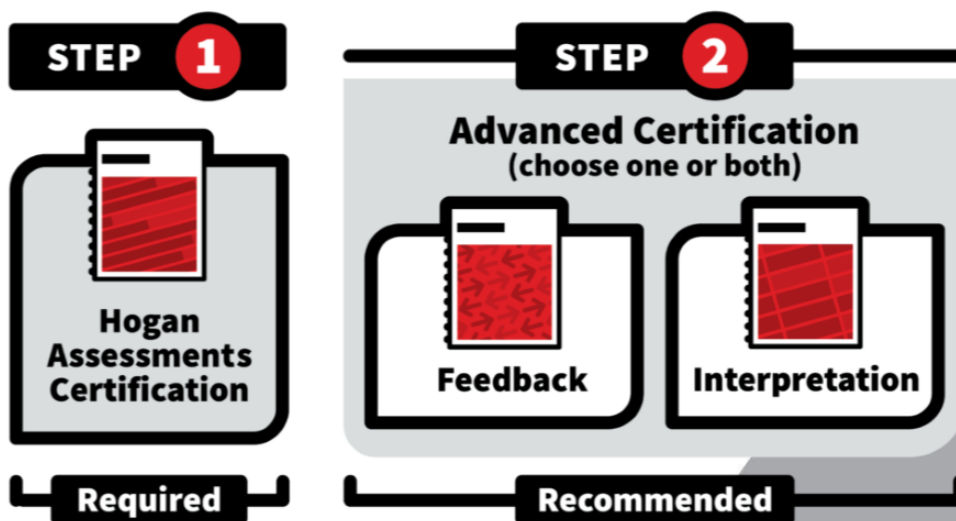


DEVELOPING LEADERS . OPTIMISING PERFORMANCE

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 PERSONALITY INVENTORY (HPI)

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

HPI
BRIGHT SIDE

HOGAN DEVELOPMENT SURVEY (HDS)

Identifies factors that impede career success

HDS
DARK 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



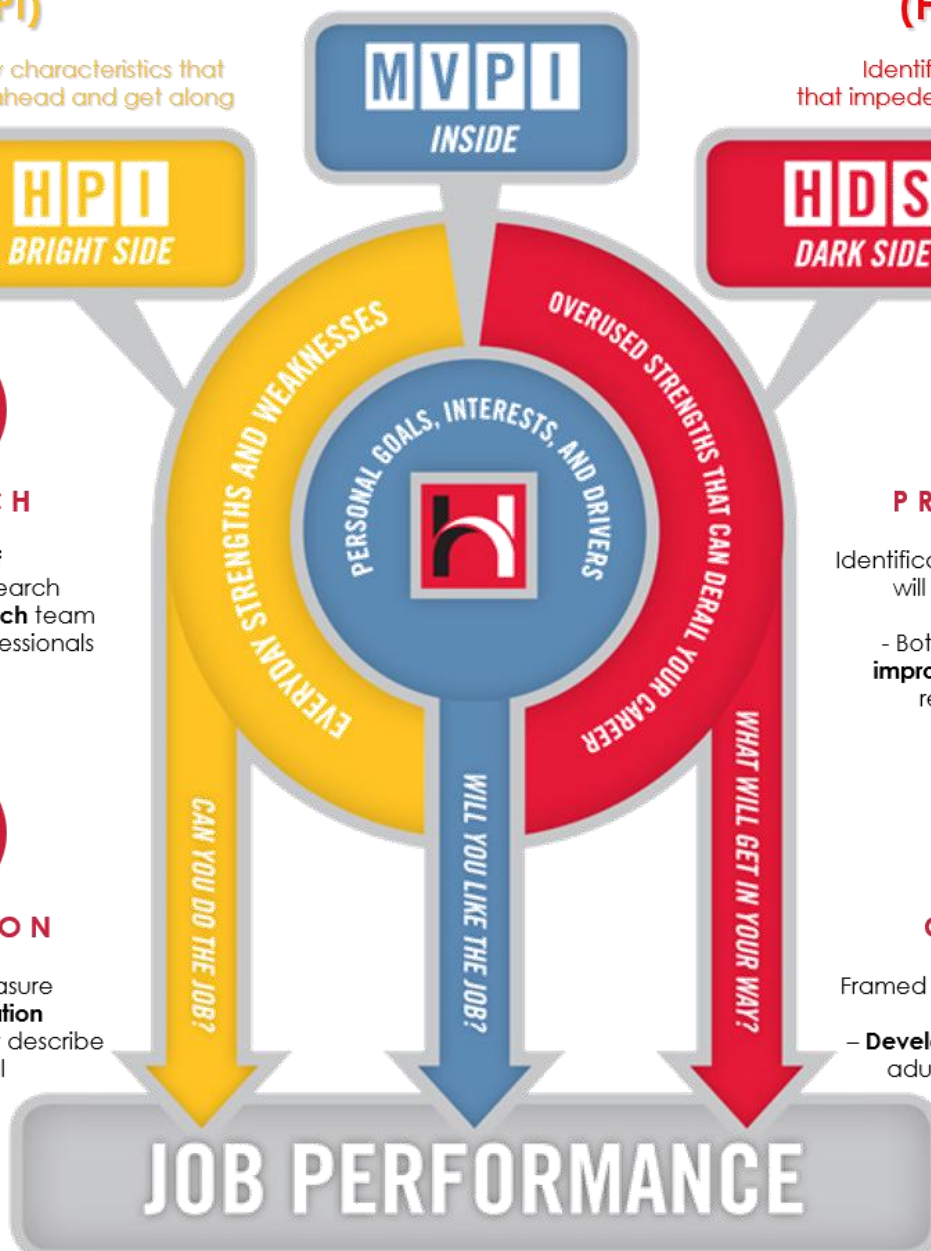
PREDICTION

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





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 08-09	May 27-28	Nov 18-19		
Jul 07-08	Sep 29-30	Oct 13-14		Nov 10-11	Aug 05-06			
Sep 22-23	Nov 24-25	Dec 01-02		VIRTUAL	Dec 02-03			
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 11	Mar 27	Aug 28		
May 22	Oct 02	Oct 16			May 29	Nov 20		
Jul 10	Nov 27	Dec 04			Aug 07			
Sep 25					Dec 04			
Nov 13					VIRTUAL			
				Advanced Interpretation	Advanced Interpretation			
				Dec 11-12	Jul 17-18			
SINGAPORE	KUALA LUMPUR	HONG KONG			SHANGHAI	SHENZHEN		
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!

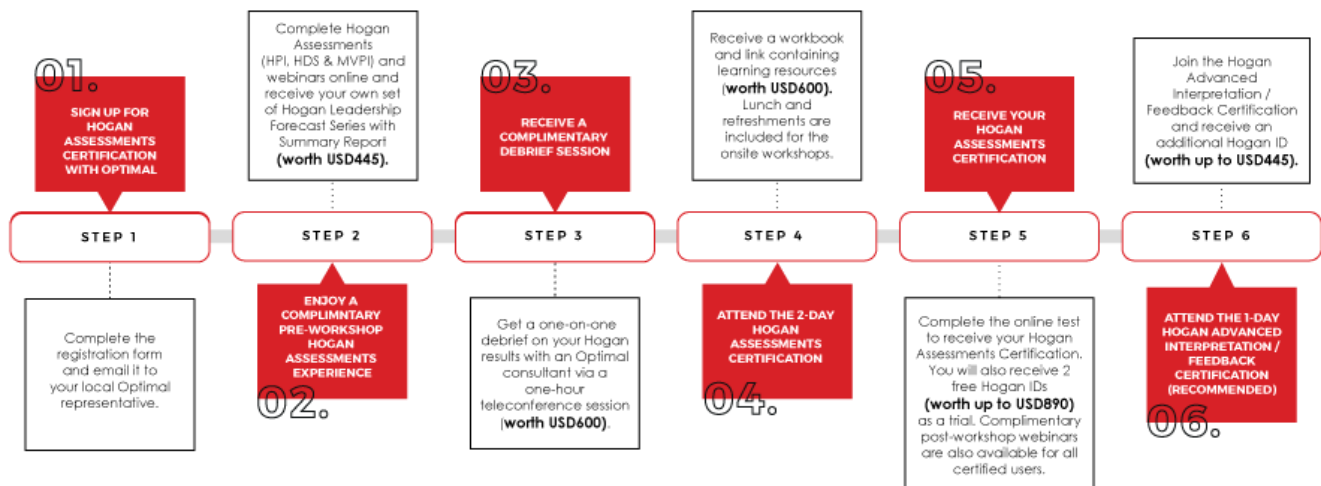
PARTICIPATION Fees

SINGAPORE	Hogan Assessments Certification	SGD	3,350	Per Pax + 9% GST
ENGLISH	Advanced Certification Interpretation or Feedback	SGD	2,150	
MALAYSIA	Hogan Assessments Certification	MYR	11,150	Per Pax + 8% SST
ENGLISH	Advanced Certification Interpretation or Feedback	MYR	7,000	
HONG KONG	Hogan Assessments Certification	HKD	19,800	Per Pax
ENGLISH	Advanced Certification Interpretation or Feedback	HKD	12,550	
TOKYO	Hogan Assessments Certification	JPY	370,000	Per Pax + 10% JCT
ENGLISH	Advanced Certification Interpretation or Feedback	JPY	230,000	
SHANGHAI SHENZHEN	Hogan Assessments Certification	RMB	19,000	Per Pax, inclusive of 6% VAT
ENGLISH OR PUTONGHUA	Advanced Certification Interpretation or Feedback	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 wwho@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 08-09
☐ 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
☐ May 27-28
☐ 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 11

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
☐ May 29
☐ 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.