



Leadership Forecast Series

“Who you are determines how you will lead.” – Robert Hogan

The Hogan Leadership Forecast™ provides managers and executives with an in-depth evaluation of their competencies and potential career derailers. In addition, this assessment package probes an individual’s values and goals to understand the type of organizational culture that he/she creates as a leader and the type of culture with which he/she best fits.

The Leadership Forecast™ is unique because it links the leader’s competency evaluation to proven learning and development recommendations. The Leadership Forecast™ is essential for current and future leaders engaged in corporate development initiatives, coaching programs, and management transitions.

The Hogan Leadership Forecast™ explores leadership behaviours from three unique perspectives.

First, the Leadership Forecast Potential Report describes the impression a person makes on others during day-to-day interaction. The report then translates these impressions into an organization’s competency model. Finally, the report generates developmental recommendations based on an organization’s desired competencies.

Second, the Leadership Forecast Challenge Report describes a person’s characteristic way of interpreting the world and treating subordinates, while under stress and pressure. The report concerns behavioural tendencies that derail careers and interfere with the ability to build a cohesive and high-performing team—the hallmark of effective leadership.

Third, the Leadership Forecast Values Report concerns core values—the goals that drive a person’s behaviour, his/her aspirations and expectations about life. What a person values determines how he/she will lead. This, in turn, determines the kind of environment a person will create for his/her subordinates, and the sort of organizational culture in which the person will do his/her best work.

The Hogan Leadership Forecast™ Reports are:

- the benchmark for understanding the performance capabilities of individuals.
- the only assessment package that links competencies with leaders’ personalities.
- flexible enough to incorporate the unique competencies of any organisation.
- designed to evaluate a leader's impact on the climate and culture or an organisation.
- based on research that differentiates successful from failed leaders.
- designed to provide actionable developmental information.
- the key to forecasting a person’s ability to get along and to get ahead.

Additional Information

We can answer any questions you may have about the Hogan Assessment Materials, including the Hogan Leadership Forecast Reports.

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