

Leadership Advisory and Performance

Shaping a High-Performing Leadership Team Through Hogan Assessment

A global industrial organization undergoing executive transition sought to ensure alignment and cohesion within its partially renewed Executive Committee (EC). With a new CEO in place and several recent additions to the team, the organization recognized the importance of assessing leadership capabilities and establishing a strong, unified culture. The primary objectives were to evaluate individual leadership styles, uncover potential derailers, and build a foundation of shared values and trust among senior leaders.

Taplow Solution

Taplow Consulting France delivered a structured leadership advisory program utilizing the Hogan Assessment Suite. Each executive completed the Hogan assessments to evaluate personality-based leadership drivers, risk factors, and motivational values.

This process began with individualized feedback sessions to help each leader understand their strengths and development opportunities. The results were then integrated into a team-wide analysis to highlight collective patterns, diversity gaps, and potential team derailers. The program emphasized not only individual growth but also team dynamics, paving the way for targeted development plans and improved collaboration across the leadership group.

Outcome

The initiative enabled the leadership team to develop greater self-awareness and mutual understanding. It facilitated open dialogue around behavioral tendencies and alignment on core leadership values. As a result, the EC began operating with stronger cohesion, enhanced trust, and clearer accountability.

The new CEO benefited from a comprehensive view of the team's collective potential, allowing for more strategic integration and decision-making. The use of Hogan as a foundation reinforced a culture of continuous improvement and set the stage for future leadership development initiatives within the organization.

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