

Hogan Certification Training

Fundamentals Module



Prerequisites

The course is designed for **HR Directors/Managers/Coaches** who are required to contribute to the **assessment or development of a candidate** or employee, without any particular academic prerequisites.

Teaching Objectives

At the end of the course, trainees will be able to :

- ✓ Understand the theoretical model on which the various Hogan inventories are based
- ✓ Identify the benefits and limitations of Hogan tools in talent development
- ✓ Interpret the MVPI, HPI and HDS scales
- ✓ Conduct a feedback interview
- ✓ Relate scales within the same tool or between several inventories (MVPI, HPI, HDS)
- ✓ Provide feedback between trainees

Teaching methods

- **Pre-training** Hogan questionnaires
- **1 hour feedback** on your profile before the training session
- Hogan reports sent to the beneficiary by email following the 1-hour feedback session
- A **pre-workshop in e-learning** format in French to be completed prior to the session
- **Exercises to be completed** between each half-day (30mn of inter-day work)



Hogan Certification Training

Fundamentals Module



Program

1st half-day

INTRODUCTION TO THE HOGAN UNIVERSE

- ✓ Presentation of the Hogan theoretical model, identity and reputation

THE HPI (HOGAN PERSONALITY INVENTORY)

- ✓ History of the tool's construction
- ✓ Learning the 7 scales and 42 subscales
- ✓ Interpretation exercises

2nd half-day

THE HDS (HOGAN DEVELOPMENT SURVEY)

- ✓ History of tool construction
- ✓ Learning the 11 scales and 33 sub-scales

PRACTICE

- ✓ Cross-referencing scales and questionnaires

3rd half-day

THE MVPI (MOTIVES, VALUES AND PREFERENCES INVENTORY)

- ✓ History of tool construction
- ✓ Learning the 11 scales

PRACTICE

- ✓ Cross-referencing scales and questionnaires

4th half-day

THE RESTITUTION

- ✓ Face-to-face interviews (simulations)
- ✓ Simulated interviews between participants
- ✓ Individual and group feedback



Hogan Certification Training

In-depth module



Prerequisites

- Completion of the "Fundamentals" training module
- This course is designed for **HR Directors/Managers/Coaches** who have to contribute to the **assessment or development of a candidate or an employee.**

Teaching Objectives

At the end of the course, trainees will be able to :

- ✓ Improve accuracy and speed of interpretation of Hogan profiles
- ✓ Learn more about scale associations
- ✓ Review classic errors and difficulties in Hogan practice
- ✓ Carry out practical Hogan interpretation and restitution exercises
- ✓ Tackle "difficult profiles" in the restitution exercise
- ✓ Practice among trainees

Teaching methods

- **Pre-training self-assessment** of your knowledge of Hogan
- **Practical exercises** between trainees during the course
- **Exit self-assessment** to be completed after the course



Hogan Certification Training

In-depth module



Program

5th half-day

SHARING PRACTICES

- ✓ Feedback on practice since the base module: open questions, sharing of learning points and difficulties encountered.

FOCUS ON INTERPRETATION

- ✓ Clusters
- ✓ Scale associations
- ✓ Low scores
- ✓ Interpretation exercises

6th half-day

FOCUS ON FEEDBACK

- ✓ Preparing "difficult cases" for feedback
- ✓ Different feedback formats (broad or skill-based exploration)
- ✓ Practical feedback exercises

ADAPTING THE TOOL TO YOUR NEEDS

- ✓ Identifying the right report for the right context
- ✓ Best practices in the Hogan process



Certification procedures

1

Completion of the 4 half-days of the "Fundamentals" module

2

Have carried out three Hogan interviews using the codes offered

3

Passing the end-of-certification quiz



CONGRATULATIONS!
You are certified



The benefits of Hogan Certification Training



Hogan Certification at Authentic Talent Consulting means :

- Training led by a **professional expert** in Hogan tools
- **3 free Hogan** codes to practice feedback at the end of the course
- **Free, unlimited support** for three months from a Hogan expert
- Free **membership of the Hogan user community**, enabling the sharing of best practices.
- A **privileged partnership with Authentic Talent** to help you convince your internal or external customers to implement Hogan solutions.

Accessibility for the disabled

- Please let us know if you have any specific requirements.
- Contact: Nathalie Joudani nathalie@authentictalent.fr - +33 7 49 42 24 65

Individual or group costs

Please contact us at contact@authentictalent.fr





Other information

- **Mission expenses** (printing and dispatch of material, accommodation, catering, transport, room hire, videoconferencing tools or systems, planning tools, etc....) will be invoiced on an actual basis and with supporting documents.
- Invoices are payable on receipt by any means at your convenience. Bank transfer and exchange fees are the responsibility of the customer.
- **Registration deadline:** 3 weeks before the start of the session (excluding weekends and public holidays).
- Cancellation conditions: For any displacement or cancellation of a training session, the following charges will apply:
 - From 7 working days to 48 hours before (excluding bank holidays and weekends): 50% of the amount per participant.
 - Less than 48 hours before (excluding bank holidays and weekends): 100% of the amount per participant.
- Authentic Talent reserves the right to cancel the session if less than 3 participants register. Sessions are reserved for a maximum group of 9 people.

