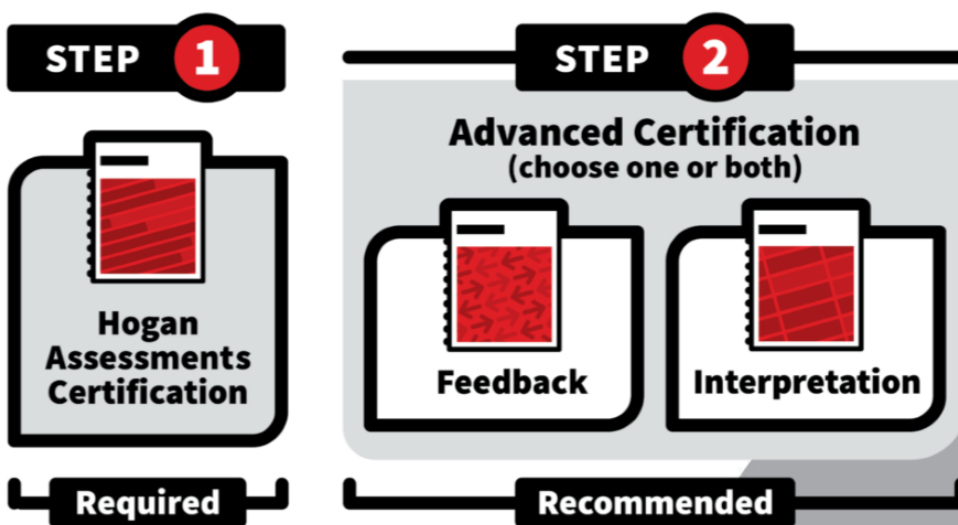


DEVELOPING LEADERS . OPTIMISING PERFORMANCE

HOGAN ASSESSMENTS CERTIFICATION WORKSHOP 2024

CERTIFIED 2991 HOGAN USERS SINCE 2006





HOGAN ASSESSMENTS

uses the powerful science of personality assessment to help organisations select the right people, develop talented employees, build great leaders, and impact the bottom line. Grounded in more than four decades of validated research, HOGAN assessments were the first to scientifically measure personality for business.

THE SCIENCE OF PERSONALITY

MOTIVES, VALUES, PREFERENCES INVENTORY (MVPI)

Assesses business drivers and core values to see an individual's fit within a corporate culture

MVPI
INSIDE

HOGAN DEVELOPMENT SURVEY (HDS)

Identifies factors that impede career success

HDS
DARK SIDE

HOGAN PERSONALITY INVENTORY (HPI)

Evaluates personality characteristics that people need to get ahead and get along

HPI
BRIGHT SIDE



RESEARCH

30+ years of independent research
- Full **in-house research** team staffed with I/O professionals



REPUTATION

Hogan tools measure a person **reputation**
- How **others** will likely describe an individual



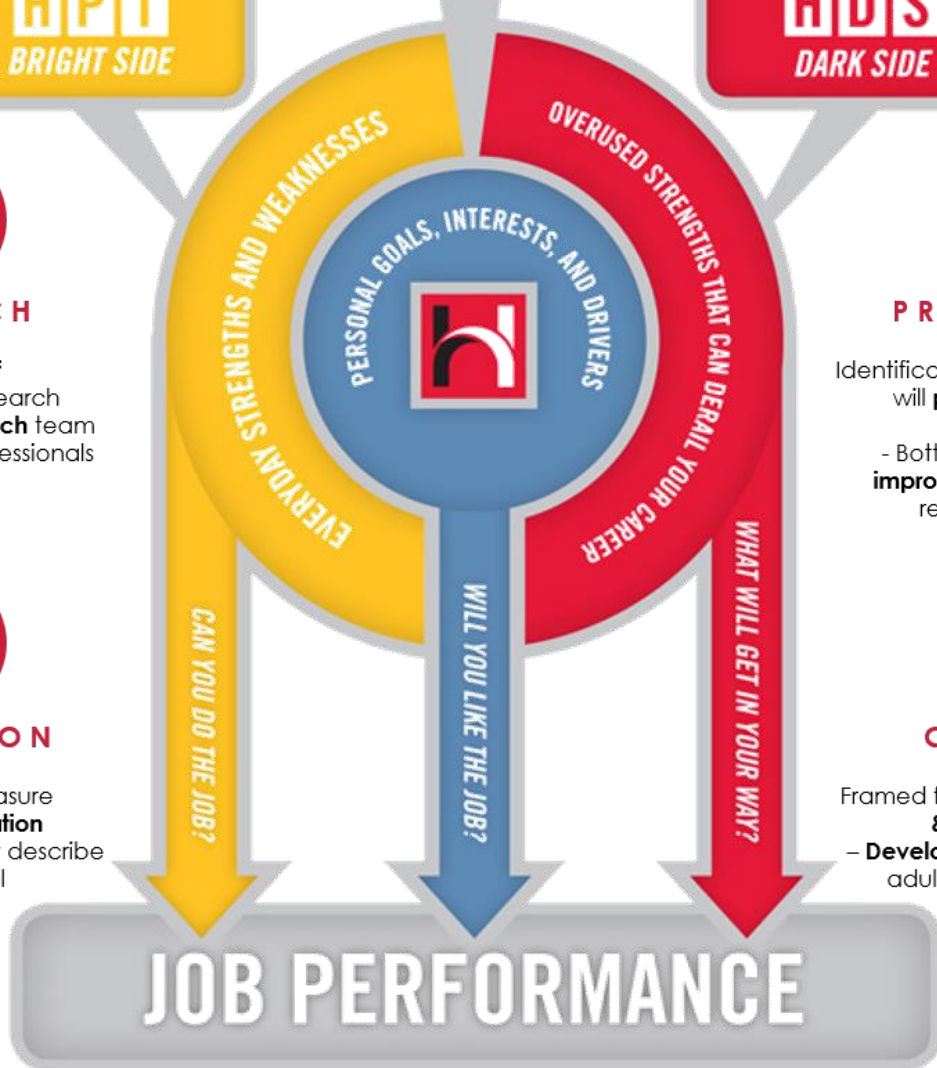
PREDICTION

Identification of candidates that will **perform** and fit the organization
- Bottom-line results from **improved performance** to reduced turnover



CONTEXT

Framed for workplace **selection & development**
- **Developed & validated** using adults in the workplace





Level One (L1) Hogan Assessments Certification Workshop

Duration:
2 days for onsite workshop;
3 days for virtual workshop

Qualifies professionals to administer Hogan Assessments

and challenges the way you think about human nature, leadership and performance

Level One Hogan Assessments Certification Workshop consists of both theoretical and practical components to examine the following:

- What is personality and why it is important for development and selection
- The 3 Hogan Inventories HPI, HDS & MVPI
- Relationships within and across the inventories
- Practical applications of Hogan Assessments within HR processes
- First-hand feedback and developmental recommendations



Level Two (L2) Advanced Hogan Interpretation Workshop¹

Duration:
1 day for onsite workshop; 2 days for virtual workshop

Designed for practitioners who want to gain deeper interpretive insights and extract maximum interpretation value from assessment data

- Interpret and apply the core Hogan assessments
- Connect Hogan data points across scales and assessments for more robust interpretations
- Extract maximum value from subscales
- Learn advanced interpretation techniques involving low HDS and low MVPI scores



Level Two (L2) Advanced Hogan Feedback Workshop¹

Duration:
1 day for onsite workshop; 2 days for virtual workshop

Designed for practitioners who want to get more extensive instruction and practice to deliver high-impact and effective Hogan feedback

- Interpret and apply the core Hogan assessments
- Deliver Hogan feedback within a cohesive frame
- Apply best practices for Hogan feedback delivery
- Troubleshoot common issues, such as resistance to feedback
- Connect assessment results to job context
- Create developmental action plans

¹Prerequisite – completion of Level One HACW

2024 PUBLIC WORKSHOP SCHEDULE

Level One Hogan Assessments Certification Workshop

ENGLISH Workshops						PUTONGHUA Workshops	
SINGAPORE	KUALA LUMPUR	HONG KONG	TOKYO	VIRTUAL	SHANGHAI	BEIJING	
Jan 15-16	Feb 27-28	Jan 22-23	Mar 05-06	Mar 11-13	Feb 29 – Mar 01	Mar 21-22	
Mar 25-26	May 07-08	Mar 04-05	Jun 11-12	Aug 26-28	Apr 17-18	May 30-31	
May 13-14	Aug 06-07	May 27-28	Sep 09-10		Aug 06-07	Jul 17-18	
Jul 01-02	Nov 12-13	Aug 19-20	Dec 03-04		Oct 24-25	Sep 05-06	
Sep 17-18		Nov 25-26			Dec 11-12	Nov 06-07	
Nov 11-12							
					SHANGHAI	SHENZHEN	
					Jun 26-27	Aug 22-23	
					Nov 21-22		

Level Two Advanced Hogan Interpretation / Feedback Workshop

ENGLISH Workshops					PUTONGHUA Workshops	
SINGAPORE	KUALA LUMPUR	HONG KONG	TOKYO	VIRTUAL	SHANGHAI	BEIJING
L2 Interpretation	L2 Interpretation	L2 Interpretation	L2 Interpretation	L2 Interpretation	L2 Interpretation	L2 Interpretation
Jan 19	Feb 29	Mar 06	Sep 12	Oct 28-29	Apr 19	Jul 19
May 17	May 09	Aug 21			Dec 13	
Nov 15	Nov 14	Nov 15				
L2 Feedback	L2 Feedback	L2 Feedback			SHANGHAI	L2 Feedback
Jul 05	Aug 08	May 29			L2 Interpretation	L2 Feedback
Sep 20		Nov 27			Jun 28	Aug 08
						Nov 08

Typically, workshop registration closes 2 weeks before the scheduled start date of the workshop. Due to considerations such as pre-workshop preparation, logistical arrangements, delivery of materials, and processes involved in initiating claims from statutory funds, please consult your local Optimal offices for registration and payment deadlines

WHY YOU SHOULD ATTEND

Participants will:

- ✓ Learn to apply best practices for assessment use and interpretation
- ✓ Learn to conduct detailed interpretation and analysis of assessment results
- ✓ Learn to give comprehensive feedback in group and individual settings
- ✓ Be certified by Hogan-licensed instructors who have multiple years of assessment administration and interpretation experience



Optimal Partnership Consultants is registered with the Malaysian Human Resources Development Corporation (HRD Corp).

The Hogan Assessments Certification Workshop is **HRD Corp claimable** (subject to HRD Corp conditions).

Our HOGAN-LICENSED Instructors

- HO Wan Leng** CEO, Asia
- TAN Wee Ping** Managing Director, Singapore & Consulting & Client Services, Asia
- Ginny WONG** Principal Consultant, Asia
- Saraid SONG** Adjunct Principal Consultant, China
- LEE Zhen Yi** Managing Consultant, Asia
- Katherine KAN** Managing Consultant, Hong Kong
- NG Siew Yan** Managing Consultant, Malaysia

All our facilitators are certified Hogan Assessments trainers, with extensive experience in using Hogan Assessments for a whole spectrum of Talent Management and Organisational Development work.

Workshops are available in both English and Putonghua for Beijing, Shanghai and Shenzhen.

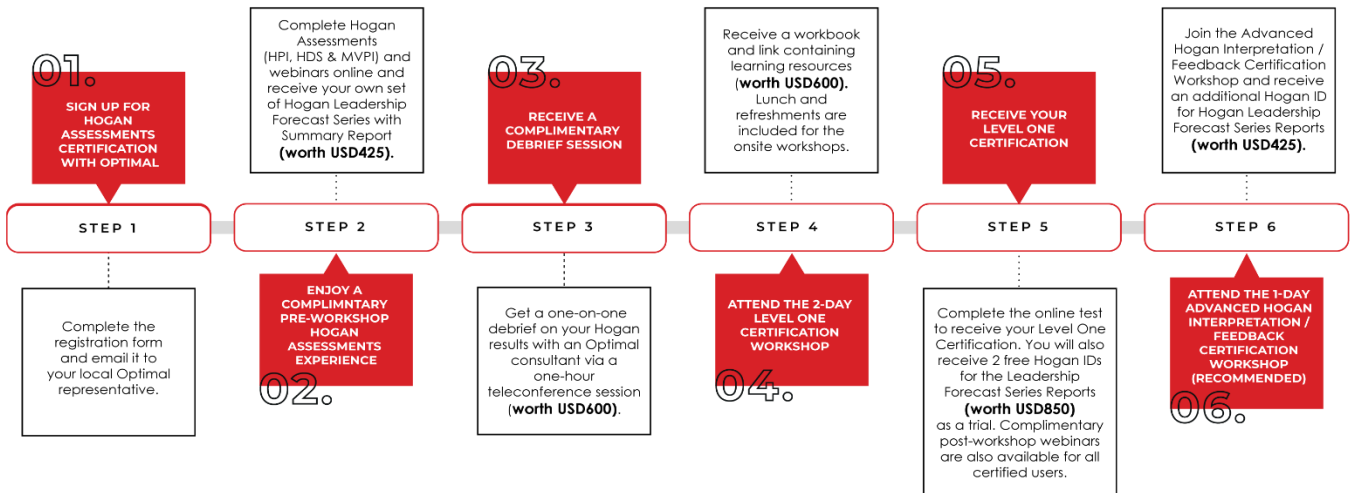
In-house workshop available - contact us for more info!

PARTICIPATION Fees

SINGAPORE	Level One (L1)	SGD 3,750	<i>Per Pax + 9% GST</i>
ENGLISH	Level Two (L2) <small>Interpretation or Feedback</small>	SGD 2,250	
MALAYSIA	Level One (L1)	MYR 12,000	<i>Per Pax + 8% SST</i>
ENGLISH	Level Two (L2) <small>Interpretation or Feedback</small>	MYR 7,000	
HONG KONG	Level One (L1)	HKD 21,600	<i>Per Pax</i>
ENGLISH	Level Two (L2) <small>Interpretation or Feedback</small>	HKD 13,000	
TOKYO	Level One (L1)	JPY 380,000	<i>Per Pax + 10% JCT</i>
ENGLISH	Level Two (L2) <small>Interpretation or Feedback</small>	JPY 230,000	
SHANGHAI BEIJING SHENZHEN	Level One (L1)	RMB 20,498	<i>Per Pax, inclusive of 6% VAT</i>
ENGLISH OR PUTONGHUA	Level Two (L2) <small>Interpretation or Feedback</small>	RMB 12,000	

Special 15% discount on L2 Advanced Interpretation Workshop and/or L2 Advanced Feedback Workshop for all Hogan Assessments certified users who participated in OPTIMAL's L1 workshop

HOW TO participate



Get CERTIFIED in HOGAN ASSESSMENTS today!

To enrol / inquire, contact your nearest Optimal office.

Singapore T: (65) 6327 8926
E: hychong@optimalconsulting.com.sg

Shanghai T: (8621) 6075 2678
E: dtang@optimalconsulting.com.sg

Kuala Lumpur T: (603) 6205 3728
E: gwong@optimalconsulting.com.sg

Tokyo T: (813) 6860 8483
E: zylee@optimalconsulting.com.sg

Hong Kong T: (852) 2806 1123
E: kkan@optimalconsulting.com.sg

HOGAN ASSESSMENTS CERTIFICATION WORKSHOP 2024 REGISTRATION FORM

To register for our public workshops, please email your completed form to your local Optimal representative or to wlo@optimalconsulting.com.sg.

PERSONAL DETAILS

Title

Name

Job Title

Organisation

Contact Number

Email Address

Dietary Requirements

INVOICE DETAILS

Company Independent Consultant

Country

Attention (if different from personal details)

Designation

Address

I would like to sign up for:

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

LEVEL ONE WORKSHOP DATES (ENGLISH)

SINGAPORE		HONG KONG
<input type="checkbox"/> Jan 15-16		<input type="checkbox"/> Jan 22-23
<input type="checkbox"/> Mar 25-26		<input type="checkbox"/> Mar 04-05
<input type="checkbox"/> May 13-14		<input type="checkbox"/> May 27-28
<input type="checkbox"/> Jul 01-02		<input type="checkbox"/> Aug 19-20
<input type="checkbox"/> Sep 17-18		<input type="checkbox"/> Nov 25-26
<input type="checkbox"/> Nov 11-12		
KUALA LUMPUR		TOKYO
<input type="checkbox"/> Feb 27-28		<input type="checkbox"/> Mar 05-06
<input type="checkbox"/> May 07-08		<input type="checkbox"/> Jun 11-12
<input type="checkbox"/> Aug 06-07		<input type="checkbox"/> Sep 09-10
<input type="checkbox"/> Nov 12-13		<input type="checkbox"/> Dec 03-04
VIRTUAL		SHANGHAI
<input type="checkbox"/> Mar 11-13		<input type="checkbox"/> Jun 26-27
<input type="checkbox"/> Aug 26-28		<input type="checkbox"/> Nov 21-22

LEVEL ONE WORKSHOP DATES (PUTONGHUA)

SHANGHAI		BEIJING
<input type="checkbox"/> Feb 29 – Mar 01		<input type="checkbox"/> Mar 21-22
<input type="checkbox"/> Apr 17-18		<input type="checkbox"/> May 30-31
<input type="checkbox"/> Aug 06-07		<input type="checkbox"/> Jul 17-18
<input type="checkbox"/> Oct 24-25		<input type="checkbox"/> Sep 05-06
<input type="checkbox"/> Dec 11-12		<input type="checkbox"/> Nov 06-07
SHENZHEN		
<input type="checkbox"/> Aug 22-23		

LEVEL TWO WORKSHOP DATES (ENGLISH)

ADVANCED INTERPRETATION WORKSHOP

SINGAPORE		HONG KONG
<input type="checkbox"/> Jan 19		<input type="checkbox"/> Mar 06
<input type="checkbox"/> May 17		<input type="checkbox"/> Aug 21
<input type="checkbox"/> Nov 15		<input type="checkbox"/> Nov 15
KUALA LUMPUR		TOKYO
<input type="checkbox"/> Feb 29		<input type="checkbox"/> Sep 12
<input type="checkbox"/> May 09		
<input type="checkbox"/> Nov 14		
SHANGHAI		VIRTUAL
<input type="checkbox"/> Jun 28		<input type="checkbox"/> Oct 28-29

ADVANCED FEEDBACK WORKSHOP

SINGAPORE		HONG KONG
<input type="checkbox"/> Jul 05		<input type="checkbox"/> May 29
<input type="checkbox"/> Sep 20		<input type="checkbox"/> Nov 27
KUALA LUMPUR		
<input type="checkbox"/> Aug 08		

LEVEL TWO WORKSHOP DATES (PUTONGHUA)

ADVANCED INTERPRETATION CERTIFICATION

SHANGHAI		BEIJING
<input type="checkbox"/> Apr 19		<input type="checkbox"/> Jul 19
<input type="checkbox"/> Dec 13		

ADVANCED FEEDBACK CERTIFICATION

SHANGHAI		BEIJING
<input type="checkbox"/> Aug 08		<input type="checkbox"/> Nov 08

GROUP REGISTRATION

For group registration, please complete the section below for the additional participants:

Additional Participant 1:

Title	:	
Name	:	
Job Title	:	
Email	:	
Contact Number	:	
Dietary Requirements	:	

Additional Participant 2:

Title	:	
Name	:	
Job Title	:	
Email	:	
Contact Number	:	
Dietary Requirements	:	

Additional Participant 3:

Title	:	
Name	:	
Job Title	:	
Email	:	
Contact Number	:	
Dietary Requirements	:	

Additional Participant 4:

Title	:	
Name	:	
Job Title	:	
Email	:	
Contact Number	:	
Dietary Requirements	:	

PRE-WORKSHOP DEBRIEF OPTIONS FOR L1³

If you would like to opt out of the 1-hour pre-workshop debrief by an Optimal consultant, please select one of the following options (please tick one):

- No replacement
- Get one (1) Hogan ID*** for Hogan High Potential Talent Report
Note: Hogan IDs are valid for 6 months post certification. Please refer to **TERMS & CONDITIONS** for more details
- Get a twenty (20)-minute Q&A session with an Optimal consultant on my Hogan profile

I have read, and hereby accept, and agree to the **TERMS & CONDITIONS** of the Hogan Assessments Certification Workshop. I hereby enter into this Agreement with Optimal Consulting Group and authorise Optimal to proceed to offer all services as stated.

This Agreement shall become effective upon the date hereinbelow written and shall continue in effect unless sooner terminated in accordance to the provisions of this agreement.

Date

Signature

Organisation Stamp

TERMS & CONDITIONS

A. CANCELLING AND RESCHEDULING WORKSHOPS:

1. Optimal reserves the right to cancel or reschedule workshops due to insufficient number of participants or any unforeseen circumstances. If OPTIMAL exercises this option, OPTIMAL will notify participants or sponsoring organisation at least two (2) calendar weeks before the scheduled workshop date. OPTIMAL will not be held liable for expenses incurred by participants or sponsoring organisation.
2. OPTIMAL reserves the right to:
 - i. adjust workshop pricing, schedule and agenda
 - ii. replace workshop facilitator(s)Should OPTIMAL exercise this right, OPTIMAL will, within reasonable means, ensure that this does not unduly impact signed commitments

B. APPLICATIONS AND TRAINING GUIDELINES:

1. Participants who have completed the certification requirements stipulated by Hogan Assessments Inc. as well as settled all workshop and related fees due to OPTIMAL, will be issued a certificate, and is henceforth known as a certified individual.
2. Certification remains with the certified individual, and not the sponsoring organisation.
3. Certified individual can purchase Hogan Assessments reports and materials, but cannot certify others.

C. CONFIRMATION AND PAYMENT:

1. Total workshop fees will be invoiced upon registration and payment is to be remitted as per terms in the invoice.
2. Unless otherwise agreed to by OPTIMAL, the invoice will be issued based on the local currency and any applicable taxes of the workshop location.
3. OPTIMAL reserves the right to hold back issuance of certificates until and upon receipt of full settlement of all workshop and related fees.

D. SPECIAL DISCOUNTS AND OFFERS:

1. A special 15% discount on L2 Advanced Interpretation Workshop and/or L2 Advanced Feedback Workshop is exclusively offered to Hogan Assessments certified users who completed L1 Hogan Assessments Certification Workshop conducted by OPTIMAL.

E. SPECIAL ARRANGEMENTS:

1. Participants who are unable to attend a workshop AND have not completed the pre-workshop online assessments and/or debrief session may nominate another participant from the same organisation as replacement without penalty. Advanced notice of at least two (2) calendar weeks before the registered workshop is required for such changes. Additional charges may be incurred for late notices.
2. Participants may defer without penalty or additional charges their attendance to another workshop held at any location within the same calendar year of the registered workshop. Advanced notice of at least two (2) calendar weeks before the registered workshop is required for such changes. Additional charges may be incurred for late notices.
3. Should participant defer their attendance to another workshop held at any location beyond the same calendar year for the registered workshop, they will be subjected to pay the differences in workshop pricing, venue fees or taxes that may be applicable.
4. Request to defer without penalty may only be invoked ONCE for each participant. Additional charges due to the deferment may apply.
5. Participants who have registered and paid to attend the Putonghua session can opt to change to the English session held at any location within the same calendar year of the registered workshop, subject to agreement from OPTIMAL. Request to change without penalty may only be invoked ONCE for each participant. Additional charges due to the changes may apply.
6. All requests of Special Arrangements as stipulated here are subjected to agreement from OPTIMAL.

F. CANCELLATION POLICY:

1. OPTIMAL incurs expenses for cancellations. Provided that non-recoverable expenses have not been incurred by OPTIMAL. Full refunds will be given for cancellations received in email or letter more than two (2) calendar weeks* prior to the first day of the workshop.
2. A 50% refund will be given for cancellations with up to one (1) calendar week's* written notice prior to the first day of the workshop.
3. No refund will be given for cancellations made with less than one (1) calendar week's written notice or no-shows.
4. Once the pre-workshop online assessments and/or debrief session has been completed, full workshop fees must be paid and no refund will be granted. Under such circumstances, the participant can opt to defer attendance to a workshop held within twelve (12) calendar months. (Please refer to Section E SPECIAL ARRANGEMENTS)

G. PRE-WORKSHOP DEBRIEF SESSION FOR L1:

1. Participants who opt for pre-workshop debrief session is to schedule and complete the session within three (3) calendar months from date of workshop.
2. Participants who opt not to attend pre-workshop debrief session can choose one of the following options: Either:
 - i. Opt out with no further redress required of both parties; or
 - ii. Get complimentary Hogan ID generating the Hogan High Potential Talent Report within six (6) calendar months from date of workshop; or
 - iii. Get a twenty (20) minutes Q&A session on their own profile within three (3) calendar months from date of workshop.
3. Advanced notice of at least forty-eight (48) hours is required to cancel or reschedule pre-workshop debrief or Q&A sessions. A penalty fee of USD200 is chargeable should there be insufficient or no notice.
4. Late attendance of more than ten (10) minutes or no-show will constitute cancellation of the pre-workshop debrief or Q&A session.