

## Leadership Development

Publisher	Product	Ψ	Description	Details
Hogan	Lead Series	Ψ	<p><b>POTENTIAL (HPI)</b> - It outlines an individual's day-to-day leadership style, including behavioural descriptions, leadership competencies, and comprehensive development recommendations.</p> <p>Ψ <b>CHALLENGE (HDS)</b> - It describes a leader's characteristic way of interpreting the world and treating subordinates while under stress and pressure. The Challenge Report predicts career derailing behaviours that interfere with the ability to build a cohesive and high-performing team.</p> <p>Ψ <b>VALUES (MVPI)</b> - It explores a person's core values and goals that ultimately drive a leader's behaviour, 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.</p> <p>Ψ <b>COACHING</b> -It 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.</p> <p>Ψ <b>SUMMARY</b> - summarises scores from potential, challenge and value reports</p> <p><i>Useful for leadership development across industries.</i></p>	
SOLUTION :		Hogan Lead Series (includes 3 x 2 hour sessions across 2 months with candidate)		
Enhanced Performance Systems	The Attentional and Interpersonal Styles Assessment (TAIS)		<p>Leaders are often under immense day to day pressure- yet it is crucial that they maintain optimal performance at all times. The TAIS is a behavioural assessment designed to identify the performance conditions most likely to lead to an individual's success or failure. Specifically, it measures attention and distraction patterns related to a person's information processing and personal and interpersonal responses to challenges. When used as part of development programs such as coaching or leadership training, the TAIS can provide the insight necessary to take performance to the next level. Consist of 148 items.</p> <p><i>Useful for recruitment and development in critical, high pressured, stressful roles.</i></p>	20 mins
SOLUTION :		TAIS and HBRI as a combination total (includes 2hour debrief to candidate on results )		