



DEVELOP, AUGMENT, EMPOWER

INTRODUCTION

At **Optimal Academy**, we go beyond certification. We help organisations translate profiling insights into meaningful development actions. Our programmes create an end-to-end growth journey, equipping leaders and individuals to close performance gaps and grow with purpose.

1 DEVELOP

STRATEGIC SELF-AWARENESS

Discover how your strengths can become blind spots, and what to do about it. This high-energy workshop uses advanced psychometric tools to sharpen self-awareness, uncover hidden derailers, and reveal how others see you. Explore values, pressure triggers, and strategies to turn insights into action. Leave with a personalised development plan and practical tools to lead with agility, accountability, and impact.

Tools include Hogan Assessment Systems (any one or combination of multiple modules, Mosaic Tasks, POP, Optimal360 or Optimal competency reports).

View the e-brochure [here](#)

EXECUTIVE PRESENCE

Redefine executive presence with science-backed insights. Deepen gravitas, influence with intention, and build social capital. Using award-winning personality tools, uncover natural traits, challenge myths, and craft a personalised roadmap to authentic leadership. Optimal coaching ensures lasting impact.

View the e-brochure [here](#)

COACHING THE UNCOACHABLE

Break through resistance and ignite growth. This workshop gives you science-backed strategies and practical tools to decode defensive behaviors, uncover hidden motivators, and coach with clarity and empathy. Whether managing tough personalities or shifting team mindsets, this workshop turns friction into fuel for transformation.

HIDDEN MIRRORS: HOW OUR DERAILERS AFFECT OUR CHILDREN

Spot hidden patterns that derail parenting and shift from reactive habits to intentional leadership at home. Using the Hogan Development Survey (HDS), gain sharp self-awareness, practical tools, and strategies to build stronger, more empathetic connections. Optional coaching deepens growth, walk away with clarity, compassion, and confidence to lead and parent with purpose.

Coming Q1 2026: new programmes on workplace resilience, wellness, and psychological safety.

2 AUGMENT

PSYCHOMETRICS UNPLUGGED: FROM THEORY TO WORKPLACE IMPACT

This workshop demystifies psychometrics, tackling cognition and personality with practical insights. Learn why smart doesn't always mean wise, how to spot and grow high-potential leaders, and avoid hiring for aptitude only to fire for attitude. Walk away with clarity and tools to make smarter decisions and lead with impact.

FROM PSYCHOMETRIC ESSENTIALS TO APPLIED HOGAN ASSESSMENTS

Enhance talent decisions with psychometric insights. Explore how intelligence, personality, and motivation shape performance, and learn to apply Hogan's profiling tools to improve selection, development, and engagement.

*Separate tracks available for HR and talent sponsors.

3 EMPOWER

EXECUTIVE COACHING

Coaching for the Top, by Those Who've Been There

Bespoke coaching for senior leaders, combining psychometric insights with real-world leadership challenges to unlock clarity, influence, and decision-making confidence.

View the e-brochure [here](#)

GROUP COACHING

Focused Group Coaching for Leadership Growth

Small-group sessions (up to five) focused on accountability and growth. Translate reflection into action and sustain development momentum.

TEAM LEADER COACHING

Lead Your Team with Greater Purpose and Clarity

Designed for people managers. Strengthen leadership capabilities and guide teams with greater purpose, confidence, and alignment

Are you interested to know more about the programmes above? Contact our local office for more information.

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