

DEVELOPING LEADERS . OPTIMISING PERFORMANCE

HOGAN ASSESSMENTS CERTIFICATION WORKSHOP 2025

CERTIFIED 3478 HOGAN USERS SINCE 2006

STEP 1




Hogan Assessments Certification


Required

STEP 2

Advanced Certification
(choose one or both)



Feedback



Interpretation

Recommended



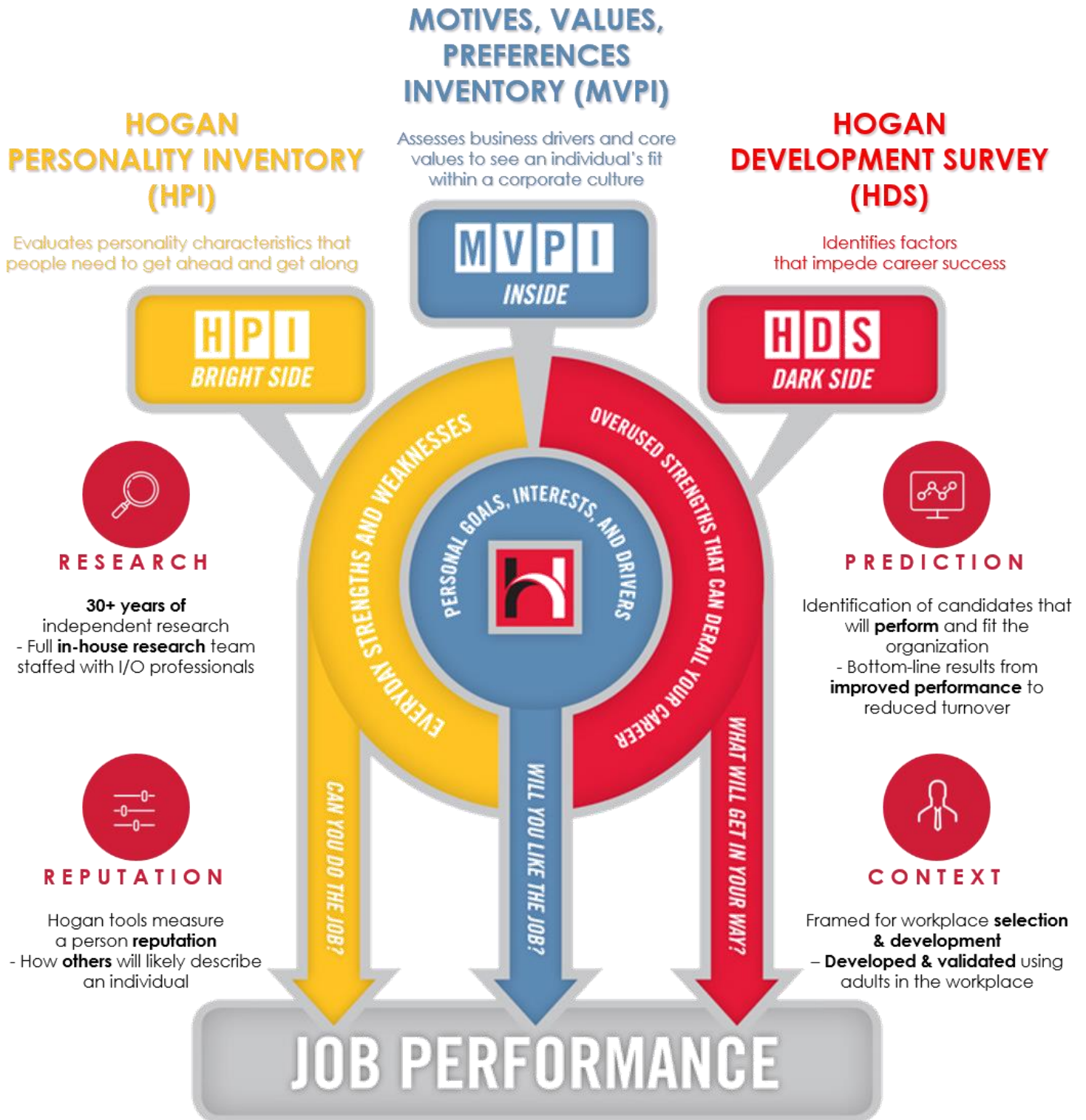
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HOGAN ASSESSMENTS

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





Hogan Assessments Certification

Duration:
2 days for onsite workshop; OR
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**



Hogan Advanced Interpretation Certification¹

Duration:
1 day for onsite workshop; OR 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**



Hogan Advanced Feedback Certification¹

Duration:
1 day for onsite workshop; OR 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 Hogan Assessments Certification

2025 PUBLIC CERTIFICATION SCHEDULE

Hogan Assessments Certification

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

Hogan Advanced Interpretation / Feedback Certification

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

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 Shanghai and Shenzhen.

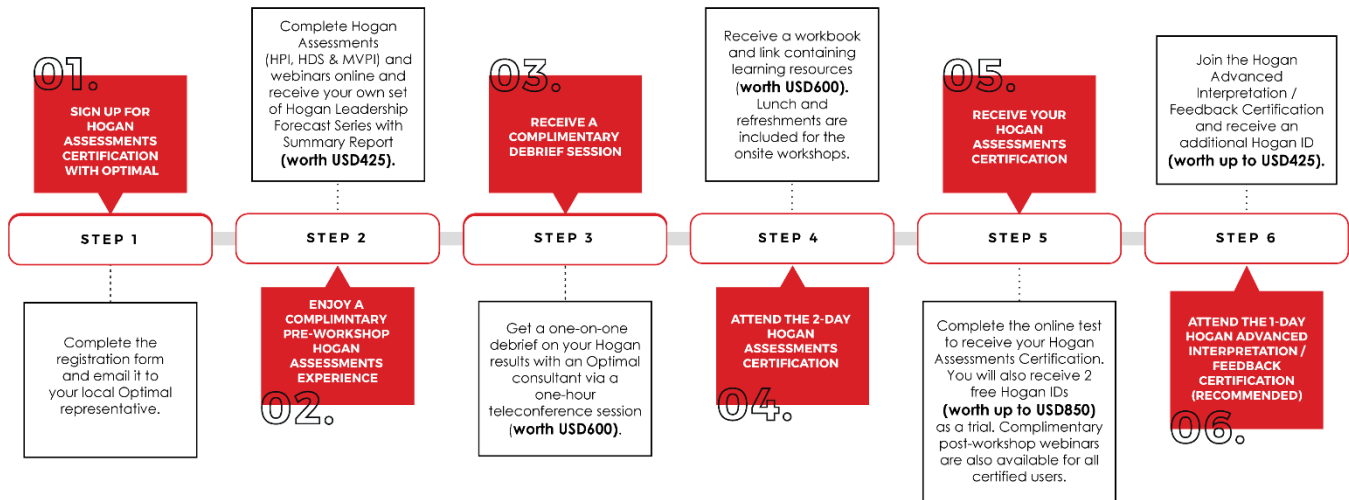
In-house workshop available - contact us for more info!

PARTICIPATION Fees

SINGAPORE	Hogan Assessments Certification	SGD	3,350	Per Pax + 9% GST
ENGLISH	Advanced Certification <small>Interpretation or Feedback</small>	SGD	2,150	
MALAYSIA	Hogan Assessments Certification	MYR	11,150	Per Pax + 8% SST
ENGLISH	Advanced Certification <small>Interpretation or Feedback</small>	MYR	7,000	
HONG KONG	Hogan Assessments Certification	HKD	19,800	Per Pax
ENGLISH	Advanced Certification <small>Interpretation or Feedback</small>	HKD	12,550	
TOKYO	Hogan Assessments Certification	JPY	370,000	Per Pax + 10% JCT
ENGLISH	Advanced Certification <small>Interpretation or Feedback</small>	JPY	230,000	
SHANGHAI SHENZHEN	Hogan Assessments Certification	RMB	19,000	Per Pax, inclusive of 6% VAT
ENGLISH OR PUTONGHUA	Advanced Certification <small>Interpretation or Feedback</small>	RMB	12,000	

Additional 10% discount for:
 Hogan Assessments Certification: minimum 5 participants
 Hogan Advanced Certification: minimum 3 participants
(Hogan Advanced Interpretation or Feedback Certification)

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 2025 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

Country

Attention (if different from personal details)

Designation

Address

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 :

I / we would like to sign up for:

- Hogan Assessments Certification
- Hogan Advanced Interpretation Certification
- Hogan Advanced Feedback Certification

HOGAN ASSESSMENTS CERTIFICATION (ENGLISH)

- | | |
|------------------------------------|------------------------------------|
| SINGAPORE | HONG KONG |
| <input type="checkbox"/> Jan 13-14 | <input type="checkbox"/> Feb 20-21 |
| <input type="checkbox"/> Mar 10-11 | <input type="checkbox"/> May 26-27 |
| <input type="checkbox"/> May 19-20 | <input type="checkbox"/> Aug 18-19 |
| <input type="checkbox"/> Jul 07-08 | <input type="checkbox"/> Oct 13-14 |
| <input type="checkbox"/> Sep 22-23 | <input type="checkbox"/> Dec 01-02 |
| <input type="checkbox"/> Nov 10-11 | |
| KUALA LUMPUR | TOKYO |
| <input type="checkbox"/> Feb 19-20 | <input type="checkbox"/> Mar 03-04 |
| <input type="checkbox"/> May 19-20 | <input type="checkbox"/> Jun 03-04 |
| <input type="checkbox"/> Jul 21-22 | <input type="checkbox"/> Sep 01-02 |
| <input type="checkbox"/> Sep 29-30 | <input type="checkbox"/> Nov 10-11 |
| <input type="checkbox"/> Nov 24-25 | |
| SHANGHAI | VIRTUAL |
| <input type="checkbox"/> Jun 17-18 | <input type="checkbox"/> Dec 08-10 |
| <input type="checkbox"/> Oct 28-29 | |

HOGAN ASSESSMENTS CERTIFICATION (PUTONGHUA)

- | | |
|------------------------------------|------------------------------------|
| SHANGHAI | SHENZHEN |
| <input type="checkbox"/> Feb 25-26 | <input type="checkbox"/> Mar 25-26 |
| <input type="checkbox"/> Apr 15-16 | <input type="checkbox"/> Jun 24-25 |
| <input type="checkbox"/> Aug 05-06 | <input type="checkbox"/> Aug 26-27 |
| <input type="checkbox"/> Dec 02-03 | <input type="checkbox"/> Nov 18-19 |

HOGAN ADVANCED CERTIFICATION (ENGLISH)

HOGAN ADVANCED INTERPRETATION CERTIFICATION

- | | |
|---------------------------------|------------------------------------|
| SINGAPORE | HONG KONG |
| <input type="checkbox"/> Jan 16 | <input type="checkbox"/> May 29 |
| <input type="checkbox"/> Mar 13 | <input type="checkbox"/> Aug 21 |
| <input type="checkbox"/> May 22 | <input type="checkbox"/> Oct 16 |
| <input type="checkbox"/> Jul 10 | <input type="checkbox"/> Dec 04 |
| <input type="checkbox"/> Sep 25 | |
| <input type="checkbox"/> Nov 13 | |
| KUALA LUMPUR | TOKYO |
| <input type="checkbox"/> May 22 | <input type="checkbox"/> Mar 06 |
| <input type="checkbox"/> Jul 24 | <input type="checkbox"/> Sep 04 |
| <input type="checkbox"/> Oct 02 | |
| <input type="checkbox"/> Nov 27 | |
| SHANGHAI | VIRTUAL |
| <input type="checkbox"/> Jun 19 | <input type="checkbox"/> Dec 11-12 |
| <input type="checkbox"/> Oct 30 | |

HOGAN ADVANCED FEEDBACK CERTIFICATION

- | | |
|---------------------------------|---------------------------------|
| SINGAPORE | HONG KONG |
| <input type="checkbox"/> Mar 14 | <input type="checkbox"/> May 30 |
| <input type="checkbox"/> May 23 | <input type="checkbox"/> Aug 22 |
| <input type="checkbox"/> Sep 26 | <input type="checkbox"/> Oct 17 |
| <input type="checkbox"/> Nov 14 | <input type="checkbox"/> Dec 05 |
| KUALA LUMPUR | SHANGHAI |
| <input type="checkbox"/> May 23 | <input type="checkbox"/> Jun 20 |
| <input type="checkbox"/> Jul 25 | <input type="checkbox"/> Oct 31 |
| <input type="checkbox"/> Oct 03 | |
| <input type="checkbox"/> Nov 28 | |
| TOKYO | |
| <input type="checkbox"/> Sep 05 | |

HOGAN ADVANCED CERTIFICATION (PUTONGHUA)

HOGAN ADVANCED INTERPRETATION CERTIFICATION

- | | |
|---------------------------------|---------------------------------|
| SHANGHAI | SHENZHEN |
| <input type="checkbox"/> Feb 27 | <input type="checkbox"/> Mar 27 |
| <input type="checkbox"/> Apr 17 | <input type="checkbox"/> Jun 26 |
| <input type="checkbox"/> Aug 07 | <input type="checkbox"/> Aug 28 |
| <input type="checkbox"/> Dec 04 | <input type="checkbox"/> Nov 20 |
| VIRTUAL | |
| <input type="checkbox"/> Jul 17 | |

HOGAN ADVANCED FEEDBACK CERTIFICATION

- | | |
|---------------------------------|---------------------------------|
| SHANGHAI | SHENZHEN |
| <input type="checkbox"/> Aug 08 | <input type="checkbox"/> Aug 29 |
| <input type="checkbox"/> Dec 05 | <input type="checkbox"/> Nov 21 |

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 group discount is available for participants from the same organization who register simultaneously for any workshops within the same calendar year.
2. Only one discount can be redeemed per person. Offer is not valid in conjunction with any other offer or discount.

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. Refunds will be issued for cancellations received via email or letter more than two (2) calendar weeks prior to the first day of the workshop, subject to a 10% administration fee deduction.
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.