About Mentis

Mentis specializes in world-class assessment, training, coaching and development programs - offering targeted solutions to meet your needs. Our services cover all organisational levels, from designing and delivering graduate development to coaching and advising at CEO and Board level. It’s all about predicting performance and identifying potential. Mentis values long-term client relationships. We believe that with an in-depth understanding of your requirements we can provide meaningful results. Our services are available throughout the UK, Europe and the Middle East and ASEAN regions.

Leadership Training and Development
Mentis provides an array of off-the-shelf or bespoke training and development services, all delivered by subject matter experts. From the development of high impact leadership and management programs to the accreditation of world class personality profiling tools, Mentis takes great care to ensure that both the content and delivery maximises impact to both the individual and the organisation. By drawing on our own expertise, our considerable associate network and our relationships with highly respected academic institutions we pride ourselves on our ability to deliver thought leadership on a wide range of business critical subjects.

Working Capital
For either selection or development a detailed understanding of “where we are” is essential in determining the best way forward. Whether for individuals or groups, Mentis brings a wealth of expertise and experience to implementing the most effective solution for our clients. Be it through the design of assessment processes, the selection of appropriate instruments or tailoring and customisation, Mentis uses state of the art diagnostic tools and techniques to help our clients increase individual and organisational success.

Company Profile

“Mentis” is a Latin word which means “mind, character & attitude” and as such this reflects the purpose of our work. Our mission is L³ = Live x Learn x Leap = Lead – to help our clients to improve organisational performance by selecting, developing and retaining talented people.

Mentis was formed in 2003 and since then we have delivered management and leadership development programs involving many thousands of managers and leaders internationally.

With our HQ’s in London, Dubai and Bangkok and offices across the Middle East and Asia we offer world class leadership programs, talent management consulting and personality profiling tools to enable our clients to discover, grow and nurture talented people. Mentis works with 600 client companies in multiple sectors.

Our consulting is targeted to provide the following:
- Profiling and assessing leaders and high potential candidates
- Implementing structures and systems for talent management and succession plans
- Insightful coaching feedback for emerging and established leaders
- Leadership development
- Increased individual or team performance.

Company Values

Mentis defines seven company values as our guiding principles in all the work that we do:

SERVICE
We help people to see their full potential
With scientific, fair and ethical solutions. We are dedicated to high impact social programs.

MAKING A DIFFERENCE
We work through trusted partnerships
Fostering Alliances and Partnerships to making a difference to others through the work we do.

INTERNAL COHESION
We act with integrity and commitment
Shared values, vision, commitment, integrity, trust, passion, creativity, openness, transparency.

TRANSFORMATION
We learn and grow
We understand what is means to be accountable. We help others to learn, we help ourselves to learn.

Company Philosophy

Every organisation is different, and Mentis approaches your needs with an open mind, bringing the depth of experience you deserve.

Any consultant should act as a trusted adviser; delivering demonstrable added value and tangible benefits to your business. At Mentis, our consultants are motivated to deliver innovative solutions to people issues -- prepared to be inquisitive, to draw on our expertise, to act ethically, openly and honestly and to work hard to deliver your objectives.

Our assessment practice is governed by the code of professional ethics of the British Psychological Society, with several team members being chartered psychologists.
Mentis is a leading provider of development services, including executive coaching, that can help your business develop the skills needed to run more successfully, more efficiently and more profitably. We offer a range of bespoke services and consultancy which are cost-effective for businesses of all sizes.

Development Services

We can help you to make the right hire, develop potential, and plan for effective succession leadership. Mentis provide a range of standalone services, services that build upon the knowledge gained through Hogan assessments, and services that can be packaged together for a particular purpose.

How we can help you

Select
Select the right person for the job & for the organisation through Individual Profiling, Assessment Centres & Competency Based Interviews.

Identify
Identify who should be promoted and who has potential to be best at the job through our Development Centre & Talent Reviews.

Develop
Engage and develop the talent of your people through coaching, self directed learning, webinars and 360 feedback.

Collaborate
Collaborate between people to enhance the team and organisation through Team Profiling & Team Development Workshops.

Lead
Invest in leadership skills and talents of your leaders enhanced through in-depth competency report, profiling and coaching.

Hogan Developmental Feedback Sessions
A 90-minute dedicated coaching session with a Hogan Consultant to explore the key themes, strengths, development opportunities and potential risks from the World-famous Hogan reports.

Consulting Services
Take advantage of our expertise in assessment and development to determine and deliver: Competency Frameworks, Talent Reviews, Assessment & Development Centers, Case Study Exercises, Competency Based Interviews, Training, Team Facilitation and Leadership Development Programs.

360-Degree Feedback Coaching & Development Planning
Facilitated by a leadership expert coach, this interactive one-to-one session provides insights and guidance on the feedback from our 360-degree feedback tools – an essential part of the developmental cycle.

Design Services
Our experienced team will design customized frameworks, assessment exercises including case studies and competency based interview specific for your organization. We can also map your business competencies and design a custom report to fit your organization’s needs.

Coaching Program
(6-9 sessions recommended)
Experience a thought-provoking and creative coaching process, an ongoing professional relationship leading to individual transformational results in their lives, careers, business, or organizational role.

Talent Reviews
A tailored solution to benchmark individuals, teams all the way up to large groups of high-potential candidates. Mentis conducts thousands of such Talent Reviews each year which typically include Competency Based Interview (CBI), personality profiling, assessment of judgement and reasoning.
Coaching Services

Coaching is widely recognised as a very effective means by which to enhance performance. A study by the Chartered Institute of Personnel Development (CIPD) in the UK has shown that 84% find it to be effective or highly effective. Mentis offers professional coaching to transform behaviour and drive personal development and growth in organisations. Mentis provides the services of skilled, experienced and professionally accredited coaches who can help individuals and teams achieve their visions and goals.

Why Coaching?
Coaching can be valuable at many different career stages, or to address specific work-related challenges. It may be useful for:

- Supporting a promotion, career transition, or developing a succession plan
- Helping individuals and teams to navigate conflict or handling change
- Addressing specific skill or building competencies such as managing stress, leadership and assertiveness
- Strengthening the onboarding process or a move to a new role
- Championing leadership development for leaders at all levels from first line junior supervisors through to senior executives

Coaching is an ongoing creative process that inspires people to maximise their professional and personal potential, and it is this that can support people in achieving extraordinary results in their lives, both inside and outside of work.

The Approach
The approach taken to coaching draws on the Results-Based model promoted by the Neuroleadership Group, and the widely respected ACT approach (Acceptance and Commitment Training). On undertaking new coaching assignments clear goals and objectives are agreed with the organisation and the participant. Subsequently, the process:

- Reviews events and experiences to determine understanding and opportunities
- Assesses alignment of personal values in bringing about change
- Develops commitment to action and change
- Analyses personal skills and approaches and seeks to understand self as the context
- Evaluates the thought process behind behaviour and action
- Results in acceptance of new ways of working

Coaching is not telling. In following the ACT model, behavioural patterns can be understood and addressed through feedback, self-awareness, reflection and building an action plan for change based on experiential growth. This process works towards meeting the goals and objectives set at the outset, enhancing individual and/or team performance.

Accreditation
Our coaches are accredited by the International Coach Federation (ICF), the recognised leader in the accreditation of professional coaches. Mentis uses the ICF framework that focuses on 11 competences to ensure coaches are well-equipped to support personal development. Coaches are also accredited with the British Psychological Society (BPS) and the Association for Coaching (AC).

Contact with the Present Moment
Self as Context
Committed Action
Experienced through Goals & Objectives
Experienced through Events - understood, known or experienced
Experienced through Language & Cognition
Mindfulness & Acceptance Processes
Commitment & Behavioural Activation Processes
Values
Contact us to find out how our coaching services can help transform your leadership and organisation today.
support@mentisglobal.com
The international authority in personality assessment, 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 portfolio of employee selection, development and leadership tools allow companies to better manage their most valuable assets – their people.

A global leader in personality assessments, Hogan is at the forefront of employee selection and retention, leadership development and identifying key talent. These powerful instruments are recognised for their unique and accurate insights into individuals’ inherent characteristics that impact their leadership style and can even become potential career derailers.

Drs. Robert and Joyce Hogan spent 15 years cumulating evidence that personality testing predicts job performance before (co) founding the distinguished Hogan Assessment Systems in 1987. Their research is credited for highlighting the importance of personality profiling in increasing organisational effectiveness and job performance and is based on the Five Factor Model. The HPI measures an individual’s strengths and focuses on their day to day behaviours that may predict job performance and occupational success and helps to establish the most suitable environment where the individual concerned may progress. The Hogan Development Survey (HDS) explores aspects of reputation which can derail leadership success. Using the MVPI, individuals can pinpoint their key areas of motivation, rooted in their values and can ultimately determine their fit (or even misfit) with an organisations culture.

The Motives, Values, Preferences Inventory (MVPI) describes personality from the inside – the core goals, values, drivers, and interests that determine what we desire and strive to attain.

Matrigma is a non-verbal test that measures general mental ability, GMA. It therefore measures individual problem-solving, logical ability and a flair for being able to spot logical connections.

The Hogan Personality Inventory (HPI) is a measure of normal, or bright-side personality – qualities that describe how we relate to others when we are at our best.

The Hogan Development Survey (HDS) describes the dark side of personality – qualities that emerge in times of increased strain and can disrupt relationships, damage reputations, and derail peoples’ chances of success.

The Hogan Business Reasoning Inventory (HBRI) describes reasoning style – the ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes.

Judgement is about making good decisions. The Hogan Judgement Model separates judgement into three distinct areas: How you prefer to learn, How you make decisions and how you react to decisions.
Assessments

### Personality

**HPI**

The Hogan Personality Inventory (HPI) is a measure of normal personality and is used to predict job performance. The HPI is an ideal tool to help you strengthen your employee selection, leadership development, succession planning, and talent management processes.

The HPI was the first inventory of normal personality based on the Five-Factor Model and developed specifically for the business community. The HPI is a high-quality psychometric evaluation of the personality characteristics necessary for success in careers, relationships, education, and life. Whether you are implementing an organizational assessment process or enhancing your executives’ development, the HPI reports can help you identify the fundamental factors that distinguish personalities and determine career success.

**HDS**

The Hogan Development Survey (HDS) identifies personality-based performance risks and derailers of interpersonal behavior. These behaviors are most often seen during times of stress and may impede work relationships, hinder productivity, or limit overall career potential. These derailers—deeply ingrained in personality—affect an individual’s leadership style and actions. If these behavior patterns are recognized, however, they can be compensated by development and coaching.

Under normal circumstances, the escalated scores on the HDS scales may actually be strengths. However, when an individual is tired, pressured, bored, or otherwise distracted, these risk factors may impede effectiveness and erode the quality of relationships with customers and colleagues. The HDS concerns characteristics not covered by the Five-Factor Model. The HDS is a high-quality psychometric evaluation of the personality characteristics that can derail success in careers, relationships, education, and life.

**MVPI**

Motives, Values, Preferences Inventory (MVPI) is a personality inventory that reveals a person’s core values, goals and interests. Results indicated which type of position, job and environment will be most motivating for the employee and when he/she will feel the most satisfied.

Organizations can use this information to ensure that a new hire’s values are consistent with those of the organization. The MVPI can also help diagnose areas of compatibility and conflict among team members. Core values are part of a person’s identity. Consequently, they are a person’s key drivers - they are what a person desires and strives to attain.

### Reasoning

**HBRI**

The HBRI evaluates two kinds of problem solving: tactical and strategic reasoning. It evaluates these two kinds of reasoning using basic business data presented in the form of textual, quantitative, and graphic items.

Tactical Reasoning: Concerns solving problems and coming to sensible conclusions once the facts are known. High scorers tend to be disciplined, steady, and precise.

Strategic Reasoning: Concerns the ability to detect errors, gaps, and logical flaws in graphs, memos, diagrams, written reports, numerical projections, and tables of data. High scorers are seen as curious and open-minded, tolerant of ambiguity, and interested in feedback.

**MATRIGMA**

Matrigma is a non-verbal test that measures general mental ability, GMA. The test challenges the ability to find hidden connections, fill in gaps where information is missing, grasp the relationship between different objects, and find points of similarity among figures that differ one from the other. In other words, Matrigma measures individual problem-solving, logical ability and a flair for being able to spot logical connections.

This type of GMA test, where the problem-solving tasks have the format of geometrical figures or matrices, provides a good measure of GMA and since it is non-verbal, it is less susceptible to cultural differences among individuals.

Matrigma is a classic cognitive ability test built on a modern and secure web platform. The predictive power of Matrigma makes a unique contribution to other selection criteria.

Research shows that a candidate’s level of cognitive ability helps to predict job performance, job satisfaction, voluntary turnover, and training performance as well as counter-productive work behaviors. In more complex jobs such as managerial or specialist roles, cognitive ability has an even higher impact.

**Judgement**

The Hogan Judgement Model represents a new and comprehensive approach to assessing judgement and decision making styles. Unlike previous approaches, the model includes a critical component most models miss: how a leader reacts to feedback about his or her failed decisions. This means the decision-making process does not finish once a decision has been made – it is only completed after the leader evaluates the outcome, especially when the goal was not achieved. The underlying rationale is that to improve one’s judgement, one needs to learn from experience and receive negative feedback about one’s performance. The judgement model advances current thinking by including (a) two brief information-processing measures related to verbal and numerical reasoning, (b) three independent scales that assess non-cognitive attributes that influence how an individual approaches decisions, and (c) an assessment of post-decision reactions, including responses to negative feedback.
What do the Hogan assessments measure and what type of information do they yield?

**Personal Characteristics**
- Resilience
- Technical Credibility

**Competency Domains**
- Leadership Skills
- Business Skills
- Interpersonal Skills
- Intrapersonal Skills

**Additional Assessments/Reports**

**EQ Report**
The Hogan EQ Report assesses emotional intelligence, the ability to identify and manage your own and others’ emotions. Based on the Hogan Personality Inventory (HPI) and Hogan Development Survey (HDS) or our new EQ assessment (15 minutes), the easy-to-understand report provides an overall EQ score, as well as scores and feedback for six emotional competencies. The report also includes a summary of likely behaviors, score pros and cons, and discussion points.

**High Potential**
The High potential report summarizes the candidate’s assessment results from the HPI, HDS, and MVPI mapped to the Hogan High Potential Competency Profile. The ratings provide a hiring manager with additional information about a candidate’s potential to meet the requirements associated with competencies in the profile. The interview guide offers questions that can be used to further probe competency behaviors.

**Hogan Safety**
Why a Safety Report:
- It is the first step to risk management
- Unsafe workers create considerable expense for companies and consumers alike

Can use as:
- A personnel selection aid
- An assessment of current workforce to uncover training needs.

Hogan has been researching predictors of safety-related behaviours for nearly 30 years across a variety of industries. The Hogan’s Safety Report identifies risks that individuals possess which lead to on-the-job accidents. Research shows that unsafe behaviours can be assessed using psychometrically validated measures. The Safety Report is based on this research and has proven effective at identifying these characteristics across industries.

**Advantage Report**
When it comes to a simplified approach to job candidate selection, there is no better option than Hogan’s Advantage report. Advantage combines Hogan’s reputation for accurate prediction and exhaustive research with an immediately applicable, low-cost solution targeted at entry- to supervisorlevel positions. Designed specifically to function as a pre-hire selection tool, Advantage accurately and efficiently predicts a candidate’s on-the-job performance.

**Express Report**
The Express Report provides an immediate recommendation based on the assessment results that will identify each candidate as high, moderate or low fit for the job opening. Additionally, the report identifies the candidate’s strengths, areas of concern and interview style.
How assessments facilitate development:

- Facilitate self awareness
- Identify behavioral tendencies to keep, stop, and grow
- Accelerate the coaching process
- Identify gaps between rewards/desired conditions & behaviors
- Reflect on motivations capable of impacting behavior
- Predict performance in new jobs and novel situations.

The Hogan training workshops are tailored for executive coaches, HR directors or generalists, organizational development or training professionals, and industrial/organizational psychologists looking to become certified in the administration, interpretation, and implementation of Hogan assessments. Workshops are facilitated by seasoned professionals who have in-depth experience with the Hogan inventories.

- An official Certification number recognised by Hogan Assessment Systems to administer and interpret the Hogan Personality Inventory (HPI), Hogan Development Survey (HDS) and Motives, Values, Preferences Inventory (MVPI)
- Copy of the Hogan Guide
- Free account set-up on the Hogan assessment platform, Hogan Assessment Link Online (HALO), to administer the three assessments online (HPI, HDS, and MVPI) and receive reports via e-mail
- Soft copy of course materials: presentation materials, supporting documents on delivering feedback and creating personal development plans with the HAS tools, Hogan literature on leadership and organisational effectiveness, Hogan articles and white papers)
- 1 complete set of the LEAD series of reports generated from each participant’s online Responses to the HPI, HDS and MVPI
- 1 set of logon details which allow a volunteer to complete the HPI, HDS & MVPI online and generates the LEAD Series of reports
- Hogan consultants are available post-certification to answer brief assessment interpretation and implementation questions
- Hard Copy of course materials (presentation materials, interpretive guide, sample reports).

Public Hogan Courses
Designed to provide an in-depth understanding of the Hogan Personality Inventory, Hogan Development Survey, and the Motives, Values, Preferences Inventory and how to effectively administer and interpret the Hogan Assessment Suite. The course is designed to apply the knowledge gained in order to learn best practices with respect to providing feedback and implementing programs with these assessments.

In-company Hogan Course
Full certification workshop:
Mentis offer the Certification workshop in company. This allows for the tailoring of the course to focus on the competencies in you organisation.

One day workshops:
Mentis offer one day Workshops providing accreditation in either the HPI and HDS Assessments. Our consultant is more than happy to travel to your place of work equally we can arrange the venue on your behalf.

Hogan Certification Workshops locations

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Prior to the course, a complimentary 60 minute dedicated Hogan feedback session with our Hogan Consultant is available to deliver feedback based on your hogan results.

All certified participants can register for any of our complimentary online drop-in sessions that are scheduled monthly. These will be a regular and fantastic opportunity to have a complimentary and dedicated 1 to 1.5 hour sessions with our Senior Hogan Consultant to discuss anything Hogan related, whether it be a specific profile, complex interpretation, advanced Hogan support, application of Hogan in different contexts or just an opportunity to refresh and update your Hogan knowledge.
Hogan Certification Course

Our Hogan Training is designed for executive coaches, HR directors or generalists, organizational development or training professionals, and industrial/organizational psychologists looking to become certified in the administration, interpretation, and implementation of Hogan assessments.

Course Content

The Hogan Certification Workshop is designed to provide an in-depth understanding of how to effectively administer and interpret the three Hogan Inventories:
- Hogan Personality Inventory (HPI)
- Hogan Development Survey (HDS)
- Motives, Values, Preferences Inventory (MVPI)

During the course, special emphasis will be placed on the Hogan LEAD Series. This set of reports includes:
- LEAD Potential (HPI)
- LEAD Challenge (HDS)
- LEAD Motives (MVPI)

Course delegates are invited to complete the inventories online and will receive their own set of LEAD reports, which will be referred to during the course. The programme consists of both theoretical and practical components designed to examine:
- What is personality and why is it important?
- The socio-analytic theory behind Hogan Assessment Systems
- Identity vs. Reputation: personality from two perspectives
- Development & validation of the Hogan constructs (& comparison with other psychometrics)
- The development and scale by scale interpretation of the three Hogan tools
- Identifying interrelationships of constructs across the instruments
- Developmental recommendations associated with each scale
- Proven applications (and validation) of the tools for selection and development.

To allow for practical experience after the course, delegates will receive an additional set of Login details to allow a volunteer from their personal or professional circle to complete the Hogan. The Hogan Assessments Logon Online (HALO) system will then generate LEAD Series of reports. Upon successful completion of the course, delegates will receive a Certificate of Professional Development which indicates that they have received the training required by Hogan Assessment Systems to apply these globally respected instruments in an organisational setting.

Agenda

Over the course, the following will be included:
- Hogan Personality Inventory (HPI)
- Hogan Development Survey (HDS)
- Motives, Values, Preferences Inventory (MVPI)
- Theory behind Hogan Assessment Systems (HAS)
- Measuring personality
- HPI validation and fairness
- Bright and dark side of personality
- Managerial derailment
- Configural scoring across all assessments
- Applying the Hogan tools for coaching feedback
- Breakout sessions
- Reporting options and case studies.

Hogan Advanced Interpretation Workshop

The two-day Hogan Assessment Advanced Interpretation Workshop will provide in-depth instruction on how to create configural interpretations of Hogan data.

Participants will increase their ability to evaluate and interpret Hogan profiles across all three Hogan Assessments and learn how the three data sets impact, buffer, and nuance each other. These interpretations are an effective foundation for development planning, executive coaching and working with high potential employees.

The two-day Hogan Advanced Interpretation Workshop will:
- Identify important configural interpretations within and between the three Hogan personality inventories
- Gain an in-depth understanding of how the Hogan subscales (HICS) influence the overall scale score
- Learn how to evaluate the Motives, Values and Preferences Inventory using the “cluster approach” and how it interacts with the Hogan Personality Inventory & Hogan Development Survey
- Identify and discuss a range of common profile and coaching challenges and how they relate to the Hogan Inventories
- Take a deeper look at Hogan Development Survey interpretation
- Critically evaluate case studies using all three assessments and create appropriate development actions
- Explore how scales relate to general job competencies
- Collaborate and discuss interpretation techniques and coaching strategies with other Hogan-user professionals
- Gain an in-depth understanding of how the Hogan subscales (HICS) influence the overall scale score
- Review and interpret dyadic and triadic configurations, conflicts and their behavioural implications.

As a prerequisite for the Advanced Interpretation Workshop, participants must have successfully completed the Hogan Certification Workshop. Participants will also receive pre-work to be completed prior to the workshop and be asked to bring a challenging case study or profile with them.

To view upcoming courses and book your place visit www.mentisglobal.com

Mentis is the only Hogan Distributor outside the USA licensed to deliver the official Advanced Interpretation Workshop.
HoganLEAD

HoganLEAD is a world-renowned, premiere leadership development program that is ideal for developing leaders through proven psychometric research that distinguishes successful leaders from failed leaders. By using HoganLEAD, leaders fully understand their performance capabilities, challenges and drivers – the key to getting ahead.

Leadership Derailed: 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.

HoganLEAD: The HoganLEAD Reports are composed of four different reports all working together to identify strengths and developmental needs of a manager or executive.

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 inevitable bankruptcies, corporate corruption and business disasters.
HoganDEVELOP

People are your competitive advantage. In a business environment where most companies have access to the same resources and technology, successful companies differentiate themselves through their committed and knowledgeable workforce.

Grow your Key Talent:
We believe in the power of Strategic Self-Awareness. This principle can be defined as performance capabilities determined by one’s strengths, abilities and limitations in relation to other people. The suite of HoganDEVELOP tools is information that can be used to shape and direct one’s career.

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.

HoganSELECT

By using HoganSelect for your employee selection process, you can identify the work style behaviours most critical for successful performance in a particular job within your organization. The primary goal of any employee selection assessment process should be to predict job performance. Research shows that organizations that leverage the HoganSelect products have reduced employee turnover, increased productivity, and improved customer service.

The Hogan Approach to Employee Selection:

Talent Assessment:
By using HoganSelect for your employee selection process, you can identify the work style behaviours most critical for successful performance in a particular job within your organization. You can use this information to design an assessment program that will strengthen your hiring decisions and provide a skilled pool of high potential employees to ensure strong leadership and succession planning.

Immediate Results:
HoganSelect results are delivered within seconds so you can quickly learn about a candidate’s strengths and weaknesses on a variety of important work style behaviours.

Consistent Interview Process:
HoganSelect offers a variety of report options based on your hiring needs. Let us guide you through the selection process with customized, dynamically-cued interview questions based upon the candidate’s work style behaviours.

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.

Hiring Recommendation:
Hiring the wrong individual typically costs an organization 150% of the employee’s annual salary. The cost of a bad hire is even greater for management level positions. Using HoganSelect and our job-fit recommendation, you can begin hiring top performers from the start.

Legally and Scientifically Defensible:
Our employee selection solutions are implemented according to appropriate legal and technical guidelines and yield no adverse impact for any protected population. HoganSelect is validated through rigorous criterion-related validity studies and is consistently proven to predict job performance.
Hogan360

The Hogan 360° is a comprehensive multi-rater feedback tool designed to help leaders at any level of an organization understand how their peers, managers, and direct reports view their performance.

Hogan 360 Report:
Aligned with Hogan’s core assessments, the Hogan 360° uses an easy-to-interpret leadership framework to provide a real-time look at an individual’s attitude, behavior, and performance. The report offers constructive feedback around leadership expectations and sets priorities for improvement.
- A solution for general career development and strategic coaching engagements
- Reveals leadership strengths and identifies opportunities for improvement
- Benchmarks evaluations against an international norm group
- Provides qualitative and quantitative feedback
- Makes specific recommendations for immediate action plans
- Fully compatible with Hogan assessments.

Registration Suitability
- Career-minded young professionals who want to know how to get to the next level
- Derailing or transitioning managers who need targeted coaching
- Managers who want candid feedback about their performance
- Coaching clients who want to track their annual improvement using a test-retest measure.

Hogan 360 Certification:
Certification in the Hogan 360 tool consists of a webinar in combination with several qualifying exercises. Upon reviewing and completing the webinar and qualifying exercises these are to be submitted to us and a consultant will arrange for a 60 minute review session. This review will be the final evaluation of your ability to interpret and discuss results of the Hogan 360°.

Following a successful review, we will then forward you an acknowledgement of the completion of the online webinar and exercises and you will then be registered in the database as Hogan 360° qualified.

Registration Suitability
For executive coaches, HR directors or generalists, organizational development or training professionals, and industrial/organizational psychologists.

Hogan TEAMS

Strategies to help teams achieve their full potential.

High-performing teams can achieve superior business results. Unfortunately, teams are susceptible to all manner of dysfunction, from infighting to apathy. The Hogan Team Report helps leaders understand their teams’ mix of strengths, weaknesses, and culture, allowing them to identify and correct potential problem areas to maximize team performance.

Hogan Team Report:
Provides leaders with valuable information about their teams’ strengths, weaknesses, values, and internal dynamics and equips them with the strategies they need to help their teams achieve their full potential. * e-certification is required to facilitate this tool.

Group Profile Chart:
A graphical representation of the team scores on each dimension of the HPI, HDS or MVPI. Includes executive and group averages for comparison purposes.

Group Narrative Report:
A manually produced description of the teams’ behavioural implications and developmental needs based on the scores observed on the HPI, HDS or MVPI.
HoganConfigure

How can you find the right candidate in a sea of résumés? Now, Hogan Configure brings the same game-changing people analytics to you. Hogan Configure is a high-volume selection dashboard used to quickly identify talent that aligns with corporate competency models. By leveraging the Hogan Data Archive, Hogan Configure brings science to the world of competencies.

Hard Science in an Easy Solution

We leveraged three decades of experience and billions of data points to build Hogan Configure, the only competency solution that puts Hogan’s predictive power and scientific rigor at your fingertips.

Three Simple Steps

- **Create**
- **Customize**
- **Compare**

Using a simple yet robust web-based platform, Hogan Configure’s three-step process helps you determine key attributes, qualities, and skills, allowing you to accurately evaluate potential talent in prospective and incumbent employees.

Configure provide companies with the ability to compare and contrast candidate scores on critical competencies for any given job family or job type.

Configure Job Families

Hogan made two important changes to the seven job family structure to better differentiate jobs within two families. Specifically, the Managers & Executives job family was separated into the Leaders job family and the Managers job family, largely because the work activities and the personal characteristics required for success in executive versus middle management jobs differ. Our archival research indicates that individuals in senior leadership roles are expected to articulate a vision and define organizational strategy, whereas managers deal with the day-to-day tactical operations involved with executing that strategy.

Similarly, we separated the Sales & Customer Support job family into the Sales job family and the Customer Support job family because the personal characteristics and work activities involved with persuasion and meeting sales objectives are different from those focused on resolving problems and tactfully handling complaints. When examining archival studies, we typically find that sales roles require more ambition and social interaction, whereas customer support jobs require incumbents to be more tactful and responsible. With these modifications, we present the Configure job families.

Configure Job Families

- **Leaders**
  - Employees at top levels of administrative and managerial authority over all resources of the organization. Persons in these occupations are responsible for establishing broad policies, strategic planning, forecasting, and directing work of the organization as a whole.
- **Managers**
  - Employees responsible for either entry-level supervision or middle management functions within an organization. Individuals in these occupations are responsible for prioritizing work tasks, allocating resources, and directing the day-to-day activities of individual employees and work teams.
- **Professionals**
  - Employees with no managerial authority, but high status within the organization because of the knowledge and/or skills they possess. From entry-level to senior professionals, these employees are experts in their field and usually have a high level of education.
- **Sales**
  - Employees responsible for interacting with clients and selling products and/or services to meet their needs. These occupations may require making sales presentations, managing accounts, building relationships, ensuring continued sales with existing customers, and closing new sales to meet goals.
- **Customer Support**
  - Employees responsible for providing courteous and helpful service to maintain relationships with clients. Individuals in these positions often handle inbound or outbound customer contact to take orders, handle service problems, answer questions, and resolve complaints.
- **Service & Support**
  - Employees who perform protective (e.g., police, fire fighter) or non-protective (e.g., recreation and amusement, professional and personal service) services for others. These occupations are concerned with areas such as healthcare support, food preparation, personal care, or social services.

Hogan Secure Zone

Valuable resources available to anyone possessing a Hogan Certificate from any distributor.

We offer exclusive content to help in your training.

Benefits:
- Exclusive Reports
- White papers
- Courseware
- Technical Manuals
- Branded Presentations
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To gain access to the Secure Zone, please provide your Mentis registration number or a scanned copy of your Hogan Certificate.

HALO - Hogan’s administrative platform

HALO is an integral link connecting your company to Hogan by streamlining the assessment process and maximizing your use of everything Hogan has to offer.

We offer extensive training to help you manage your online account.

Benefits:
- Streamlines the assessment process and help maximize the utilization of Hogan reports.
- Provides your company the flexibility to customize report groups to meet the needs of your business and track each participants’ assessment progress.
- Designed to provide all of our clients, both global and domestic, the ability to manage their assessment needs according to their own business schedule.
- The HALO system is customer oriented and user friendly.

Some key facts about Mentis & Hogan:-
- A Hogan Partner since 2005;
- Operates across 6 offices in 3 continents - providing Hogan Certification Workshops™ in locations from as Chile to Australia to support global Hogan implementation programs;
- Local or Global – forty percent of our clients are individual consultants or smaller consulting firms – we adopt an ethical policy in the distribution of reports;
- Currently offers LIVE client support 16 hours per working day, with a roll out program to 24/7 LIVE support by end 2015;
- Routinely offers the Hogan HALO portals for complete flexibility and control in the choice of reports, languages, archiving and searching your reports;
- Offers volume pricing discounts for larger scale programs – please speak to us to explore the options;
- Mentis was the first and remains the only Hogan Distributor to be licensed to deliver the Hogan Advanced Interpretation Workshop™ outside USA;
- Supports two of the worlds’ fastest growing airlines with thousands of custom Hogan profiles for pilot selection, promotion and development;
- In twelve months from 2013-14 we completed more than ten Hogan research validation and implementation studies for our clients with the team in Tulsa, OK to support various selection & development projects including:-
  - Leadership and safety in shipping and marine services;
  - Executive profiling food and manufacturing;
  - Selecting marketing graduates in the drinks industry;
  - Civil aviation profiles;
  - Partners with the network of Hogan Distributors.
Having worked with the Hogan Personality Inventory and Development Survey for several years, I have appreciated the value and insights these tools bring to both recruitment and development. However, what’s been a real wow factor for me having attended a recent workshop with Mentis, is the synthesis of the three Hogan instruments into one very easy to use Coaching Report. Whether as an aid to recruitment or as stand alone component of development, I have rarely come across more accurate and insightful analysis that is so easy to apply and work with. Richard (Brady) brings the concepts involved in all of these tools to life in such an impactful and memorable way, drawing from his own extensive experience and depth of knowledge interjected with just the right touch of personal disclosure to help surface and explore what can be quite sensitive subject areas. The workshop was not only highly informative and educational but hugely entertaining too – a really great way to learn!

Jo Easton
HR Director, Supply & India
R Twinings & Co Ltd

After an extensive search, considering both Middle East and overseas based suppliers, we found Mentis to possess the right combination of experience and flexibility of approach to meet our demanding standards for designing our internal Leadership Development program. Mentis took the time to carry out extensive consultation within the Company before presenting a tailored format that would help us to build leaders capable of delivering the results demanded from our rapidly expanding business. What has really impressed me has been Mentis’ willingness to work with us to evolve the program over the last two years based on detailed feedback from delegates, line managers and sponsors resulting in a highly effective product.

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