



# Hogan As A Leadership Framework:

## Understanding the Environment You Create & Knowing How to Flex to Engage Others in Meaningful Ways

### Goal

We believe in the ideas of high-potential mid-career under-represented talent and the value they can bring to business. We support their advancement by providing a development program at **no cost to the company or participants thanks to our sponsors.**

Hogan As A Leadership Framework is designed to help people better understand tendencies in themselves and others that contribute to or inhibit success. We focus on turning insights into action by practicing new skills,

creating targeted action plans, and inviting participant's managers to join the beginning of the program to help make connections within the company and have a plan to support the talent they sponsored.

The goal is for individuals to build stronger relationships in order to receive better feedback and sponsorship, increase their influence, and more effectively manage others. This, in turn, helps companies accelerate their pipeline.

### Approach

1 Understand how one's likely reputation compares to how they see themselves along key dimensions through Hogan leadership assessment feedback.



2 Understand the value of each framework:  
❖ Motives & Values  
❖ Day-to-Day Leadership  
❖ Tendencies Under Stress

3 Learn the scales:

Dimension	Low Score/High	High Score/Low
Empathy	Values change easily; benevolent and fair	Values persistent; high status; like
Power	Desires personal advancement	Values achievement; customer oriented
Adaptability	Open to change; flexible	Set goals; persistent; likes to lead
Teamwork	Values team; likes to work with others	Values team; likes to work with others
Autonomy	Values change; flexible	Values team; likes to work with others
Commitment	Values change; flexible	Values team; likes to work with others
Resilience	Values change; flexible	Values team; likes to work with others

4 Test understanding (mini case study)



5 Turn Insight into action (personal action plan)



6 Support learnings through 1:1 executive coaching



### Event Dates (Virtual)

**Module 1** (Friday, Sep 6th, 9 AM – 11 AM EST) The Keynote speaker will present during the first hour, and Managers and HR are welcome to join. Afterward, participants will stay for a group debrief of their individual Hogan leadership assessment.

**Module 2** (Friday, Sep 13th, 9 AM – 11 AM EST) Learning module on Motives & Values

**Module 3** (Friday, Sep 20th, 9 AM – 11 AM EST) Learning module on Day-to-Day Leadership

**Module 4** (Friday, Sep 27th, 9 AM – 11 AM EST) Learning module on Tendencies Under Stress

**Module 5** (Friday, Nov 15th 9 AM – 10 AM EST) Commitments, next steps, and closing

**One-on-one executive coaching added to our program to help pull through commitments.**

For more information or to sign-up, please contact Shea Clarke at [shea@princetonhrinsight.com](mailto:shea@princetonhrinsight.com)

### 2024 Sponsors:

