



## Viewing Leadership Through the Right Lens

Not everyone is meant to be a people leader. But most organizations classify career advancement as transitioning into a series of people leadership roles. What does that mean for an organization's high performers whose strengths and preferences are not aligned with the abilities to manage themselves and others effectively?

Leadership is complex and multi-dimensional. Hogan's Leader Focus Report aims to simplify and provide insight into six leadership dimensions that influence leadership style and effectiveness. These dimensions affect what a leader will focus on, how he or she will define success, what behaviors will be rewarded and punished on their teams, and how a leader manages self, career, and relationships.

Grounded in decades of global research on leader performance, the Leader Focus Report is designed to help your organization's leaders understand their reputation and unique personal brand. Empowered with self-insight into their leadership style and strengths, they will be able to better plan their career and lead teams more effectively.

### Specifics:

- Driven by the HPI and MVPI assessments
- Candidate assessment time: 30 minutes
- Individual or group feedback recommended
- Facilitation materials available for group debriefs
- Web-based participant development module available

## Leader Dimension Types



### Results Leader

Sets high goals and expectations for themselves and others, especially direct reports. Is seen as results-oriented, competitive, and tenacious



### People Leader

Skilled at building and maintaining nurturing relationships with others and tends to focus on the morale and well-being of their staff



### Process Leader

Focuses on creating, following, and enforcing policies and procedures. Is known for planning, organizing, and following through on commitments



### Thought Leader

Focuses on ideas, creativity, innovation, and has a strategic problem-solving approach with a motivation to experiment and innovate



### Social Leader

Skilled at communicating, networking, and developing connections. Tends to use their relationship building abilities to engage and motivate staff



### Data Leader

Skilled at analyzing relationships between variables, identifying data trends, and establishing credibility with technical expertise

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