



# HOGAN LEAD

## LEADERSHIP FORECAST SERIES

### The Hogan Approach to Leadership Development:

*Leadership Derailment:* What we know is that perhaps two-thirds of the people currently in leadership positions will fail; they will then be fired, demoted, or kicked upstairs. The most common reason for their failure will be their inability to build or maintain a team. Their inability to build a team is typically a function of certain dysfunctional interpersonal tendencies that can be identified through the HoganLead process.

*Identify High-Potential Leaders:* The HoganLead leadership development reports are based on 30+ years of research and socioanalytic theory that identify competencies, derailers, and values of top leaders. From day-to-day interactions to situations of stress and pressure to goals that drive behavior, HoganLead identifies high-potential leaders within organizations worldwide.

*Beyond Succession Planning:* The key to succession management is to create a match between the company's future needs and the aspirations and abilities of its leadership team. By using HoganLead in your leadership development process, you can foster professional growth of the leaders within your company and evaluate a leader's impact on the climate and culture of an organization.

*Leadership Significance:* Leadership is the most important topic in the social, behavioral, and organizational sciences. When good leadership prevails, organizations and people prosper. Bad leadership is almost always accompanied by corporate corruption and business disasters.



## POTENTIAL

The Potential Report outlines an individual's day-to-day leadership style, including behavioral descriptions, leadership competencies, and comprehensive development recommendations. The Potential Report's seven dimensions of normal personality address different components of leadership performance.

## CHALLENGE

The Challenge Report describes a leader's characteristic way of interpreting the world and treating subordinates while under stress and pressure. The Challenge Report predicts career-derailing behaviors that interfere with the ability to build a cohesive and high-performing team, the hallmark of effective leadership.

## VALUES

The Values Report explores a person's core values and goals that ultimately drive a leader's behavior, aspirations and expectations about life. What a person values determines how he/she will lead; this determines the kind of environment a leader will create and the sort of organizational culture the person will do the best work.

## COACHING

The Coaching Report is a self-guided, comprehensive development planning tool for individual leadership development. It integrates the information from the Potential, Challenge, and Values reports into a five-step planning process. By completing this process, a leader produces a powerful, personal development plan designed to foster professional growth.

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