



■ SELECT
■ DEVELOP
■ LEAD

HOGAN **DEVELOP**

G R O W Y O U R K E Y T A L E N T

The Hogan Approach to Employee Development:

Retain and Grow Top Employees: HoganDevelop offers a variety of report options that offer powerful employee development suggestions based on results of employee work style strengths, developmental opportunities, and career drivers. HoganDevelop increases the retention and engagement of superior employees because they recognize the investment in their own career development.

Effective Employee Management and Coaching: HoganDevelop products offer effective employee management and coaching strategies that nurture the employee's growth. Coaches receive focused feedback about their employees' strengths, opportunities for development, and strong action plans that are linked directly to on-the-job accountability.

Succession Planning: The key to succession management is to create a match between the company's future needs and the aspirations and abilities of individual employees. By using HoganDevelop in your talent management process, you can identify the future leaders of the company and provide them with the appropriate developmental opportunities for their career.

People – Your Competitive Advantage: Your competitors can buy the same things you can buy and hire from the same employment sources as you, but you can be differentiated in how you develop and manage your people. The advantages you achieve through a committed and knowledgeable workforce are hardest for a competitor to replicate.



CAREER

The Career Report describes how an individual will act in various business circumstances, identifies strengths and shortcomings, and includes detailed developmental tips on how to manage his/her career. This high-impact report accurately identifies the behavioral tendencies likely to affect job performance.

MANAGE

The Manage Report highlights the most effective techniques for managing an employee. This in-depth report identifies strengths on which to build and shortcomings that may be a challenge.

COMPASS

The Compass Report outlines the occupational significance of a person's core values and provides effective career planning information. This values-driven report clarifies a person's values, compares these values with various occupations and cultures, and describes the kind of people with whom the person will be comfortable to work and live.

INTERPRET

The Interpret Report presents scores in a graphical representation, interprets the business relevance of the scores, and describes how the scores interact. This comprehensive report describes the assessment subscale scores and how they impact the day-to-day interactions with others.

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