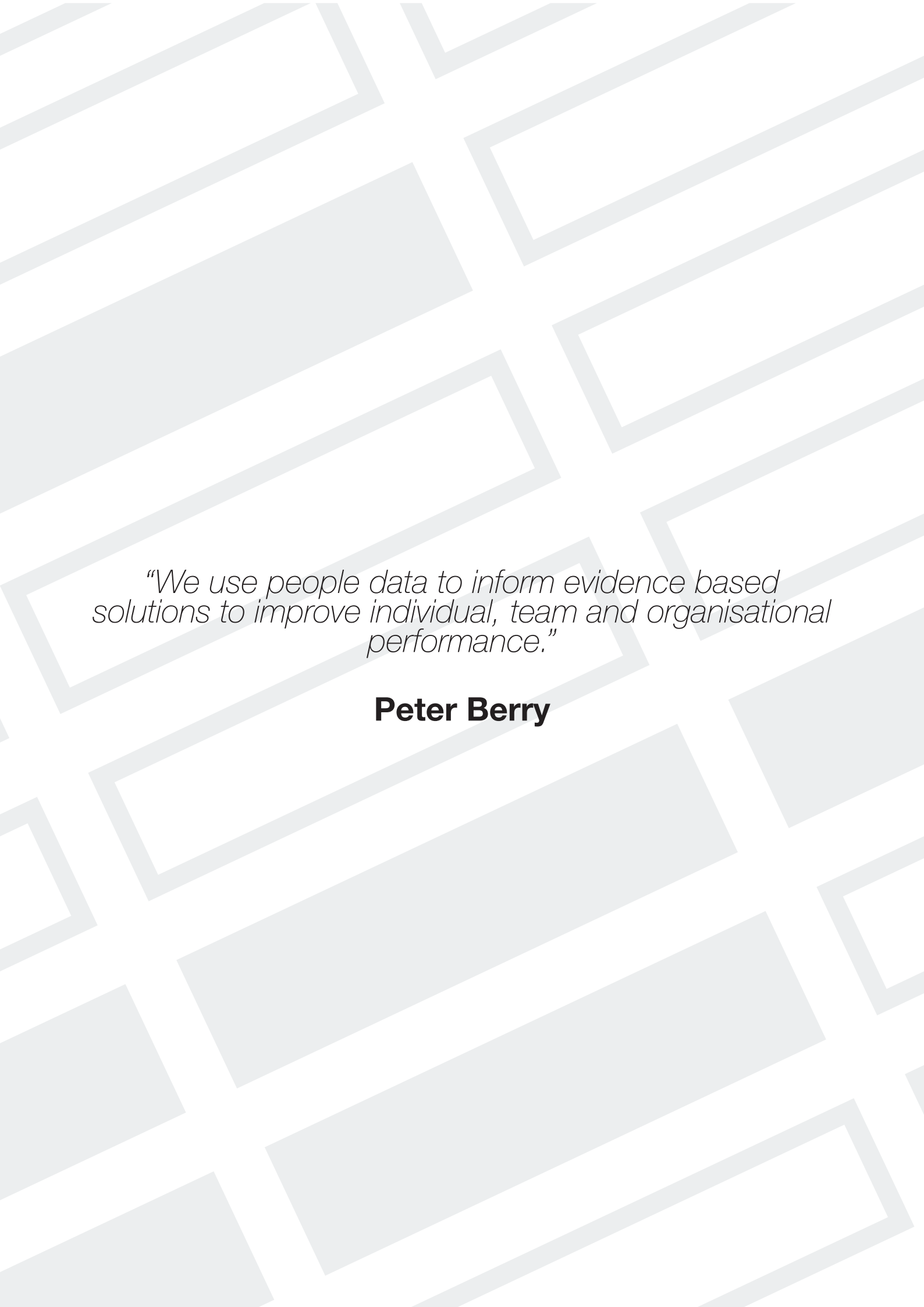


# Evidence based people solutions.



*“We use people data to inform evidence based solutions to improve individual, team and organisational performance.”*

**Peter Berry**

# Evidence based people solutions.

Since 1990, Peter Berry Consultancy (PBC) has been supporting our clients to **select** the right people, **develop** key talent, build better **teams**, drive **leadership** capability and enhance **organisational performance**.

## Who we are

PBC is a multidisciplinary global consulting firm with 30 years' experience in the delivery of best practice human capital solutions to maximise the potential and performance of individuals, teams, leaders and organisations.

## Our People

Our team of consultants, organisational psychologists and project managers have a range of capabilities and expertise to deliver innovative solutions that address real business needs. With offices in Sydney and Melbourne, we employ highly skilled and experienced consultants with backgrounds in psychology, business consulting and human resources.

Our network of international partners and distributors allow us to support our clients globally.

## PBC is the Australian Distributor of Hogan Assessments.

Hogan combines the science of personality assessment with practical business experience to assist organisations in managing a wide range of human capital solutions. Grounded in more than four decades of validated research, Hogan Assessments were the first to scientifically measure personality for business.

# Our Solutions

PBC's human capital solutions cover the entire employee lifecycle from selection through to development, focusing on individuals, teams and organisational solutions.



## Selection

Select the right people for the right roles. PBC's selection solutions ensure you can efficiently select the best fit candidates to meet your requirements.



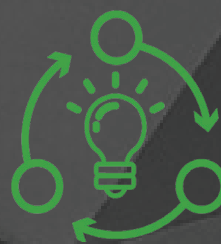
## Teams

High performing teams drive business results by outperforming the opposition. PBC's team solutions leverage the value of the collective.



## Development

Building individual, team and organisational capability through a focus on both strengths and challenges to increase performance.



## Organisational

Data-driven insights and analytics services, coupled with our business consulting services drive performance and results.

# Our Packages

**PBC offers a range of tailored packages including:**

## **Graduates**

PBC's graduate solutions not only identify the best graduate talent and provide a great candidate experience, they also support the development of highly capable graduates.

## **Safety**

PBC and Hogan's safety solutions equip organisations to select safer employees, develop safety capability and identify key safety issues that can be used to improve the safety culture and outcomes of your workplace.

## **Talent**

The competition for talent is fierce, and organisational success in the future is dependent upon finding and developing high-potential leaders for key organisational roles. PBC's Talent Codex helps you identify, develop and engage your talent.

## **Business Planning**

We utilise our extensive range of customised consulting solutions, products and expert facilitation to implement business planning solutions that deliver ROI for our clients.

## **Executive Selection**

Identify executive capability through understanding leadership potential, judgement and reasoning. PBC's executive selection solutions cover a range of leadership levels.

## **Agile Leadership**

PBC and Hogan's suite of agile leadership solutions help you identify and develop those leaders likely to be more successful in digitally disrupted environments. Find out whether your leaders are prepared for tomorrow's leadership challenges.

## **Analytics**

Driving strategic business performance through people data. PBC's Analytics Codex uses a three stage methodology to ensure a relevant and intelligent approach to people analytics.

## **Leadership Development**

PBC's leadership development solutions combine a unique blend of comprehensive psychometric data, feedback from stakeholders, targeted development programs and highly effective facilitators and coaches.

# Why PBC?

## Selection



PBC's selection solutions are tailored to your organisation to reduce turnover, increase engagement and productivity, lower selection costs and maximise performance.

PBC uses a data driven approach to offer end-to-end selection solutions customised to suit your organisation. We provide off the shelf solutions or a customised, research-based approach to ensure your selection processes are efficient and effective in identifying the right candidates, at the right time, in the right role.

PBC supports organisations to select the right people for roles from graduates, front line, and mid-level manager, all the way through to our executive selection packages. Our solutions include the use of valid and reliable diagnostics through to full service assessment centres.

## Development



Our development solutions drive real behaviour change as we use evidence-based diagnostics and highly effective feedback and coaching methods for individuals and groups.

PBC believes that all talent can be nurtured and with self-awareness, effort and persistence, employees can develop and improve.

PBC's global development solutions use a combination of diagnostics, such as personality assessment, multi-rater/360, and our consulting services to build capability and performance from graduates to high potentials and senior leaders. Our solutions cater to individuals and teams, and inform organisational development programs.



## Teams

We use evidence-based diagnostics such as aggregated individual data, team data and external benchmarks to understand team capability. We then implement targeted team building programs to address team development opportunities and drive organisational performance.

PBC's team solutions support team development and success through targeted solutions that focus on building high performing teams, improving the effectiveness of newly formed or agile teams, getting dysfunctional teams back on track, enabling 'joint venture' teams to be effective, and encouraging collaboration across different functional teams.



## Organisational

All organisations rely on two key groups of people to be successful: their employees and their customers.

PBC's global organisational solutions enable you to measure (and re-measure) what your employees and stakeholders think. We can also help you understand safety attitudes and behaviours across your whole organisation.

PBC's organisational solutions provide meaningful insight into the strengths and challenges facing the business. Armed with this information, they can then put in place targeted plans to address any issues and measure improvement over time.

Using data analytics, our business consulting services help to incorporate these insights into business improvement initiatives to drive performance and improve bottom line results.





*Robert Hogan*

*"People are the most dangerous, consequential forces on Earth. Shouldn't we know something about them?"*

Dr. Robert Hogan, Founder & President

# About Hogan Personality Assessments

Motivated by a desire to bring rationality and social justice to the workplace, Drs. Robert and Joyce Hogan started their business nearly 50 years ago. They successfully challenged decades of academic dogma dismissing the usefulness of personality psychology by showing that personality predicts job performance but, unlike IQ, does not discriminate. Beginning as a small start-up in 1987, Hogan is now the premier provider of personality assessment and leadership development feedback. During the last 30 years, Hogan has assessed millions of working adults while defending its principles of social justice, data-based personnel decision-making, and rigorous technical standards of test development.

Hogan Assessments is the preferred assessment provider by corporations globally.



  
**7**  
**MILLION**  
ASSESSMENTS

**650+**  
**JOBS**

  
**AND JOB FAMILIES**

  
**56**  
Countries

**350+**

**JOURNAL  
ARTICLES  
&  
BOOK CHAPTERS**

**MORE THAN**  
**1.1K**  
**VALIDATION STUDIES**

**47**  
**LANG**  
**UAGES**

**MORE THAN**  
**30K**  
**CERTIFIED**



# Hogan Assessments

Hogan's online, non-proctored assessments are easy to administer and engaging for participants. Available in 47 languages, Hogan's assessments are uniquely positioned for use across the globe.

**HPI**

**HDS**

**MVPI**



## Get to know the Bright Side

The Hogan Personality Inventory (HPI) concerns the bright side of personality — the normal, everyday characteristics that influence a person’s ability to get along with others and achieve career goals. Whether you want to find the right hire or develop stronger leaders, the HPI provides valuable insight into how people work, how they lead, and how successful they will be.

## Get to know the Dark Side

The Hogan Development Survey (HDS) explores the dark side of personality — unconscious tendencies that limit career potential. By assessing dark-side personality characteristics, you can recognise performance risks before they become a problem.

## Get to know the Inside

The Motives, Values, Preferences Inventory (MVPI) evaluates the inside of personality — the core motives and values that determine the kinds of jobs and work environments in which people will succeed. Motives and values define our personal goals and objectives—life outcomes that we either desire or seek to avoid. The MVPI will help you understand what motivates your employees to succeed.





# Hogan 360

**The Hogan 360, powered by PBC, is a comprehensive multi-rater feedback tool designed to help leaders at any level of an organisation understand how their peers, managers, direct reports and any other significant stakeholders view their performance.**

Aligned with Hogan's core assessments, the Hogan 360 uses a research based leadership framework to provide a real-time look at an individual's attitude, behaviour and performance. The report offers constructive feedback around leadership expectations and sets priorities for improvement.

The Hogan 360 is a repeatable tool to allow for a continuous improvement journey and supports the measurement of ROI.

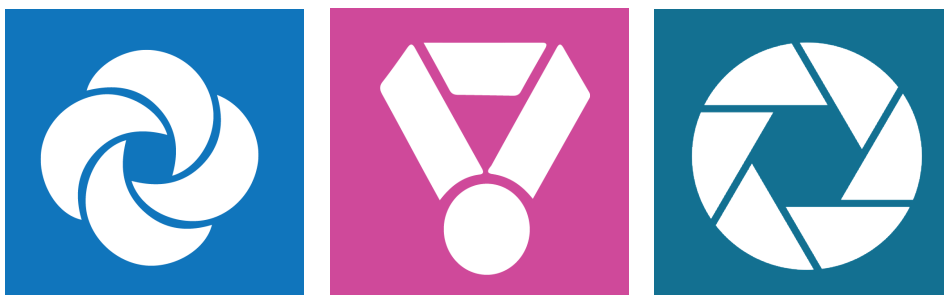
***“How do you get to the truth of your real self?  
You use a 360-degree evaluation.”***

**- Daniel Goleman**

The Hogan 360 is supported by a contemporary global benchmark, which can be broken down by leadership level, industry, sector and top performing leaders. We can also customise the Hogan 360 to suit your organisation's strategy, values and competencies, and we publish additional benchmarked item banks to enable measurement of specific competencies relevant to your organisation's needs.

The Hogan 360 has a range of associated resources including: technical reference guide; research whitepapers; feedback guides; and development activities guides.

The Hogan 360 is the core report in our 360 suite.



# Why Hogan 360?

***“Research shows managers’ behaviour predicts employee engagement; and employee engagement predicts business unit performance. The best way to evaluate managers’ behaviour is with a proper 360 feedback process, and the PBC 360 process is one of the very best.”***

**- Dr Robert Hogan**

- Combining the Hogan 360 with the Hogan personality assessments is one of the most effective ways to assess leadership capability.
- Personality assessments predict reputation; the Hogan 360 measures reputation through collecting observer ratings.
- The Hogan 360 measures both behavioural and business competencies.
- Strategic self-awareness is enhanced by benchmarking one’s results in the Hogan 360.
- The Hogan 360 creates sustainable learning and coaching opportunities for the next year.
- The Hogan 360 delivers results for the individual, the team and the bottom line.
- Improving leadership effectiveness leads to improved engagement and performance, and better organisational results.

P14

*“Give me a manager’s Hogan Personality Assessments and their Hogan 360 results, and they have no place to hide.”*

**Peter Berry**

## Applications

- Individual coaching and development
- Leadership development programs
- Talent identification and development
- Succession planning
- Team building
- Monitoring organisational change
- Internal and external benchmarking
- Organisational analysis
- Cohort analysis
- Analytics and Research
- Measuring return on investment

## Group Report Options

The Hogan 360 group reports capture data from multiple individuals and generates scores for the group to highlight group-level strengths and opportunities. It can also be used to help inform priorities for leadership and team development programs. Group reports can be generated for intact teams or cohorts. Summary and analytic reports are also available.

## Language Availability

Over 15 languages

## Highlights

- Provides qualitative and quantitative feedback
- Makes specific recommendations for development plans
- Can be used as an independent measure
- Combining Hogan personality with Hogan 360 can be a very effective way to measure leadership capability
- Able to be repeated to measure improvement
- Benchmarks available include global, organisational, industry, and leadership levels
- Internationally compliant software platform meeting global data security standards and processes
- Various administration options including high volume super user portals
- Access to real time dashboard to monitor status

## Customisation

The Hogan 360 is a versatile tool that can be customised to meet any organisation's needs. Several customisation options exist including additional items to cater to unique organisation-specific competencies, branding and development frameworks.





# Hogan High Potential 360

The competition for talent is fierce, and organisational success in the future is dependent upon finding and developing high potential leaders for key organisational roles. The Hogan High Potential 360 is part of the Hogan 360 suite and is based on Hogan's model of high potential talent. The Hogan High Potential 360 measures individuals against three integral components of leadership potential: **Leadership Effectiveness, Leadership Emergence, Leadership Foundations**.



## Applications

- Coaching and development
- Talent identification
- High potential talent development
- Leadership development
- Succession planning
- Organisational analysis
- Cohort analysis
- Training needs analysis
- Analytics and research

## Highlights

- Provides qualitative and quantitative feedback
- Makes specific recommendations for development plans
- Can be used as an independent measure
- Combining Hogan High Potential Report with Hogan High Potential 360 is an independent measure of talent
- Benchmarks available include global, organisational and industry
- Internationally compliant software platform meeting global data security standards and processes
- Various administration options including high volume super user portals
- Access to real time dashboard to monitor status

## Language Availability

English UK, English US, Japanese, Russian, and other languages upon request.

The Hogan High Potential 360 can be used in conjunction with the Hogan High Potential Talent Report to provide a deep understanding of the individual from both a personality and behavioural perspective.



# Hogan Leader Focus 360

The Hogan Leader Focus 360 is part of the Hogan 360 suite. The Hogan Leader Focus 360 is designed to help leaders understand their natural leadership style using six leadership dimensions: **Data Leader, Results Leader, People Leader, Process Leader, Thought Leader** and **Social Leader**. The report is designed to increase strategic self-awareness to help individuals use their strengths and identify development opportunities. This contemporary leadership model is unique in the market, it identifies behaviours relevant to a range of leadership roles required in the new world of work for non traditional leaders, and can be complimented with the personality based Hogan Leader Focus report.

## Highlights

- Provides qualitative and quantitative feedback
- Makes specific recommendations for development plans
- Benchmarks available
- Internationally compliant software platform meeting global data security standards and processes
- Various administration options including high volume super user portals
- Access to real time dashboard to monitor status



## Applications

- Coaching and development
- Ideal for Group Delivery and Team Building
- Succession planning
- Cohort analysis
- Training needs analysis
- Analytics and research

## Language Availability

English UK, English US, Spanish, and other languages upon request.

The Hogan LF360 can be used in conjunction with the Hogan Leader Focus Report, which assesses a leader's personality relevant to their leadership style.



# High Performing Team Assessment (HPTA)

Based on contemporary research on high performing teams, the PBC High Performing Team Assessment (HPTA) measures team performance across 12 critical themes for success. It helps teams understand their mix of strengths and opportunities related to themes that are critical to team performance and culture and the attainment of strategic business objectives.

The HPTA is available for **Executive, Management, Frontline,** and **Agile** teams.

## HPTA Executive

Teams in charge of an enterprise, business line or a geographical region with their own Executive Committee or Senior Leadership Team and responsibility for profit and loss.

*Executive specific benchmark applied.*

## HPTA Frontline

Groups of frontline employees with complementary skills and capabilities who have been brought together to perform an ongoing function. These teams typically report to a Manager, Supervisor or Team Leader.

*Frontline specific benchmark applied.*

## HPTA Agile

Groups of employees with complementary skills and capabilities who have been brought together to achieve a specific purpose within a defined period of time. These teams may or may not have a leader.

*Agile specific benchmark applied.*

## HPTA Management

Teams that sit within the organisational structure, and are responsible for running a business unit, business function, or a complex project.

Management specific benchmark applied.

*Management specific benchmark applied.*

### PERFORMANCE

- Strategy
- Innovation
- Accountability
- Leading Change
- Results
- Meeting Effectiveness

### HIGH PERFORMING TEAM

### CULTURE

- Trust
- Professional Conflict
- Communication
- Emotional Intelligence
- Collaboration
- Resilience

# Get started.

Contact us today to learn more about how PBC can help your organisation hire the right people, reduce turnover, and build stronger leaders.

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