

Item 1, 2 & 3 are all measures of leadership, they are Hogan personality assessment, a Hogan 360 review and a high performing team assessment. Assessment 4 & 5 relate to stakeholder satisfaction that measure employee engagement and customer satisfaction.

## Measuring and Improving Key Business Drivers




### Measuring & Improving Leadership Effectiveness

1. Hogan Personality Assessments
2. Hogan 360 Assessment
3. High Performing Team Assessment

### Measuring & Improving Engagement

4. Employee Engagement Survey
5. Customer Satisfaction Survey

### Delivering Better Business Results

-  **Organisational Performance**
-  **Employee Outcomes**
-  **Customer Results**

## Use the Hogan 360 to Develop Your Managers

The Hogan 360 powered by PBC is a comprehensive multi-rater feedback tool designed to help career-minded individuals and leaders at any level of an organisation gain a better understanding of how they are perceived by managers, peers, direct reports, and others.

#### Accurately measure leader's reputation

With strong technical validity & reliability

#### Build leadership knowledge

With universal leadership model

#### Compare & contextualise scores

With global & industry benchmarking

#### Prioritise development areas

With top strengths & opportunities

## Measure Leadership Effectiveness with the Hogan 360

The four quadrant Hogan 360 Leadership Model represents a comprehensive, generic and global set of competencies that allow the measurement of a leader's performance and behaviour. Many organisations customise the Hogan 360 to reflect their values, strategy, and leadership competency framework.



#### Self-Management

Integrity  
Resilience



#### Relationship Management

Communication  
People Skills  
Team Player  
Engaging



#### Working in the Business

Capability  
Efficiency  
Results  
Customer



#### Working on the Business

Accountability  
Motivation  
Strategy  
Innovation

## Applications of the Hogan 360



## Product Specifications

### Survey Structure

- 15-20 minute completion time
- Open ended questions
- 50 Rate-on-scale questions
- A 7-point scale with clearly defined global benchmark percentiles
- Tables showing strengths and opportunities relative to the global benchmark
- Written text including identification of any derailers
- Up to 3 item banks can be added on a complimentary basis

### Global Database

Over 29,000 leaders across the globe

### Complimentary Online Qualification

### Customisation

- Your brand
- Mapping to your competency model
- Custom interpretation resources
- Available in 20+ languages

### Interpretation Resources

- Technical Manual
- Development Activities Guide
- Feedback Guide
- Debriefing & feedback videos
- Consulting support

### Research

- White papers
- Thought leadership
- Case studies