

# Talent Development



Research shows that what others think of us matters. Upstanding reputations are linked with career success, while poor reputations are linked with failure. At Hogan, we believe the best approach to talent development is cultivating strategic self-awareness — a critical understanding of our own performance capabilities and limitations.

## Leadership Development

Actionable plans for leadership and executive development boost employee engagement, an essential ingredient for company-wide success.

- ▶ **Leadership Forecast Series** measures a leader's performance capabilities, challenges, and underlying motivators and includes a five-step development plan and career development primer.
- ▶ **Hogan 360°** evaluates a leader's reputation among managers, peers, and direct reports using a multirater feedback tool.

## High Potential Development

Using our industry-leading personality database, we'll help you retain top talent and prevent high potentials from slipping through the cracks.

- ▶ **High Potential** helps you uncover overlooked talent and prioritize development opportunities to build a pipeline of high-performing future leaders.

## Career Development

Research shows that companies that invest in career development consistently outperform those that don't. With Hogan insights, your employees will have the strategic self-awareness needed to grow and increase productivity.

- ▶ **Leader Focus** identifies an emerging leader's most prominent leadership style using key personality characteristics.
- ▶ **Insight Series** offers feedback for middle managers who need to bridge the gap between management and staff while delivering results and reducing turnover.

## Team Development

Our team development tools help address personality clashes and improve collaboration.

- ▶ **Team Report** assesses individual contributions to a team's overall strengths, weaknesses, and values.

## Judgment and Decision-making

Our tools evaluate employees' problem-solving and critical reasoning abilities, as well as the ability to acknowledge and fix faulty decisions.

- ▶ **Judgment** defines an individual's style of information processing and decision-making, as well as openness to learning from past mistakes.
- ▶ **Hogan Business Reasoning Inventory** measures how well people evaluate sets of data and tests their overall business reasoning abilities.

## Safety

Our safety development plans have saved companies almost 2,000 production days and \$70,000,000 in accident and injury costs.

- ▶ **Hogan Safety** improves safety training and prevents costly accidents by identifying safety-related gaps in your organization.

## Emotional Intelligence

Our feedback strengthens emotional competence, which accounts for four-fifths of success in leadership.

- ▶ **EQ** gauges participants' ability to manage their emotions and effectively respond to the emotions of others.

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