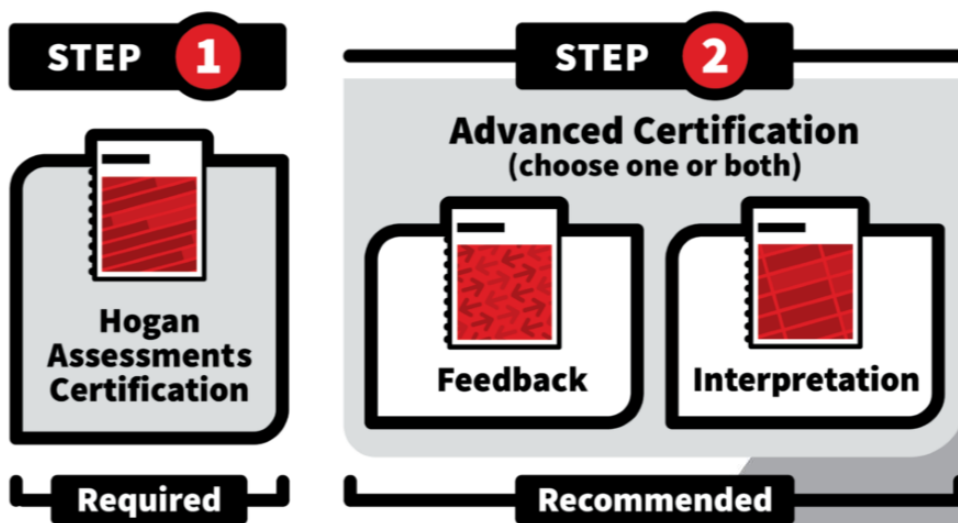


DEVELOPING LEADERS . OPTIMISING PERFORMANCE

HOGAN ASSESSMENTS

CERTIFICATION WORKSHOP 2025

CERTIFIED 3597 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



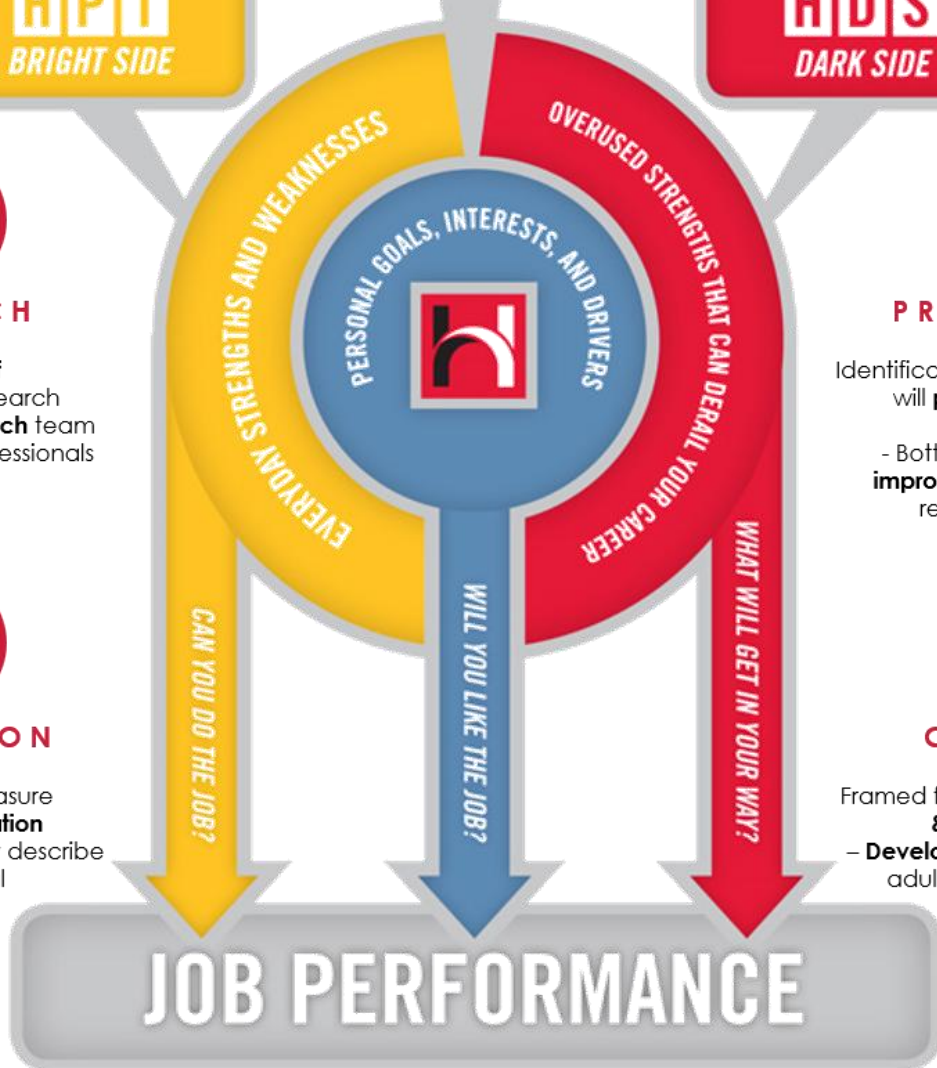
PREDICTION

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



JOB PERFORMANCE



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	Jun	24-25
Mar	10-11	May	19-20	May	26-27	Oct	28-29	Jun	03-04	Mar	25-26	Aug	26-27
May	19-20	Jul	21-22	Aug	18-19			Sep	01-02	Aug	05-06	Nov	18-19
Jul	07-08	Sep	29-30	Oct	13-14			Nov	10-11	Dec	02-03		
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 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	Jun	26
Mar	13	Jul	24	Aug	21	Oct	30	Sep	04	Mar	27	Aug	28
May	22	Oct	02	Oct	16					Aug	07	Nov	20
Jul	10	Nov	27	Dec	04					Dec	04		
Sep	25							VIRTUAL					
Nov	13							Dec	11-12	VIRTUAL			
										Jul	17-18		
SINGAPORE		KUALA LUMPUR		HONG KONG		SHANGHAI		TOKYO		SHANGHAI		SHENZHEN	
Advanced Feedback		Advanced Feedback		Advanced Feedback		Advanced Feedback		Advanced Feedback		Advanced Feedback		Advanced Feedback	
May	23	May	23	May	30					Dec	05	Nov	21
Nov	14	Oct	03	Dec	05								

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!

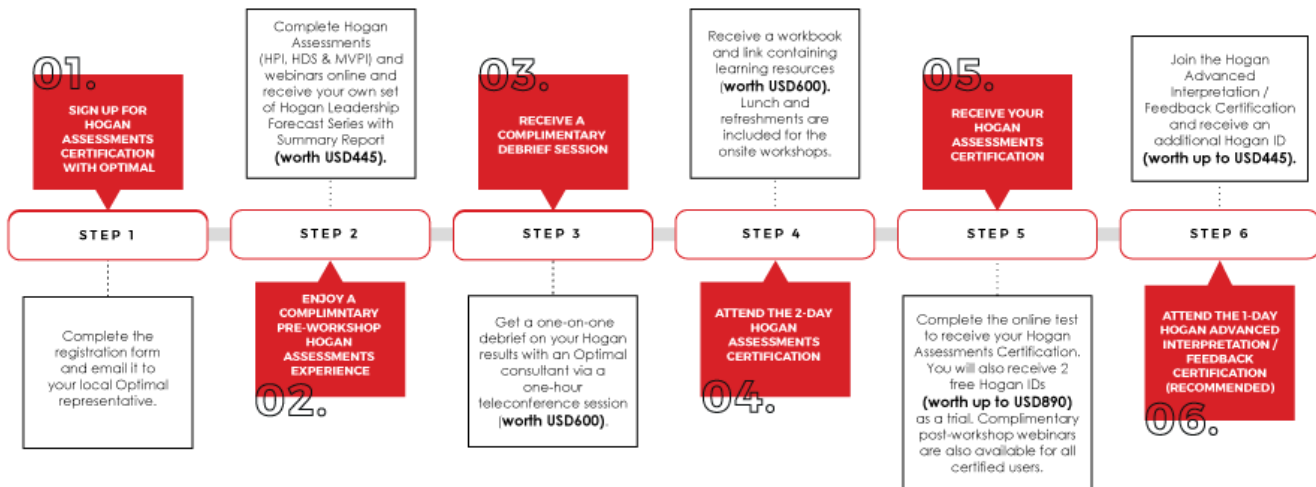
PARTICIPATION Fees

📍 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 discount for:

Hogan Assessments Certification: 5% for minimum 3 participants
Hogan Advanced Certification: 10% for 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	:	<input type="text"/>
Name	:	<input type="text"/>
Job Title	:	<input type="text"/>
Email	:	<input type="text"/>
Contact Number	:	<input type="text"/>
Dietary Requirements	:	<input type="text"/>

Additional Participant 2:

Title	:	<input type="text"/>
Name	:	<input type="text"/>
Job Title	:	<input type="text"/>
Email	:	<input type="text"/>
Contact Number	:	<input type="text"/>
Dietary Requirements	:	<input type="text"/>

Additional Participant 3:

Title	:	<input type="text"/>
Name	:	<input type="text"/>
Job Title	:	<input type="text"/>
Email	:	<input type="text"/>
Contact Number	:	<input type="text"/>
Dietary Requirements	:	<input type="text"/>

Additional Participant 4:

Title	:	<input type="text"/>
Name	:	<input type="text"/>
Job Title	:	<input type="text"/>
Email	:	<input type="text"/>
Contact Number	:	<input type="text"/>
Dietary Requirements	:	<input type="text"/>

Additional Participant 5:

Title	:	<input type="text"/>
Name	:	<input type="text"/>
Job Title	:	<input type="text"/>
Email	:	<input type="text"/>
Contact Number	:	<input type="text"/>
Dietary Requirements	:	<input type="text"/>

I / we would like to sign up for:

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

HOGAN ASSESSMENTS CERTIFICATION (ENGLISH)

SINGAPORE

- Jan 13-14
- Mar 10-11
- May 19-20
- Jul 07-08
- Sep 22-23
- Nov 10-11

HONG KONG

- Feb 20-21
- May 26-27
- Aug 18-19
- Oct 13-14
- Dec 01-02

KUALA LUMPUR

- Feb 19-20
- May 19-20
- Jul 21-22
- Sep 29-30
- Nov 24-25

TOKYO

- Mar 03-04
- Jun 03-04
- Sep 01-02
- Nov 10-11

SHANGHAI

- Jun 17-18
- Oct 28-29

VIRTUAL

- Dec 08-10

HOGAN ASSESSMENTS CERTIFICATION (PUTONGHUA)

SHANGHAI

- Feb 25-26
- Mar 25-26
- Aug 05-06
- Dec 02-03

SHENZHEN

- Jun 24-25
- Aug 26-27
- Nov 18-19

HOGAN ADVANCED CERTIFICATION (ENGLISH)

HOGAN ADVANCED INTERPRETATION CERTIFICATION

SINGAPORE

- Jan 16
- Mar 13
- May 22
- Jul 10
- Sep 25
- Nov 13

HONG KONG

- May 29
- Aug 21
- Oct 16
- Dec 04

KUALA LUMPUR

- May 22
- Jul 24
- Oct 02
- Nov 27

TOKYO

- Mar 06
- Sep 04

SHANGHAI

- Jun 19
- Oct 30

VIRTUAL

- Dec 11-12

HOGAN ADVANCED FEEDBACK CERTIFICATION

SINGAPORE

- May 23
- Nov 14

HONG KONG

- May 30
- Dec 05

KUALA LUMPUR

- May 23
- Oct 03

HOGAN ADVANCED CERTIFICATION (PUTONGHUA)

HOGAN ADVANCED INTERPRETATION CERTIFICATION

SHANGHAI

- Feb 27
- Mar 27
- Aug 07
- Dec 04

SHENZHEN

- Jun 26
- Aug 28
- Nov 20

VIRTUAL

- Jul 17-18

HOGAN ADVANCED FEEDBACK CERTIFICATION

SHANGHAI

- Dec 05

SHENZHEN

- 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 Hogan High Potential Talent Report as replacement
Note: 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 within the same calendar year of the initial registration. 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 a Hogan High Potential Talent Report based on the existing pre-workshop ID; 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.