



Robert Hogan, Ph.D. - Keynote Speaker

Biography

Dr. Hogan is an international authority on personality assessment, leadership, and organizational effectiveness. His theory-based work in personality measurement has contributed to the development of socioanalytic theory, which maintains that the core of personality is based on evolutionary adaptations. He is widely credited with demonstrating how personality factors influence organizational effectiveness in a variety of areas, ranging from organizational climate and leadership to selection and effective team performance. As an iconoclastic observer of American psychology, Dr. Hogan maintains that personality is best examined from the perspective of the observer (reputation) rather than the actor (a person's identity). As a consequence, he asserts that personality tools should be evaluated in terms of how well reputations (defined by personality tests) predict behavior on the job and in relationships. Dr. Hogan is the author of more than 300 journal articles, chapters and books. Dr. Hogan received his Ph.D. from the University of California, Berkeley, specializing in personality assessment. He served as McFarlin Professor and chair of the Department of Psychology at The University of Tulsa for 17 years. Prior to that, Dr. Hogan was professor of Psychology and Social Relations at The Johns Hopkins University. He is a fellow of the American Psychological Association and the Society for Industrial/Organizational Psychology.

Keynote Speech: "Coaching The Uncoachable"