employability scales

efficiently predicts a candidate's on-the-job performance.

- Provides dynamic interview questions
- Provides overall employability score
- Available in multiple languages*

[READ MORE](#)

[VIDEO](#)

International Conferences

E-ATP - Brussels

Hogan was recently a proud sponsor for the inaugural Association of Test Publishers – European Conference in Brussels, Belgium. Hogan and its European partners took an active role in sponsoring and presenting in the conference sessions. Dr. Robert Hogan was a panelist in the CEO Roundtable along with CEO's from some of the top test publishers in the world. Dr. Hogan also held a session entitled "Personality and the Fate of Organizations." Ryan Ross presented "Flawed Leadership – Is It Pressure or Personality," and also led a moderated panel discussion "Beyond the Ropes Course – Using Assessments for Team Development." The panel consisted of three Hogan international partners, Rostislav Benak from Czech-based [Assessment Systems](#), Rainer M. Neubauer from [Metaberatung](#) and Richard Brady from [Mentis Consulting](#). Hogan continues to support ATP based on their efforts to advance the profession of testing within the workplace. Ross currently serves as the I/O Division Chair. The [ATP conference](#) is scheduled for February 7-10 in Orlando, Florida.

CEE Summit - Prague

Ryan Ross, director of alliances and partners, and Bill Monroe, director of international operations, attended the Hogan Central and Eastern Europe (CEE) Summit sponsored by Hogan's Czech distributor, Assessment Systems. The three-day conference for CEE partners included representatives from the Czech and Slovak Republics, Romania, Bulgaria, Hungary, Ukraine, Russia, and Poland. Ross and Monroe opened the conference, discussing Hogan's history, strategic vision, and international capabilities. Ross presented topics on Hogan's response to the selection-development wave, using Hogan for development, talent management, research, and ROI. Monroe presented with Rostislav Benak on principles, guidelines, and the future of Hogan in CEE. Monroe also discussed partner networks and the importance of business cooperation to increase market share.

From the Hogan Blog

Revisiting LMX Theory

By Dr. Robert Hogan

In 1982 I undertook a self-taught crash course in I/O psychology, with a special emphasis on leadership. At that time, I concluded that LMX theory was the only model of leadership that made any sense; the alternatives seemed hopelessly academic. I have recently had the opportunity to meet George Graen, the author of LMX theory and to confirm my initial reactions. George is smart, productive, perceptive, and an artist—which means that he is constantly fiddling with his ideas. At its core, however, LMX theory is, in my judgment, exactly right. I would like to summarize the highlights of the theory, as I understand it.

[READ MORE](#)

Conferences & Workshops

[11th Annual Women in Leadership Summit](#)

November 2 - 4, 2009

San Francisco, California

[The Metropolitan New York Association for Applied Psychology](#)

November 19, 2009

New York, New York

Dr. Robert Hogan will speak on the topic of employee engagement. He will define engagement, put it in the proper conceptual context, and evaluate its ROI potential.

[Web Courses](#)

HBRI Certification provides a comprehensive tutorial on how to interpret the Hogan Business Reasoning Inventory (HBRI).

Where: Online Session

When: Any Time