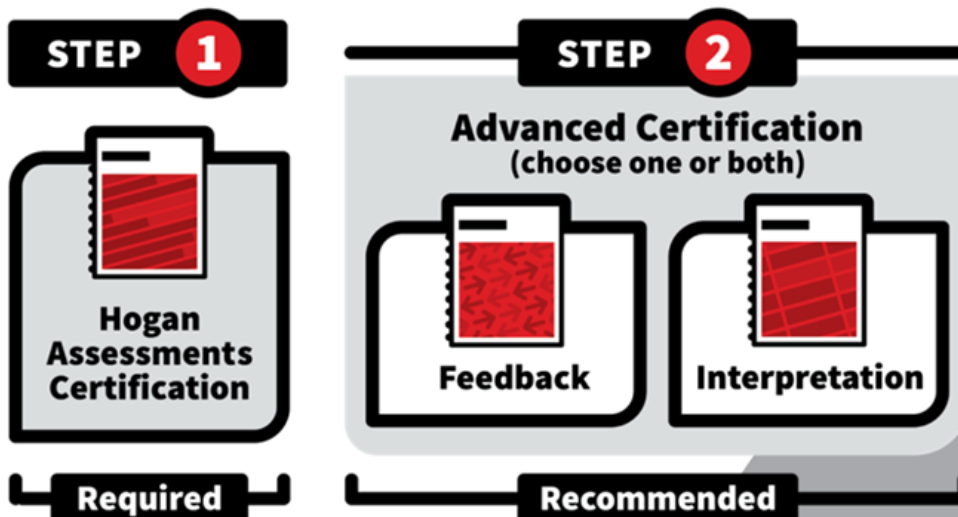


DEVELOPING LEADERS . OPTIMISING PERFORMANCE

HOGAN ASSESSMENTS

CERTIFICATION WORKSHOP 2026

CERTIFIED 3597 HOGAN USERS SINCE 2006

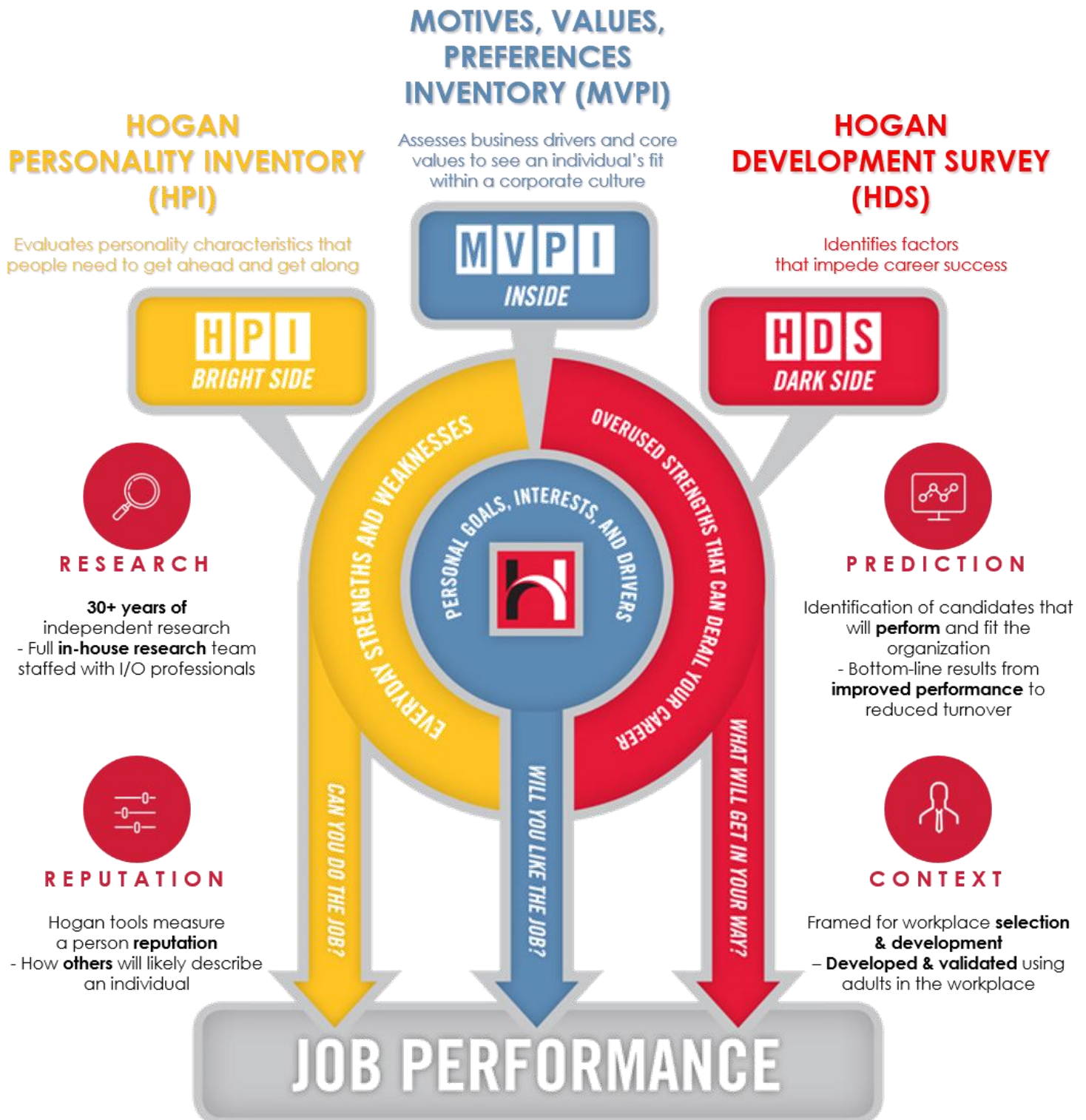




HOGAN ASSESSMENTS

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





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

2026 PUBLIC CERTIFICATION SCHEDULE

Hogan Assessments Certification

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

Hogan Advanced Interpretation / Feedback Certification

ENGLISH Workshops							PUTONGHUA Workshops						
SINGAPORE		KUALA LUMPUR		HONG KONG		TOKYO		VIRTUAL		SHANGHAI		SHENZHEN	
Advanced Interpretation		Advanced Interpretation		Advanced Interpretation		Advanced Interpretation		Advanced Interpretation		Advanced Interpretation		Advanced Interpretation	
Jan	23	Apr	21	May	14	Dec	10	Mar	24-25	Mar	26	Jun	25
Mar	12	Jul	07	Aug	20			Aug	04-05	May	28	Nov	12
May	14	Oct	06	Oct	15			Dec	15-16	Jul	23		
Jul	09	Dec	01	Dec	03					Sep	17		
Sep	24									Dec	17		
Nov	19												
		KUALA LUMPUR		HONG KONG									
		Advanced Feedback		Advanced Feedback									
		Apr	22	May	15								
		Oct	07	Dec	04								

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).

PARTICIPATION Fees

SINGAPORE / VIRTUAL  ENGLISH	Hogan Assessments Certification	SGD	3,600	Per Pax excluding 9% GST
	Hogan Assessments Certification (VIRTUAL) Excluding delivery fees of learning materials	SGD	3,240	
	Advanced Certification Interpretation or Feedback	SGD	2,200	
	Certification + Advanced Certification Interpretation or Feedback	SGD	5,000	
MALAYSIA / VIRTUAL  ENGLISH	Hogan Assessments Certification	MYR	12,000	Per Pax excluding 8% SST
	Hogan Assessments Certification (VIRTUAL) Excluding delivery fees of learning materials	MYR	11,400	
	Advanced Certification Interpretation or Feedback	MYR	7,400	
	Certification + Advanced Certification Interpretation or Feedback	MYR	16,800	
HONG KONG / VIRTUAL  ENGLISH	Hogan Assessments Certification	HKD	21,400	Per Pax
	Hogan Assessments Certification (VIRTUAL) Excluding delivery fees of learning materials	HKD	20,330	
	Advanced Certification Interpretation or Feedback	HKD	13,200	
	Certification + Advanced Certification Interpretation or Feedback	HKD	29,750	
TOKYO / VIRTUAL  ENGLISH	Hogan Assessments Certification	JPY	400,000	Per Pax Excluding 10% JCT
	Hogan Assessments Certification (VIRTUAL) Excluding delivery fees of learning materials	JPY	380,000	
	Advanced Certification Interpretation or Feedback	JPY	250,000	
	Certification + Advanced Certification Interpretation or Feedback	JPY	580,000	
SHANGHAI OR SHENZHEN / VIRTUAL  ENGLISH OR PUTONGHUA	Hogan Assessments Certification	RMB	21,280	Per Pax, inclusive of 6% VAT
	Hogan Assessments Certification (VIRTUAL) Excluding delivery fees of learning materials	RMB	20,216	
	Advanced Certification Interpretation or Feedback	RMB	13,440	
	Certification + Advanced Certification Interpretation or Feedback	RMB	30,240	

Hogan Licensed Instructors

HO Wan Leng	CEO, Asia
TAN Wee Ping	Managing Director, Singapore & Consulting & Client Services, Asia
Ginny WONG	Principal Consultant, Asia
LEE Zhen Yi	Senior Manager, Asia
Katherine KAN	Senior Manager, Hong Kong & Regional Projects
NG Siew Yan	Senior Manager, Malaysia & Regional Projects
Sophie ZHANG	Manager, Greater China
Karyn CHOW	Senior Consultant, Malaysia

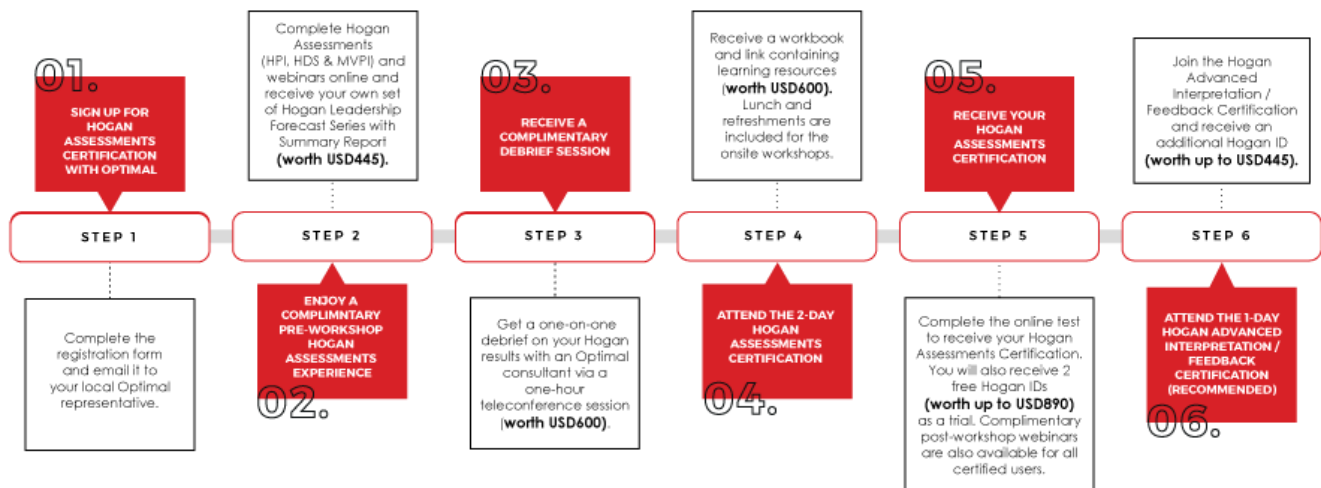
All our facilitators are certified Hogan Assessments trainers, with extensive experience in using Hogan Assessments for a whole spectrum of Talent Management and Organisational Development work.

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



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

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: kchow@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 2026

REGISTRATION FORM

To register for our public workshops, please email your completed form to your local Optimal representative or to wlio@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	:	

Additional Participant 4:

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

Additional Participant 5:

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

- ☐ Jan 20-21
- ☐ Mar 09-10
- ☐ May 11-12
- ☐ Jul 06-07
- ☐ Sep 21-22
- ☐ Nov 16-17

HONG KONG

- ☐ Feb 03-04
- ☐ May 11-12
- ☐ Aug 17-18
- ☐ Oct 12-13
- ☐ Nov 30 - Dec 01

KUALA LUMPUR

- ☐ Jan 27-28
- ☐ Apr 14-15
- ☐ Jun 30 - Jul 01
- ☐ Sep 29-30
- ☐ Nov 24-25

TOKYO

- ☐ Mar 03-04
- ☐ May 26-27
- ☐ Sep 15-16
- ☐ Dec 08-09

VIRTUAL

- ☐ Mar 17-19
- ☐ Jul 28-30
- ☐ Dec 08-10

HOGAN ASSESSMENTS CERTIFICATION (PUTONGHUA)

SHANGHAI

- ☐ Mar 24-25
- ☐ May 26-27
- ☐ Jul 21-22
- ☐ Sep 15-16
- ☐ Dec 15-16

SHENZHEN

- ☐ Jun 23-24
- ☐ Nov 10-11

HOGAN ADVANCED CERTIFICATION (ENGLISH)

HOGAN ADVANCED INTERPRETATION CERTIFICATION

SINGAPORE

- ☐ Jan 23
- ☐ Mar 12
- ☐ May 14
- ☐ Jul 09
- ☐ Sep 24
- ☐ Nov 19

HONG KONG

- ☐ May 14
- ☐ Aug 20
- ☐ Oct 15
- ☐ Dec 03

KUALA LUMPUR

- ☐ Apr 21
- ☐ Jul 07
- ☐ Oct 06
- ☐ Dec 01

TOKYO

- ☐ Dec 10

VIRTUAL

- ☐ Mar 24-25
- ☐ Aug 04-05
- ☐ Dec 15-16

HOGAN ADVANCED FEEDBACK CERTIFICATION

KUALA LUMPUR

- ☐ Apr 22
- ☐ Oct 07

HONG KONG

- ☐ May 15
- ☐ Dec 04

HOGAN ADVANCED CERTIFICATION (PUTONGHUA)

HOGAN ADVANCED INTERPRETATION CERTIFICATION

SHANGHAI

- ☐ Mar 26
- ☐ May 28
- ☐ Jul 23
- ☐ Sep 17
- ☐ Dec 17

SHENZHEN

- ☐ Jun 25
- ☐ Nov 12

PRE-WORKSHOP DEBRIEF OPTIONS FOR Hogan Certification Workshop³

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. Bundle price is available to participants who register for both Hogan Certification Workshop and Advanced Interpretation OR Feedback Certification workshops scheduled within the same calendar year, with fees billed in a single invoice.
2. Only one bundle pricing can be redeemed per participant. Bundle price is not valid in conjunction with any other discounts.
3. Should there be a deferment of attendance of the Advanced Certification workshop beyond the same calendar year of the Hogan Certification workshop, this bundle pricing will no longer apply. Please refer to Section E SPECIAL ARRANGEMENTS for terms and conditions of deferment.

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 HOGAN CERTIFICATION WORKSHOP:

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.