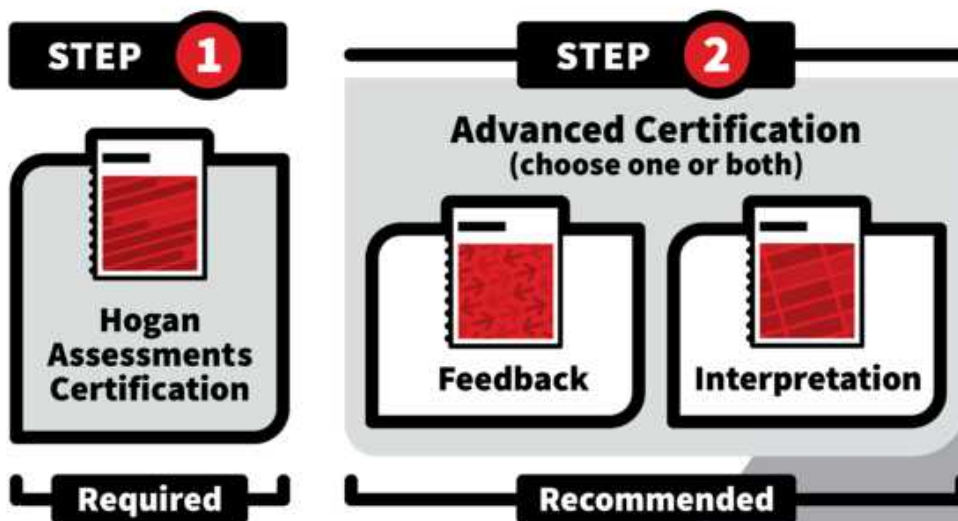


DEVELOPING LEADERS . OPTIMISING PERFORMANCE

HOGAN ASSESSMENTS CERTIFICATION WORKSHOP 2026

CERTIFIED 3861 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



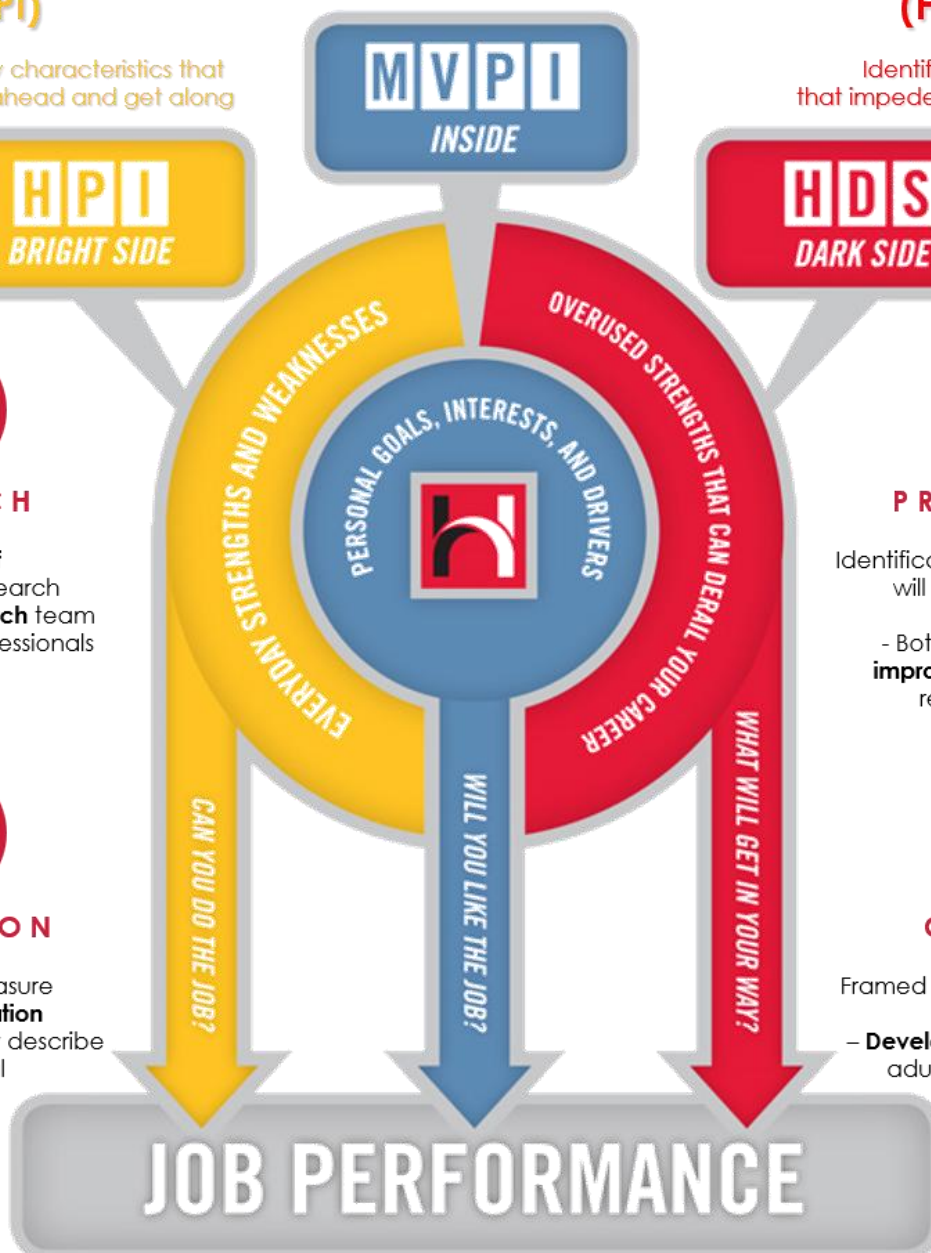
PREDICTION

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

Hogan Assessments Certification Workshop consists of
both theoretical and practical components to
examine the following:

- The **construct** of Hogan Assessments
- The three Hogan inventories: **HPI, HDS, and MVPI**
- How to extract maximum value from **HPI and HDS subscales**
- Connecting Hogan data points **across scales and inventories** for more robust interpretations
- **Practicum:** Applying interpretation skills through two case studies



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**

- In-depth exploration of **MVPI subscales**
- Developing **contextual interpretation** skills
- Advanced interpretation of profiles across scales and inventories for **selection, development, and succession**
- **Practicum:** Applying advanced interpretation through three case studies



Hogan Advanced Feedback Certification²

Duration:
1 day for onsite 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 framework
- Apply best practices for effective Hogan feedback delivery
- Troubleshoot common challenges, such as resistance to feedback

¹Prerequisite – completion of Hogan Assessments Certification

²Completion of Advanced Interpretation Certification is recommended

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 01-02		Sep 15-16	
Sep 21-22	Nov 24-25	Nov 30 - Dec 01		SHANGHAI	Dec 16-17	
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 03	Mar 24-25	Mar 26	Jun 25
Mar 12	Jul 14	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 18	
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 Sdn Bhd is a registered training provider with the Malaysian Human Resources Development Corporation (HRD Corp).

The Hogan Assessments Certification Workshop is **fully 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 Interpretation Certification	SGD	2,200	
	Hogan Assessments Certification + Advanced Interpretation Certification	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	
	Hogan Assessments 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	
	Hogan Assessments 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 Interpretation Certification	JPY	250,000	
	Hogan Assessments Certification + Advanced Interpretation Certification	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 Interpretation Certification	RMB	13,440	
	Hogan Assessments Certification + Advanced Interpretation Certification	RMB	30,240	

Hogan Licensed Instructors

HO Wan Leng	CEO, Asia
TAN Wee Ping	Managing Director, Singapore & Consulting & Client Services, Asia
Ginny WONG	Director, Academy and 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 and Head of Academy, Malaysia

All facilitators are certified Hogan Assessments trainers with extensive experience in applying Hogan Assessments across a wide spectrum of talent management and organisational development initiatives.

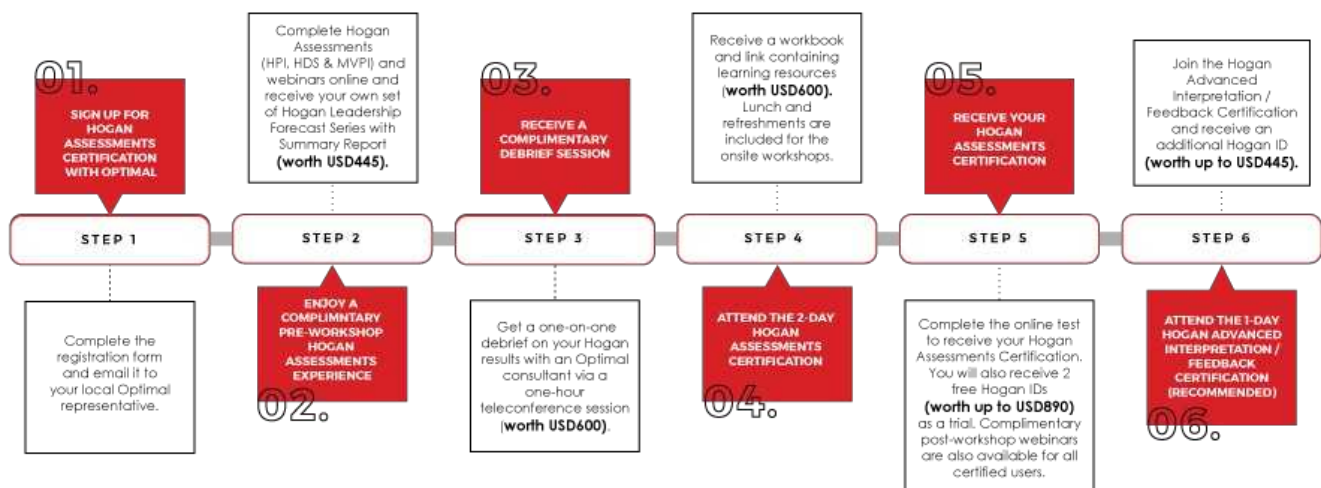
Workshops are available both onsite and virtually, in English and Putonghua. Please check the schedule for details.



Group discounts for two or more participants, as well as in-house workshops, are available.

Contact us for more details!

HOW TO participate



Get CERTIFIED in HOGAN ASSESSMENTS today!

To enroll / 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

I / we would like to attend the workshop(s) on:

HOAGAN 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 01-02

VIRTUAL

- ☐ Mar 17-19
☐ Jul 28-30
☐ Dec 08-10

HOAGAN 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

HOAGAN ADVANCED CERTIFICATION (ENGLISH)

HOAGAN 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 14
☐ Oct 06
☐ Dec 01

TOKYO

- ☐ Dec 03

VIRTUAL

- ☐ Mar 24-25
☐ Aug 04-05
☐ Dec 15-16

HOAGAN ADVANCED FEEDBACK CERTIFICATION

KUALA LUMPUR

- ☐ Apr 22
☐ Oct 07

HONG KONG

- ☐ May 15
☐ Dec 04

HOAGAN ADVANCED CERTIFICATION (PUTONGHUA)

HOAGAN ADVANCED INTERPRETATION CERTIFICATION

SHANGHAI

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

SHENZHEN

- ☐ Jun 25
☐ Nov 12

REPLACEMENT OPTIONS FOR 1-on-1 DEBRIEF

Should you choose not to attend the 1-on-1 debrief, please indicate your preferred alternative *in lieu of* the debrief from the options below (tick one):

- ☐ No replacement
☐ Get one Hogan High Potential Talent Report as replacement
☐ Get a twenty (20)-minute Q&A session with an Optimal consultant on my Hogan profile

I have read and hereby accept the **TERMS & CONDITIONS** of the Hogan Assessments Certification Workshop. I agree to enter into this Agreement with Optimal Consulting Group and authorize Optimal to provide all services as stated.

This Agreement shall become effective on the date written below and will remain in effect unless terminated earlier in accordance with the provisions of this Agreement.

Date

Signature

Organisation Stamp

TERMS & CONDITIONS

A. CANCELLING AND RESCHEDULING WORKSHOPS:

- Cancellation or Rescheduling by OPTIMAL:** OPTIMAL reserves the right to cancel or reschedule workshops due to insufficient participant numbers or unforeseen circumstances. If OPTIMAL exercises this option, participants or the sponsoring organization will be notified at least two (2) calendar weeks prior to the scheduled workshop date. OPTIMAL will not be liable for any expenses incurred by participants or sponsoring organizations because of such changes.
- Right to Adjust Workshop Details:** OPTIMAL reserves the right to:
 - Adjust workshop pricing, schedule, and agenda
 - Replace workshop facilitator(s)

B. APPLICATIONS AND TRAINING GUIDELINES:

- Issuance of Certificate:** Participants who have completed all certification requirements stipulated by Hogan Assessments Inc. and settled all workshop and related fees due to OPTIMAL will be issued a certificate and will henceforth be recognized as a certified individual.
- Certified Party:** Certification is granted to the individual and does not belong to the sponsoring organisation.
- Rights of Certified Individuals:** Certified individuals may purchase Hogan Assessments reports and materials; however, they are not authorised to certify others.

C. CONFIRMATION AND PAYMENT:

- Invoicing and Payment:** Total workshop fees will be invoiced upon registration, and payment must be remitted in accordance with the terms stated in the invoice.
- Invoice Currency and Applicable Taxes:** Unless otherwise agreed by OPTIMAL, the invoice currency will be based on the local currency and applicable taxes of the client's business entity location or domicile address, provided that the entity is situated in a jurisdiction where OPTIMAL has a registered legal entity. If the client's business entity or domicile address is outside such jurisdictions, invoicing will be determined by mutual agreement and confirmed in writing via email.

D. SPECIAL DISCOUNTS AND OFFERS:

- Eligibility for Bundle Pricing:** Participants are eligible for bundle pricing when registering for either of the following combinations:
 - Hogan Certification Workshop + Advanced Interpretation Certification Workshop, or
 - Hogan Certification Workshop + Advanced Feedback Certification Workshop.
 To qualify, both workshops must be held at the same location, take place within the same calendar year, and be invoiced together.
- Impact of Deferral:** If a participant defers the Advanced Certification Workshop to a different calendar year than the Hogan Certification Workshop, the bundle pricing (including any applicable group bundle discount) will no longer apply. Please refer to Section E: Special Arrangements for the relevant terms and conditions.
- Group Discount:** A group discount is available when two or more participants from the same organisation register for the same workshop session and are billed under the same invoice within the same calendar year.
- Application of Discounts:** Bundle Pricing and Group Discounts cannot be combined with each other or with any other promotions, coupons, or special offers.

E. SPECIAL ARRANGEMENTS:

- Replacement of Participant:** Participants who are unable to attend the workshop and have not completed the pre-workshop online assessments or 1-on-1 debrief and replacement options may nominate another participant from the same organisation as a replacement without penalty. Advance notice of at least two (2) calendar weeks prior to the registered workshop date is required for such changes. Any additional expenses incurred by Optimal due to late notice will be charged to the participant or their organisation.
- Deferral Within the Same Calendar Year:** Participants may defer their attendance to another workshop held at any location within the same calendar year of the registered workshop without penalty or additional charges, provided that advanced notice of at least two (2) calendar weeks prior to the registered workshop is given. Any additional expenses incurred by Optimal due to late notice will be charged to the participant or their organisation.
- Deferral Beyond the Same Calendar Year:** If a participant defers attendance to a workshop held beyond the same calendar year of the registered workshop, they will be required to pay any differences in workshop pricing, venue fees, or applicable taxes.
- Limit on Deferral Requests:** A request to defer without penalty may only be made once per participant within the same calendar year of the initial registration. Any additional expenses incurred by Optimal due to this deferral request will be charged to the participant or their organisation.

- Change of Language Session:** Participants who have registered and paid for the Putonghua session may opt to change to an English session held at any location within the same calendar year of the registered workshop, subject to agreement from OPTIMAL. A request to change without penalty may only be made once per participant. Any additional expenses incurred by Optimal due to this change request will be charged to the participant or their organisation.
- Approval of Special Arrangements:** All requests for special arrangements as stipulated above are subject to approval by OPTIMAL.

F. CANCELLATION POLICY:

- Non-Refundable Fees After Pre-Workshop Completion:** Once the pre-workshop online assessments or 1-on-1 Debrief and Replacement Options have been completed, the full workshop fee becomes non-refundable and non-transferable. The full fee must be paid.
- Refund Eligibility Before Pre-Workshop Completion:** If the pre-workshop online assessments or 1-on-1 Debrief and Replacement Options have not been completed, refund eligibility will be based on the following written notice periods:
 - Cancellations received at least two (2) weeks prior to the workshop start date are eligible for a refund, minus a 10% administration fee.
 - Cancellations received at least one (1) week prior but less than two (2) weeks prior are eligible for a 50% refund.
 - No refunds will be granted for cancellations submitted less than one (1) week before the workshop start date.

G. 1-on-1 DEBRIEF AND REPLACEMENT OPTIONS:

- Validity of 1-on-1 Debrief and Replacement Options:** If the 1-on-1 debrief or replacement options are not completed within three (3) calendar months following the scheduled workshop date, all such entitlements will be deemed null and void, with no obligation to provide them in the future.
- Cancellation or Rescheduling Notice:** Advance notice of at least forty-eight (48) hours is required to cancel or reschedule any 1-on-1 debrief or replacement options involving the presence of Optimal's consultants. A penalty fee of USD 200 or its equivalent in the invoicing currency will be charged for insufficient notice or failure to provide notice.
- Late Attendance or No-Show:** Late attendance of more than ten (10) minutes, or failure to attend, will constitute a cancellation of the 1-on-1 debrief or replacement options involving the presence of Optimal's consultants.

H. DATA PRIVACY & CONFIDENTIALITY

- Compliance with Data Protection Laws:** All parties shall comply with all applicable data protection and privacy laws in the jurisdictions where the workshop is conducted, or the laws of Singapore for virtual workshops. Optimal shall process participant personal data for purposes related to the organisation, delivery, and improvement of the workshop and certification process, as well as for other purposes disclosed to participants, including the sending of updates, programme offerings, and newsletters by Optimal (with the option to unsubscribe at any time). Optimal shall implement appropriate technical and organisational measures designed to protect such data from unauthorised access, disclosure, or loss.
- Sharing of Data with Hogan Assessments Inc.:** For the purpose of completing the certification requirements, participants acknowledge that certain personal information must be shared with Hogan Assessments Inc., the assessment provider responsible for administering and issuing the relevant certification. Optimal will take reasonable steps to ensure that Hogan Assessments Inc. maintains appropriate data protection and security standards; however, participants understand that Hogan Assessments Inc. operates as an independent data recipient with its own systems, policies, and controls. As such, Optimal cannot guarantee the security of information processed, stored, or transmitted by Hogan Assessments Inc. or any other third-party service provider engaged for workshop delivery.
- Confidentiality of Proprietary Information:** Both parties agree to maintain the confidentiality of all proprietary information, materials, and content shared during the workshop. Such information shall not be disclosed to any third party without prior written consent, except where disclosure is required by law.
- Survival of Obligations:** These confidentiality obligations shall survive the completion or termination of this Agreement.