



3 Minute Mile

CASE STUDY

ACCELERATING GLOBAL LEADERSHIP
AND TEAM DEVELOPMENT WITH
HOGAN ASSESSMENTS

In May 2024, a global nutrition company reached out to us with a request to conduct Hogan assessments for 16 leaders from various parts of the world. This case study outlines how we swiftly responded to their needs, conducted the assessments, and facilitated a successful team session, ultimately enhancing the leadership capabilities and self-awareness of the global team.



Objectives:

- To conduct Hogan assessments for 16 global leaders to align their leadership approach.
- To facilitate feedback sessions leading up to a team day.
- To provide a comprehensive team report and developmental goals.
- To enhance self-awareness and leadership effectiveness across the global team.

Project Phases:

1

Initial Consultation and Planning

Within 24 hours of the company's initial contact, we organised a call to understand their specific requirements and desired outcomes from the project.

2

Hogan Assessment and Feedback Sessions

Leveraging our experience with Hogan assessments, we quickly set up the process:

- **Assessment Setup:** We arranged for all 16 leaders to complete their Hogan assessments online.
- **Feedback Sessions:** Each leader participated in individualised feedback sessions. One leader who had previously used Hogan highlighted its value as a foundational tool for team alignment.

3

Team Day Facilitation

The company opted for an in-person facilitation for their team day. Our team travelled to Cancun to conduct the session, ensuring a dynamic and engaging experience for all participants.

- **Team Facilitation Planning:** We discussed the company's expectations and goals for the team facilitation to maximise the session's effectiveness.
- **Bespoke Team Report:** Following the debrief sessions, our experts compiled a tailored team report, providing actionable insights and developmental goals.

Results:

The leadership development initiative was highly successful, with leaders expressing significant satisfaction and valuable insights:

- **Enhanced Self-Awareness:** Leaders gained a deeper understanding of their strengths, weaknesses, and behavioural tendencies.
- **Effective Team Alignment:** The team facilitation session brought leaders onto the same page, fostering a cohesive leadership approach.
- **Developmental Goals:** The global leaders were provided with clear developmental goals, benefiting both the company and the individuals.

Conclusion:

This project demonstrated our capability to respond quickly to client needs and deliver a comprehensive leadership development program. By efficiently organising Hogan assessments, facilitating in-depth feedback sessions, and conducting an engaging team day, we provided the global nutrition company with valuable insights and developmental tools. The positive feedback from participants underscores the program's success in enhancing leadership capabilities and fostering team alignment.

This case study exemplifies our dedication to delivering tailored, impactful solutions that meet and exceed client expectations, driving meaningful results in leadership development.

