



Authorised
Distributor

HOGAN CERTIFICATION PROGRAMME

The Hogan training offer has been expanded and renewed with 2 new advanced workshops

Based on over 30 years of psychometric research, Hogan's assessments are the first to challenge the long-established framework and to **scientifically correlate personality with professional performance potential**. Leading instruments at a global level, today Hogan's tools continue to offer organisations and people the opportunity to **improve their professional performance through strategic self-awareness on their reputation**.

To make the assessment theoretical model popular, as well as to enable professionals to admin, interpret and give feedbacks on the results, Hogan Assessments Systems have finalised a **certification programme** designed specifically for talent management specialists, HR consultants, as well as coaches.

Awar as an **Hogan Authorised Distributor** company based in Italy, France, Spain and UK, organises and holds the whole programme which consists of 3 workshops and 4 training days overall.

Today, more than ever, being Hogan Certified means acquiring a qualifying and distinctive professional specialisation.



HOGAN WORKSHOPS

THE DETAILS

HOGAN ASSESSMENT CERTIFICATION WORKSHOP



The Hogan Assessment Certification Workshop enables the administration and interpretation of Hogan's 3 core personality assessments:

- **Hogan Personality Inventory (HPI)**
- **Hogan Development Survey (HDS)**
- **Motives, Values, Preferences Inventory (MVPI)**

A 2-day workshop that challenges your way to observe human nature, and which changes your way in conceiving leadership and performance. It is not a coincidence that over 75% of Fortune 100 companies are Hogan Certified!

Completing the Hogan Assessment Certification Workshop is a requirement to sign up for the Advanced Workshops which are instead stand-alone and one can participate in any order they prefer and separately.



HOGAN ADVANCED INTERPRETATION WORKSHOP



The Hogan Advanced Interpretation Workshop is designed for professionals who want to gain further interpretative skills on the assessments scores.

Delving into the technical competencies gained during the Hogan Assessment Certification Workshop, this advanced training focuses on:

- **Making connections between the individual dimensions scores to extrapolate more robust interpretations**
- **Extracting the most out of the analysis of the sub-dimensions**
- **Implementing advanced methods to interpret low HPI and HDS scores**

The competencies acquired over this advanced training prepare you to analyse Hogan data in-depth and enable you to make the most out the 3 core assessments.

HOGAN ADVANCED FEEDBACK WORKSHOP



The Hogan Advanced Feedback Workshop is designed for professionals who want to gain further and broader theoretical and practical knowledge on how to give constructive and effective feedback.

Delving into the technical competencies gained during the Hogan Assessment Certification Workshop, this advanced training focuses on:

- **Giving feedback following a consistent model**
- **Applying best practices on giving Hogan feedback**
- **Solving the most common issues such as resistance to feedback**
- **Associating scores to the individual professional context**
- **Creating development plans**

The competencies acquired over this experiential training prepare you to give high-impact feedback..

HOGAN WORKSHOPS

GENERAL INFORMATION

HOGAN ASSESSMENT CERTIFICATION WORKSHOP



THIS INCLUDES:

- 2 sets of Leadership Forecast Series (LFS) reports, one for the participants and one to use with a volunteer post-workshop for field skills practice
- The opportunity to use the Hogan Certified logo on your own CV or bio
- e-copy of the course workbook

PARTICIPATION FEE: €2,500.00 (+VAT)

STRUCTURE:

- **PRE WORK:** online completion of the 3 Hogan inventories and feedback
- **E-learning module (mandatory)**
- **2-DAY WORKSHOP:** learn how to interpret and apply the Hogan core assessments
- **POST WORKSHOP:** 1:1 training to provide support for the first feedback session (optional)

HOGAN ADVANCED INTERPRETATION WORKSHOP



THIS INCLUDES:

- Workbook and Reference Guide
- Certificate

PARTICIPATION FEE: €1,300.00

Participation fee in combination with Hogan Advanced Feedback Workshop: **€2,125.00 (+VAT)**

STRUCTURE:

- **PRE WORK:** E-learning module (mandatory)
- **1-DAY WORKSHOP**

HOGAN ADVANCED FEEDBACK WORKSHOP



THIS INCLUDES:

- Workbook and feedback discussion form
- Certificate

PARTICIPATION FEE: €1,300.00 (+VAT) Participation fee in combination with Hogan Advanced Interpretation Workshop: **€2,125.00 (+VAT)**

STRUCTURE:

- **PRE WORK:** E-learning module (mandatory)
- **1-DAY WORKSHOP**



Particular Conditions for both EMCC (European Mentoring & Coaching Council) and ICF (International Coach Federation) associated coaches

Both ICF members and EMCC Italia members are entitled to a **15% discount** upon signing up. In case of combined participation to both the Advanced Workshops, the discount is applied to the full price of the single courses (€1,300.00 + VAT each).



Furthermore, ICF members can apply for CCE credits after attending the workshop. In particular, for the **Hogan Assessment Certification Workshop**, the **CCE credits are 16**, while for the **Advanced Interpretation Workshop** and **Advanced Feedback Workshop** the **CCE credits are 8 respectively**.

Time Schedule

9:00am – 6:00pm

Lunch time (free) 1:00pm-2:00pm

Dates are scheduled upon request

For further info and sign up:

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The participation fee shall be due upon registration

Paperback copies of the **Hogan Guide** are available for **€75 (+VAT)**.



AWAIR

Awair was founded in 2012 by a group of seasoned talent management consultants, each with over 20 years of experience in HR assessments, leadership development and change management. With offices in Milan, Paris, Barcelona and London, Awair can deliver projects in the 5 continents and assist clients in Italian, English, French and Spanish

Its services and product offering is centered around the use of highly reputed, validated, science-based psychometric and behavioral assessments. Awair has distribution partnerships in place with global developers who provide top-notch assessment solutions, including: cognitive ability tests, personality assessments, behavioral assessments, 360° feedback and game-based assessments.

In early 2019, Awair merged with 3 Minute Mile, another equally dynamic HR consulting company headquartered in London. The two companies operate as one, although maintaining two distinct brands. Both the companies' complementary competences aim to optimise people's impact at work: the joint consulting teams offer a diverse range of multi-cultural, leading, proven skills.



The international authority in personality assessment and consulting, **Hogan Assessments Systems** has more than three decades of experience dramatically reducing turnover and increasing productivity by helping businesses hire the right people, develop key talent, and evaluate leadership potential.

Grounded in more than a century of science and backed by the largest and most complete pool of research in the industry, the Hogan assessments predict job performance by assessing normal personality, derailment characteristics, core values, and cognitive reasoning ability.

Hogan's selection and development tools allow companies to better manage their most valuable assets – their people – and develop their leaders.