

Not everyone is meant to be a people leader

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.

Leadership Dimensions

Results

Leader

Process Leader

A highly structured

approach centered around following process and minimizing risk

A high-touch approach centered around collaboration and social

Social

Leader

interaction with staff

A high-energy, driven approach centered ound reaching goals a

around reaching goals and beating the competition



Data Leader

feedback, numbers, and documentation

A fact-based approach centered around

A nurturing approach centered around morale and helping staff develop

People

Leader

and helping staff develop to their full potential

Leader A visionary approach

Thought

problem-solving and innovation

centered around creative

across 37 companies told us about high scorers In each leader dimension:

People Leader

Here's what a sample of 6,117 managers

35

Results Leader



Outcomes

Thought Leader





Social Leader



(27)

Process Leader



Data Leader



It turns out that the **best performers** aren't necessarily the **best managers**.

Leaders who are high in 0 dimensions
Leaders who are high in 1+ dimensions

30% Leaders who have a people manager profile

What do these numbers mean for your organization's high performers?

Grounded in decades of global research on leader performance, Hogan's

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.

For more information about how the Leader

Focus report can improve your organization,

call PCL on +44 (0)1892 559 540 or visit

psychological-consultancy.com

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