



# PERFORMANCE PROGRAMS INC.

assessment, awareness, action

## Description of Hogan Certification Workshop

The Hogan Certification Workshop is a bundled, steeply discounted training event designed to make attendees first comfortable, and then expert, at using the Hogan family of assessments. It consists of Pre-Work, the Training Day, and Post-Work followup consultation. The workshop is \$1500 (USD), discounted from the full retail value of \$2300.

### Pre Workshop Activity

All of the following steps are taken once someone registers for the workshop:

1. We send a link for each person to take the three Hogan assessments – Hogan Personality Inventory (HPI – a measure of usual tendencies); Hogan Development Survey (HDS – a measure of tendencies when under stress); and the Motives, Values and Preferences Inventory (MVPI).
2. We send a link with access to the Hogan Online Learning Module. This module defines and illustrates all 28 scales of the HPI, HDS and MVPI, which will provide you with a critical foundation for activities in the Hogan Certification Workshop
3. Reports are delivered back to you, and we schedule a 1-hour individual consultation session to review your results. It is best if this debrief occurs after completing the Hogan assessments. One of our Hogan certified senior consultants will conduct this feedback session.

### Workshop Day

4. Participants are given the following materials, distributed on the day of the training.
  - a. The Hogan Guide
  - b. Certification Participant Binder (copies of all PowerPoint slides, explanatory material, and practice case studies).
  - c. CD / Flash drive containing the technical manual for each assessment (approx 200 pages per manual), sample reports, pricelist, etc.
5. The workshop begins at 8:30AM and runs until 5PM. There will be 2 short breaks and 1 lunch break during the course of the day in which pastries/ snacks, fruits, tea/coffee and lunch will be provided.
6. The workshop is preapproved by Human Resources Certification Institute (HRCI) and American Psychological Association (APA) for Continuing Education Units toward: SHRM, PHR, SPHR, GPHR, and IFC.

### **Performance Programs, Inc.**

A Member of the Clark Wilson Group ~ Distributor of Hogan Assessments  
P.O. Box 630 ~ Old Saybrook, CT 06475 ~ Phone: (800) 565-4223 ~ Fax: (860) 388-6862  
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### **Post Workshop Activity**

7. Each participant receives two sets of complimentary assessment codes (Leadership Forecast Reports) for use with clients they will coach.
8. Each participant can schedule a 30 minute telephone session to review the results of these reports prior to meeting with their client.
9. Participants receive a signed Hogan Certificate for getting certified.
10. Participants are registered with Hogan as Certified consultants. Consultants can be listed on our website as Certified Hogan consultants, with a link to their website for further information.
11. Participants may attend any of our ongoing Webinars on various topics at no charge as often as they wish. These 1-hour webinars are designed to introduce related topics or merely as periodic refreshers for those who do not use Hogan assessments on a regular basis. Currently scheduled webinars are available on the following topics:
  - Overview of Hogan Assessments
  - HPI Interpretation Practice
  - HPI Subscale Interpretation – Overview and Interpretation
  - HDS Interpretation Practice
  - MVPI Interpretation Practice
  - HBRI Overview
  - Using Hogan Assessments for Development
  - Using Hogan Assessments for Selection
  - Analyzing the Job using the Hogan JET process
  - Using the Hogan Safety Report

Workshop cost is \$1500 per person.

Our Hogan Trainers can come to you for groups of 8 or more. Actual travel expenses are additional for onsite training.

We are also available at any time for consultant questions. Our goal is to be sure that by the time you sit down with your first client, you are at ease and comfortable with all of the information you have to discuss.

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