



# NewsLetter October 13

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## Hogan 360° Global Launch



PBC is proud to advise our clients of the global launch of the Hogan 360 Report which is scheduled for November. The Hogan 360 is a powerful and insightful multi-rater feedback survey tool developed in conjunction with Hogan Assessments. This report draws on 20 years of research, most recently an analysis of 500 Hogan Assessment results and Hogan 360 results.

The report compares participants to a global benchmark which is updated annually and includes over 3,600 managers and 25,000 raters across various industries.

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## Why Middle Managers Matter

*Want to improve Employee Engagement? Engage the Middle.*

### According to a Harvard Business Review Survey:

**67%** of responding organisations said they needed to entirely revamp their middle manager development programs.

PBC has been delivering leadership development programs in Australia for over two decades. In addition to our history of senior management development, PBC has designed and delivered a series of customised middle management development programs.

[Click here for the PBC Approach ebook | Ways Companies Fail Middle Managers](#)

## PBC EXPANDS CONSULTING TEAM



PBC is pleased to announce the appointment of Brian Langsworth. Brian joins the consulting team to support our clients.

Brian is a registered psychologist with extensive experience as a trainer, coach and facilitator. Brian has been involved in various programs across a range of areas including: providing effective feedback and coaching others; having crucial conversations; presentation and influencing skills; career counselling; emotional intelligence; understanding team strengths and development opportunities; understanding and interpreting psychometric instruments and building resilience.

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## Graduates



**The 25th Annual AAGE Graduate Recruitment & Development Conference:** 30 October - 1 November, Sydney. PBC is proud to again be a Silver Sponsor of this event. Visit us at the PBC/Hogan stand.

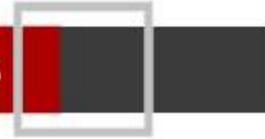
As a part of the AAGE Conference, PBC will showcase the Hogan/PBC Graduate solutions:

**Graduate Talent Assessment** - provides feedback from peers and managers to assist graduates' self-awareness and set them up for success as they transition into the workforce. It will also provide organisations with a consistent measure of graduate performance using longitudinal and criterion research over four years.

**Graduate Development Report** - combines Hogan results to provide insights to graduates and their managers to enable them to reach their full potential.

In addition, Shayne Nealon (Managing Partner, PBC) will be participating in The Cutting Edge panel discussion on the topic of Graduate Development (2:40pm, Thursday, 31st October, 2013).

# HOGAN ACCREDITATION WORKSHOPS



## Get Hogan Certified.



Contact our office if you are interested in joining one of the Hogan Accreditation Workshops below:

### 2013 WORKSHOP DATES

#### Sydney

28 & 29 November

#### Melbourne

21 & 22 November

#### Perth

6 & 7 November

To register [click here](#).

For courses outside of Australia and customised accreditation workshops, please contact our office (+61 2 8918 0888).



## NewsLetter

### WHAT WE KNOW ABOUT LEADERSHIP

Leadership is one of the most important topics in the human sciences, and historically one of the more poorly understood. What We Know About Leadership is Hogan's perspective on what makes a good leader, what makes a bad leader, and how companies should measure leader performance.

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### WHO ARE YOU?

How well does your spouse know you? What about your coworkers or boss? For many people, the answer is, better than they know themselves. This complimentary ebook demonstrates how a lack of self-awareness ruins individuals' reputations and damages their careers.

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### HOW HOGAN DOES GLOBAL



Any company can call themselves global, but Hogan is the only assessment provider that uses a rigorous translation process, local and global norms, and a worldwide network of partners and distributors to provide accurate, scientifically valid assessments worldwide.

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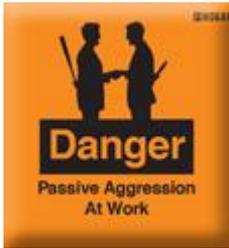
### HOGAN ON HOGAN



Dr. Robert Hogan dedicated his career to uncovering how personality factors influence leadership effectiveness and predict job performance. In this video, he discusses personality theory and assessment, identity vs. reputation, and faking.

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## PASSIVE AGGRESSIVE OFFICE



In the workplace, one rotten apple can spoil the whole bunch, especially when the bad apple is in a leadership position. Passive-aggressive leaders create toxic work cultures that reward compliance and punish dissent or criticism, even if it is constructive.

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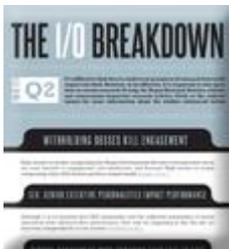
## PRE-FEEDBACK VIDEO



Strategic self-awareness starts with a clear understanding of your assessment results. In this short video, Hogan's consultants give viewers a basic understanding of personality and what to expect during their Hogan feedback.

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## I/O BREAKDOWN



It's difficult to find time to read every new piece of research. However, to be effective, it is important to stay up to date. To help, the Hogan Research Division collected and summarized several important research articles for you.

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## FROM THE BLOG



**Your Middle Managers are Getting a Bum Rap**

Not the bureaucrats they're made out to be, middle managers can be the key to an effective organization.

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