



# Industry Case Studies

## Pharmaceutical Industry MBA Recruit Evaluations

**Challenge:** A global pharmaceutical, medical device, and consumer packaged goods manufacturer holds an annual recruitment event to select high potential MBA candidates. The company wanted to improve the recruit selection process because MBA recruits hold critical professional roles within the company. They asked Hogan to develop customized MBA recruit assessment reports to help the hiring managers better identify recruits' strengths and development areas.

**Solution:** Hogan created a personality based competency report that aligned with the company's competency model. The report included the Hogan Personality Inventory (HPI), the Hogan Development Survey (HDS), and the Motives, Values, Preferences Inventory (MVPI). The HPI is the industry standard for measuring everyday personality characteristics, the HDS identifies personality-based performance derailleurs, and the MVPI is a measure of a person's core values and culture fit.

- First, Hogan experts identified HPI, HDS, and MVPI scales that aligned with each competency and created score bands for each scale. They also estimated pass rates and ensured that the score bands were legally defensible.
- Next, MBA recruits completed the HPI, HDS, and MVPI in preparation for the annual recruitment event. Hogan experts then aggregated assessment scores for each recruit into a report that placed them into one of three score bands on each competency: (a) Below Expectations, (b) Meets Expectations, or (c) Exceeds Expectations.
- Finally, hiring managers used the customized competency reports to help select MBA candidates at the recruitment event. Hogan offered training for hiring managers on how to use the assessment reports and provided certified coaches to answer technical questions during the event.

**Result:** The event involved candidates from across the globe, with regions including North America, Asia Pacific, Latin America, Europe, the Middle East and Africa. Over 750 candidates participated in the recruitment event with accepted offers from 178 participants. Each new hire went through an extensive on-boarding process, where Hogan continued to provide developmental information through 1 hour feedback sessions and used pre- and post measures of self-awareness to help show progress across time.