

High Potential



Leadership Foundations

The building blocks for career effectiveness



Leadership Emergence

The ability to create a leaderlike impression



Leadership Effectiveness

The ability to build and maintain high-performing teams

Core Competencies for Rising Leaders

The competition for talent is fierce, and the future of many organizations depends on finding and developing leaders for key roles. The highest-performing organizations make it a top priority to prepare talented people for advancement. However, most organizations struggle to find accurate and useful ways to develop people with the most potential for success as leaders.

Often, people who appear to have leadership potential are not effective leaders; conversely, many effective employees are overlooked for promotion because they do not self-promote enough to get noticed. The Hogan High Potential (HiPo) model simplifies the process of finding talented people who can be developed and go on to achieve positive business outcomes.

Grounded in decades of global research on leader performance, the Hogan High Potential Talent report is designed to help talented people prepare for leadership roles by developing three essential components of top organizational leadership. This solution also helps incumbent leaders quickly and easily prioritize areas of development to maximize leadership potential.

High Potential Specifics

- ▶ Driven by the HPI, HDS, and MVPI
- ▶ Assessment time: 30-45 minutes
- ▶ Individual and/or group feedback recommended
- ▶ Custom high-potential identification services available
- ▶ Nondiscriminatory, equitable, and inclusive

Certification Requirements

- ▶ Assessment certification *required*
- ▶ Product training *required*



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