High Potential Talent Report

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.

Some people who appear to have leadership potential are often 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 who then will 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 emerging leaders prepare for and develop three essential components of top organizational leadership and helps leaders quickly and easily prioritize areas of development to maximize leadership potential.

Specifics:

- Driven by the HPI, HDS, and MVPI assessments

- Candidate assessment time: 45 minutes

- Individual or group feedback recommended

- Feedback by Hogan-certified practitioner

- Custom potential identification services available

Leadership Foundations

The building blocks for career effectiveness. Before people can lead a team, they must first demonstrate their ability to contribute to a team and must establish a personal reputation as dependable and productive.

Leadership Emergence

Are you perceived as a leader? People who emerge as leaders are able to create a leader-like impression by standing out, being noticed, and seeming influential.

Leadership Effectiveness

The ability to build and maintain high performing teams. Effective leaders attract, retain, and develop talented team members, and then secure resources, remove barriers to success, and achieve strategic business goals.

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