



DEVELOPMENT PROGRAMS

HOGAN ADVANCED WORKSHOPS: DEVELOPMENT AND TEAM BUILDING

New for 2009

Hogan Advanced Workshops: Development and Team Building

Join us for these unique workshops where the participants and facilitators will be experienced users of Hogan inventories and will bring knowledge to bear on the challenges associated with individual development and issues associated with team building.



Tuesday, September 15 & Wednesday, September 16, 2009

Georgia Tech Global Learning Center

84 Fifth St. NW

Atlanta, GA 30308

\$2,000.00 (US) Per Participant



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The Hogan Advanced Workshop: Development will provide in-depth instruction regarding how to use the Leadership Forecast Series, including the Coaching Report, to build an individual development plan that can serve as the foundation for a coaching engagement.

Workshop participants will learn about the Hogan Performance Model and how it can be used as a basis for integrating assessment data from a variety of sources. These data can be used to structure development objectives and outline development activities designed to improve individual performance.

The Hogan Advanced Workshop: Development will enhance each participant's ability to use Hogan inventories along with our most comprehensive and detailed reports—the Leadership Forecast Series—to plan, implement, and truly accelerate individual development.

The Hogan Advanced Workshop: Development covers these learning objectives:

- Identify a range of coaching challenges and how they relate to the Hogan inventories.
- Understand and incorporate the Hogan Performance Model in predicting job performance behaviors.
- Identify important configural interpretations of within and between the Hogan personality inventories.
- Practice incorporating other forms of assessment data (e.g., 360°, cognitive data) with Hogan assessment data.
- Critically evaluate and analyze a master coaching case that utilizes multiple data sources.
- Identify and describe five development strategies for performance improvement derived from the Hogan personality inventories.
- Collaborate and discuss coaching strategies and techniques with other Hogan-user professionals.
- Identify and support client needs in using the Hogan Leadership Forecast Series for development.

The Hogan Advanced Workshop: Team Building provides in-depth instruction on evaluating team-based data to facilitate team development training and consultation.

Workshop participants will be trained in a Hogan-designed methodology using customized Hogan materials and media. Participants will have the tools to identify team development strategies and to conduct comprehensive team building experiences.

The Hogan Advanced Workshop: Team Building will enhance each participant's ability to use Hogan inventories for evaluating team performance and utilizing team building techniques as part of a broader strategy to reach team development goals.

The Hogan Advanced Workshop: Team Building covers these learning objectives:

- Identify five dysfunctions that affect effective team function
- Differentiate work groups versus teams along seven dimensions of team performance
- Identify Hogan personality data that can impede or facilitate team performance
- Understand and apply a Hogan team building workshop based upon Hogan assessment data
- Describe five components of the Hogan Alignment Model
- Analyze team profiles using both configural interpretation and aggregate data interpretation
- Review an in-depth case study by evaluating team strengths and weaknesses and identifying team development strategies to effect positive change

As a prerequisite for Hogan Advanced Workshops, participants must have successfully completed the Hogan Assessment Certification Workshop. Participants will also receive pre-work to be completed prior to the Hogan Advanced Workshops.



HOGAN ADVANCED WORKSHOPS: DEVELOPMENT AND TEAM BUILDING

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Hogan Advanced Workshop: Development

Hogan Advanced Workshop: Team Building

Tuesday, September 15, 2009

Wednesday, September 16, 2009

8:00am - 12:00pm	<ul style="list-style-type: none"> • Orientation and Training Objectives • Introduction to Hogan Performance Model • Review of HPI, HDS, and MVPI Scales • Advanced Configural Interpretation • Hogan Competency Domains and Job Competencies • Job Family Contexts and Configural Interpretation • "Master" Coaching Case Study 	8:00am - 11:45am	<ul style="list-style-type: none"> • Orientation and Training Objectives • Discuss Team Building Successes and Challenges • Review Team Dysfunctions • Overview and Presentation of a Sample Hogan Team Building Workshop
12:00pm - 12:45pm	Lunch	11:45am - 12:30pm	Lunch
12:45pm - 5:30pm	<ul style="list-style-type: none"> • Review of Hogan Coaching Data: Performance Strengths, Values and Drivers, Challenges, and Career Development • Integrate Other Assessment Data with Hogan Data • Nature of Developmental Change: Major Strategies • Overview of Five Behavior Change Strategies • Action Planning • Development Strategies Exercise 	12:30pm - 5:00pm	<ul style="list-style-type: none"> • Review Hogan Alignment Model • Interpret Group Profiles and Senior Team Group Profiles • Discuss Group Exercises – Senior Team Evaluation, Leadership Level Changes, Team Development Recommendations, Organization Recommendations • Wrap-up, Marketing and Questions
5:30pm - 7:00pm	Evening Reception and Discussion		

FIVE EASY WAYS TO REGISTER:

- 1. ONLINE** hoganassessments.com/training/workshops.aspx
- 2. CALL** 800.756.0632
- 3. E-MAIL** sales@hoganassessments.com Please include the following: name, company name, mailing address, telephone and fax numbers, credit card # and expiration date, and name of cardholder.
- 4. FAX** Completed registration form to: 904.992.0315
- 5. MAIL** Completed registration form to: Hogan Assessment Systems Development Programs, 2622 E. 21st Street, Tulsa, OK 74114

Hogan Assessment Systems, Inc. is approved by the American Psychological Association to sponsor continuing education credits for psychologists. Hogan Assessment Systems, Inc. maintains responsibility for this program and its content.

A total of 15.5 continuing education credits will be awarded for full participation and successful completion of both Hogan Advanced Workshops.

This program has been approved for 15.5 (General) recertification credit hours toward PHR, SPHR, and GPHR recertification through the HR Certification Institute.

REGISTRATION FORM (Please print)

September 15 & 16, 2009 • Hogan Advanced Workshops

Name _____ Job Title _____

Company Name _____

Address _____ City _____ State _____ Zip _____

Country _____ Telephone (____) _____ - _____ Fax (____) _____ - _____

E-mail Address _____

Number of Attendees _____ Fee: \$2,000.00 per participant (Please call for discount information for two or more)

Total Amount \$ _____ Invoice Check Enclosed Visa MasterCard American Express

Credit Card Number _____ Exp. Date _____

Name of Cardholder _____ Signature _____

HOGAN ADVANCED WORKSHOP CANCELLATION POLICY: Hogan Assessment Systems must be notified of a cancellation 10 business days prior to the Hogan Advanced Workshop. If you cancel your registration, 10% of the workshop fee will be charged and the balance may be refunded. If you cancel your registration within 1-9 business days of the workshop, 50% of the workshop fee will be charged and the balance may be refunded.

As a prerequisite for Hogan Advanced Workshops, participants must have successfully completed the Hogan Assessment Certification Workshop. Participants will also receive pre-work to be completed prior to the Hogan Advanced Workshops.



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Hogan Assessment Systems Trains at the Georgia Tech Global Learning Center

Located in Midtown Atlanta, the Georgia Tech Global Learning Center (www.gatechcenter.com) is a professional meeting and learning facility ideal for corporate meetings, conferences, and seminars.

The workshop fee includes all materials, lunches, and snacks. Travel, lodging, and transportation expenses are the responsibility of the participant. Although Hogan Assessment Systems has not contracted with a hotel for accommodations, the preferred hotel is the Georgia Tech Hotel and Conference Center (800-706-BUZZ [2899] or 404-838-2100), which is adjacent to the Global Learning Center.



Other recommended area hotels are the Georgian Terrace Hotel (800-651-2316 or 404-897-1991), Regency Suites Hotel (800-642-3629 or 404-876-5003), Hotel Indigo (800-972-2404 or 404-874-9200), and Renaissance Atlanta Hotel Downtown (404-881-6000). When booking your guest room, remember to ask for the GA Tech rate at these hotels. More information about each hotel is available upon request. Register as soon as possible for the Hogan Advanced Workshops as the workshop has restricted seating to ensure a high-quality learning environment.



The Global Learning Center meeting space is engineered to support successful meeting outcomes. With comfortable, ergonomic seating and hard writing surfaces, fluorescent and incandescent lighting, attendees can focus on what's important—the content and outcome of the meeting.

Convenient Parking & Transportation

Finding a close and convenient parking space is easy. The Technology Square parking deck, attached to the Global Learning Center, is accessible from Spring Street.

From the Atlanta Airport: Take Interstate 85/75 north to the Spring/West Peachtree streets exit (Number 249D). Stay in the left lane as you exit on to Linden Avenue. Continue straight for .1 mile on Linden Avenue and turn left on to West Peachtree Street. Travel .3 mile and turn left onto Fifth Street. Go one block and turn left on to Spring Street (Barnes & Noble at Georgia Tech Bookstore on your left and the Georgia Tech Hotel on your right). Proceed a half block and turn right at the next light into the parking deck. Park on the second level (blue level). From there, enter the Georgia Tech Global Learning Center (84 Fifth St. N.W.). Atlanta, GA 30308).

