



BUILD, ENHANCE, AUGMENT AND EQUIP

INTRODUCTION

At Optimal Academy, we equip organisations with the expertise to administer the tools we carry and interpret profiling outcomes as well as bridge performance gaps with development intervention programmes. Here are the workshops and programmes that we offer.

1 BUILD EXPERTISE

A. Certification

- Level One Hogan Assessments Certification
- Level Two Hogan Advanced Interpretation Assessments Certification
- Level Two Hogan Advanced Feedback Certification

Workshops are run throughout the year in Singapore, Kuala Lumpur, Hong Kong, Tokyo, Beijing, Shanghai and Shenzhen.

In-house sessions are available upon request.

B. User Learning

Optimal offers the following web courses and interpretation support for reports / tools:

- Predictor Of Potential™ (POP7.0) User Training
- Sales Potential Identification™ (SPI) User Training
- Hogan Business Reasoning Inventory Web Course
- High Potential Talent Web Course
- Hogan Judgement Web Course
- Hogan Team Report Web Course
- Leader Focus Overview

3 AUGMENT SKILLS AND KNOWLEDGE

A. Unlocking the Potential of Psychometrics for Your Talent Management Strategy

This workshop is designed to provide individuals from a non-psychology background with an understanding of the key concepts in psychometrics, specifically in two domains that are highly relevant for the modern workplace: Cognition and Personality.

2 ENHANCE LEADERSHIP

A. Strategic Self-Awareness

The workshop leverages scientifically-validated assessments offered by Optimal to help participants understand their strengths and challenges and how to adapt their behaviours to increase effectiveness.

B. Emerging Leaders

This workshop series aims to equip Emerging Talents with the knowledge on how to holistically manage their psychological and sociological well-being in consideration of their different personality traits, subconscious biases and motivations.

C. The Resilient Leader

Leadership is the single most important factor in determining success in business. Participants learn how resilient leadership is essential for an organisation to soar above crisis and ensure sustainable organisational performance.

D. Coaching The Uncoachable

The objective of this workshop is to help managers and leaders in coaching and guiding team members who are not receptive to feedback or are change resistant.

E. Emotional and Mental Resilience

In this workshop, participants learn what it takes to be mentally resilient to adapt well in the face of adversity, trauma, tragedy threats and other significant sources of stress.

F. The Psychological Safety Leader

Using Mosaic Safety Leadership Competencies, this workshop is designed to enhance leaders' self-awareness of their personality traits that help them in being an effective Psychological Safety Leader whilst learning ways to manage gaps and over-used strengths.

4 EQUIP WITH ENABLERS

A. Executive Coaching

A hybrid mentoring / coaching programme designed by C-suites for C-suites.

B. Competency-based Development Guide

A comprehensive guide that can be tailored to any organisation's competency model, with suggested development tips and action plans.

Are you interested to know more about the programmes above? Contact our local office for more information.

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