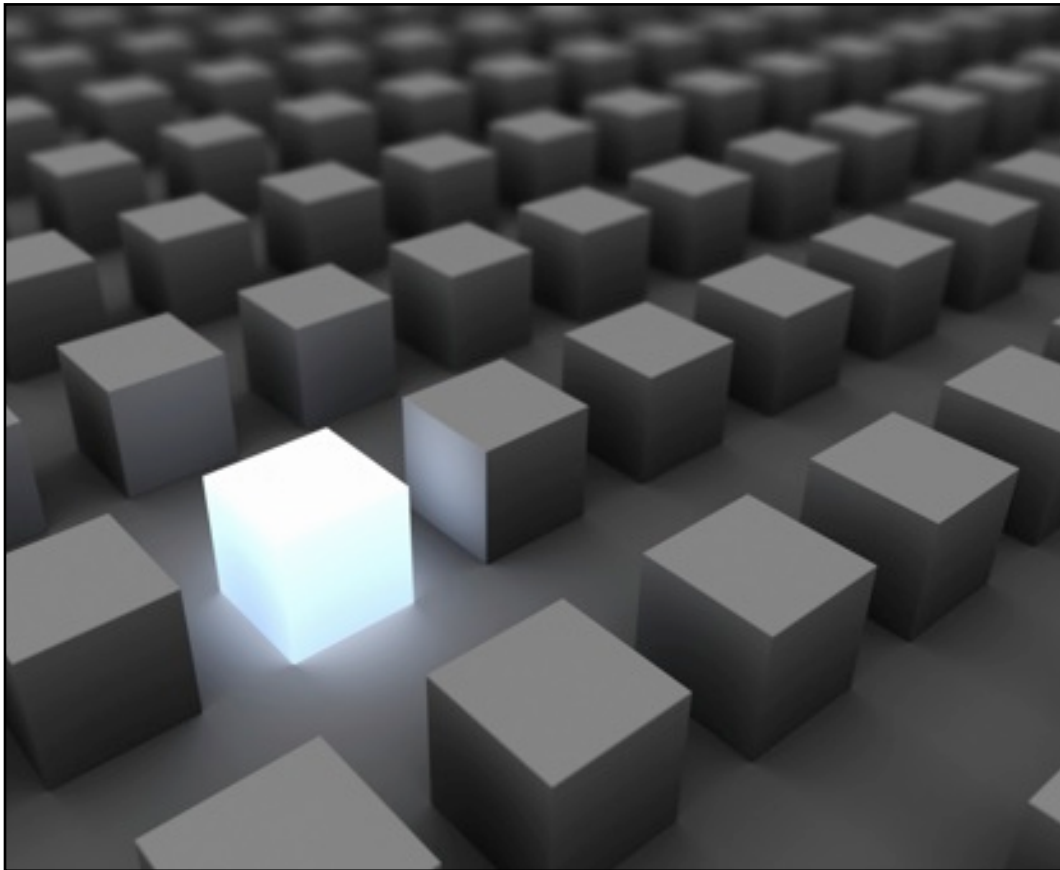


EXECUTIVE SEARCH



Why use Hogan to select your next generation of Leaders

Finding the right candidate for the role often feels like looking for a needle in a haystack. When selecting leaders, the costs and risks associated with wrong hires are extremely high - there is simply no room for error.

The Hogan assessments are specifically designed for leadership and executive search to support organisations in making accurate hiring decisions. These instruments are widely credited with demonstrating how personality factors influence organisational effectiveness, showing that personality testing effectively predicts job performance.

Over 450 validation studies demonstrate superior predictive validity regardless of job, job family, or industry. Hogan typically helps organisations measurably improve the quality of their hiring decisions by 20% to 40%, resulting in reduced turnover, decreased shrinkage, increased customer service/satisfaction ratings, increased sales, reduced accidents, reduced workers compensation claims, etc.

Hogan pioneered the use of personality testing to predict job performance more than three decades ago. They set the global standard, ensuring that their assessment products provide the most reliable and useful source of information about people's behaviour at work.

Furthermore, the assessments do not produce adverse impact based on gender, age, or ethnicity.

The Hogan Suite

HPI - HDS - MVPI

The Hogan assessments most suitable for leadership selection are described briefly below. They are currently used by over 50% of Fortune 100 companies for employee selection and/or development purposes.

Simple to administer online, each assessment takes around 15 minutes to complete and the reports are immediately available to the consultant in order to prepare for the interview. The Hogan reports provide insights that enable consultants to develop behavioural or criteria-based interview questions that link to the key competencies of the role.

ASSESSMENTS

Hogan Personality Inventory (HPI)

Outlines strengths and skills that enhance an individual's career; identifies the characteristics of an individual that others notice quickly.

Hogan Development Survey (HDS)

Research tells us that 50-65% of existing managers will fail in one way or another. We also know that employees in every industry sector report that the worst and most stressful parts of their jobs are their immediate bosses. All of which means that bad Leaders are the major cause of absenteeism, poor employee morale, poor customer service, low productivity, and high turnover.

The HDS identifies likely dysfunctional traits in leaders—tendencies that appear after prolonged exposure, during stress or as a result of heavy work loads—that can derail a team, a whole business or ultimately an individual's career.

These tendencies are rarely seen during a typical selection interview.

Motives, Values, Preferences Inventory (MVPI)

Identifies personal drivers and fit with an organisational culture as well as the culture that a Leader is likely to recreate and reward; indicates what kinds of jobs, work, and environments an individual will find most satisfying.

About Facchini Consulting Limited



We are a specialist consultancy providing support in executive selection, professional development and leadership skills to HR professionals and senior managers across Europe and the Middle East.

Our highly qualified and experienced consultants employ the most advanced and trusted psychometric assessments currently available to assist in senior selection processes and the development of key individuals in small and medium organisations across all sector.

For more information visit www.facchiniconsulting.com