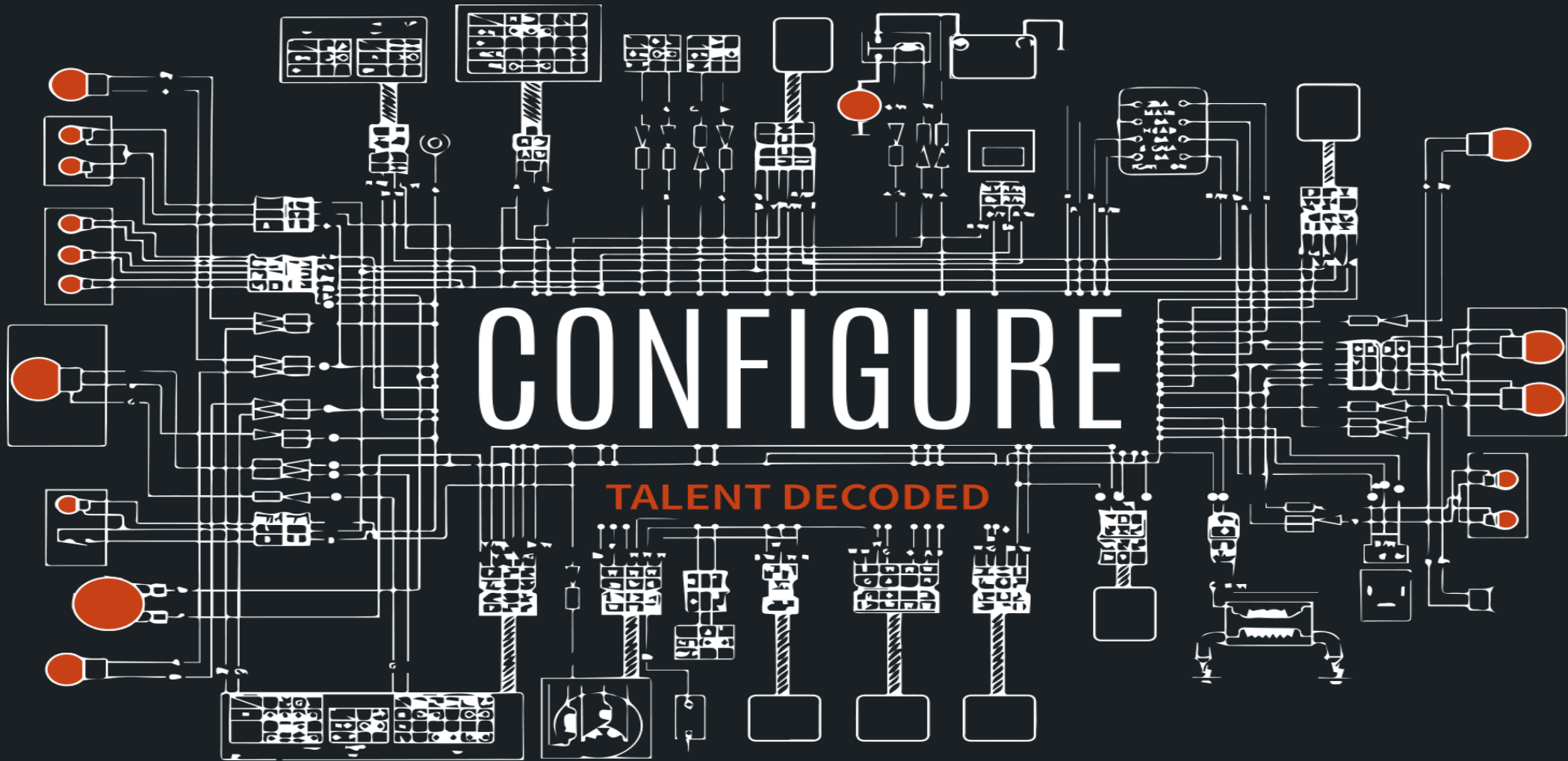


HOGAN CONFIGURE & BREAKFAST

WELCOME

A&D RESOURCES

- We are the official distributor of Hogan Assessments in Denmark and Benelux and have worked with Hogan Assessment Systems since 2002.
- A&D Resources is a consulting house that works with:
 - Distribution and support of Hogan products
 - Individual & team coaching
 - Leadership & team development
 - Assessment of organisations, individuals and teams
 - Talent Management including implementation of identification, selection, assessment and development
- The services are based on extensive practical experience. Major tasks in Denmark and internationally are carried out in cooperation with a number of Danish and international partners.
- A strong and experienced team who strive to create results through helping teams and individuals to be their best through self-insight and concrete behavioral change.



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HOGAN CONFIGURE: TALENT DECODED

- 1 High volume selection
- 2 Quick screen of candidates
- 3 Links personality to competencies
- 4 User-friendly dashboard
- 5 Grounded in science



UNDERSTANDING COMPETENCIES

Common framework for recruitment and selection

Validity evidence that maps individual bright and dark side personality with competencies

Competency models identify performance themes across job families



HOGAN COMPETENCY MODEL

Domain Model

- 1 Intrapersonal Skills
- 2 Interpersonal Skills
- 3 Business Skills
- 4 Leadership Skills



HOGAN JOB FAMILIES

- **Leaders**
- **Managers**
- **Professionals**
- **Technicians & Specialists**
- **Operations & Trades**
- **Sales**
- **Customer Support**
- **Administrative & Clerical**
- **Service & Support**





Create

Start from scratch, or from a pre-designed job family template proven to predict what it takes to get the job done.



Customize

Add or remove competencies to capture the nuances of a particular position or corporate culture.



Compare

View candidates side by side to understand the strengths and shortcomings each brings to the table, and who stands out.





Start from scratch, or from a pre-designed job family template proven to predict what it takes to get the job done.



TEMPLATE DASHBOARD

[Help](#) [Contact](#) [Logout](#)



PROJECTS



TEMPLATES



SETTINGS

Hogan Templates

Administrative & Clerical	Customer Support	Executives
Managers	Operations & Trades	Professionals
Sales	Service & Support	Technicians & Specialists

Custom Templates

[+ Create Custom Template](#)

Accounting Managers	Human Resource Managers	Leaders
Program Coordinator	Selecting High Potential Executives	Senior Marketing Analysts



Add or remove competencies to capture the nuances of a particular position or organizational culture.



TEMPLATE DETAILS

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Managers

+ Create Project

Competency	Domain	
Managing Conflict	Leadership	i
Managing Resources	Leadership	i
Driving Performance	Leadership	i
Team Building	Leadership	i
Leveraging People Skills	Interpersonal Skill	i
Time Management	Intrapersonal Skill	i
Solving Problems	Business Skill	i
Teamwork	Interpersonal Skill	i

Domain Overview



Intrapersonal Interpersonal Business Skill Leadership



Notes

Employees responsible for either entry-level supervision or middle management functions within an organization. Individuals in these occupations are responsible for prioritizing work tasks, allocating resources, and directing the day-to-day activities of individual employees and work teams.



View candidates side by side to understand the strengths and shortcomings each brings to the table, and who stands out.



Executives Feedback Workshop

Template Used: Professionals



action

Search Participants and IDs

COMPETENCIES
Self Development
Accountability
Decision Making
Solving Problems
Professionalism
Overcoming Obstacles
Dealing with Ambiguity
Displaying Confidence

Name	Participant ID	Self Development	Accountability	Decision Making	Solving Problems	Professionalism	Overcoming Obstacles	Dealing with Ambiguity	Displaying Confidence	Potential
<input type="checkbox"/> Joy Bliss	111933	74	38	26	68	48	41	80	78	<div style="width: 78%;"></div>
<input type="checkbox"/> Adrienne General	111930	76	52	45	55	40	48	65	53	<div style="width: 53%;"></div>
<input type="checkbox"/> Karen Processes	111941	66	56	54	63	38	69	52	38	<div style="width: 38%;"></div>
<input type="checkbox"/> Dylan Change	111939	63	41	47	39	51	72	53	52	<div style="width: 52%;"></div>
<input type="checkbox"/> Caroline Beta	111931	53	60	45	47	83	40	39	51	<div style="width: 51%;"></div>
<input type="checkbox"/> Jennifer Blank	111937	38	52	55	54	46	69	28	39	<div style="width: 39%;"></div>
<input type="checkbox"/> Armand Testing	111935	36	47	33	48	57	18	69	60	<div style="width: 60%;"></div>
<input type="checkbox"/> Sarah Cabin-Smith	111936	39	43	45	37	51	59	35	35	<div style="width: 35%;"></div>
<input type="checkbox"/> Kristin Pleaser	111934	20	61	51	50	61	33	34	41	<div style="width: 41%;"></div>
<input type="checkbox"/> Sacha Commerce	111938	37	34	29	43	50	25	35	49	<div style="width: 49%;"></div>

Show 10 entries

<< 1 2 >>

HOGAN CONFIGURE

- 1 Leverage Hogan science
- 2 Identify the right talent for the right job
- 3 Predict potential job performance
- 4 Assess people just once

We profiled millions of people in the past three decades to identify what attributes, qualities, and skills are necessary for optimal performance across all major job families.



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