



HALOGEN
Accelerator™

Strategic Talent Management

"We're using DDI's competencies and learning library in Halogen to ensure performance management in our organization is focused less on past performance and more on what's ahead."

Jamie O'Brien
Manager, Organizational Development
YRC Freight



Accelerate business results by giving your workforce the tools they need to be high performers and great leaders

Halogen Accelerator™ is Development Dimensions International (DDI)'s best-in-class competency framework and world-renowned library of leadership learning experiences, seamlessly integrated with Halogen's TalentSpace™ suite, giving employees what they need to succeed now and in the future. What's more, our team of dedicated experts will guide you every step of the way.

- Engage employees and ensure they feel valued with access to relevant, practical training that drives behavioral change.
- Transform how you acquire, promote and develop people by offering a common, company-wide language and framework for discussing competencies.
- Measure impact of development initiatives by using competencies to link your talent management processes to your business objectives
- Accelerate and simplify development planning with access to more than 4,000 industry-proven development activities.
- Save money and effort by offering your employees best-in-class training at the fraction of the cost of traditional delivery.

Robust features that naturally drive talent management best practices

Halogen Accelerator aligns an industry-leading competency model with learning and development activities to identify the criteria every employee needs to succeed in their role today. It also empowers your employees to develop their capabilities and skillsets to excel in future roles.

DDI Competency Framework

Give your workforce access to more than 100 practical and proven competencies developed over decades of industry research by DDI. Seamlessly integrated with Halogen's TalentSpace software suite, competencies include:

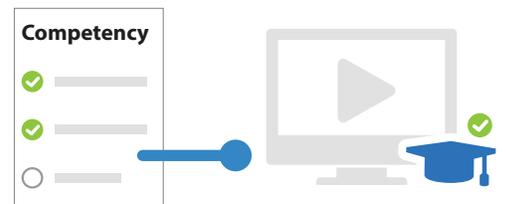
- Action-based descriptions that describe the associated target behaviors
- Behaviorally anchored rating scales that explain precise, observable behaviors related to different performance levels
- Performance comments and coaching tips that make it easy for managers
- Reading references pre-mapped to DDI competencies to drive development
- More than 4,000 development activities that include specific tasks and strategies

Competencies	
Def-i-ni-tion [Placeholder text]	Ratings [Progress bar: 80%] Match 80%
Feedback “ [Placeholder text] ”	Learning [Icon: person running with graduation cap]

DDI Leadership Learning Library

Promote employee and leadership development throughout your organization with a practical and comprehensive learning library. Pre-loaded into Halogen Learning™ and pre-mapped to competencies, the DDI learning library includes:

- 20 web-based training courses for coaching, communication and leadership
- 64 mini-courses for employee and leader development essentials
- Printable job aids to put learning into action



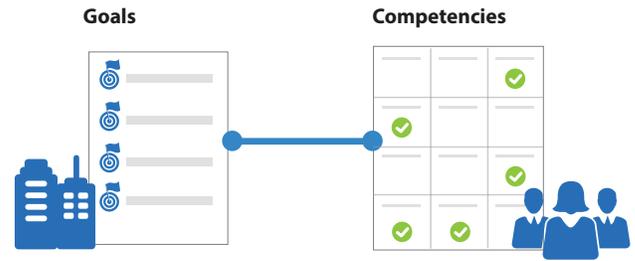
As an added benefit, Halogen Learning Starter Edition is included at no additional cost for both the Competency Framework and Learning Library.*

* In order to provide access to the reading references as learning resources, a license for Halogen Learning is provided to customers who do not license the Halogen Learning module. This is a version of Halogen Learning that gives access to DDI content only.

Expert help every step of the way

Halogen's experts will help you get the most out of your solution. They'll align the competency framework to your business needs, provide insight into your metrics and optimize the framework throughout the Halogen TalentSpace suite.

Halogen's DDI-certified Talent Management Consultants can also work with you to develop a cascading competency model that can serve as the foundation for all talent management activities and build a system-ready library of required skills for each role.



Centralized tracking

Let employees stay on top of all related activities with approvals, status updates, notifications and more, all in one central tracking panel.

Email reminders

Keep everyone on track with automated email reminders that notify managers and employees about upcoming tasks.

Feedback Central™

Capture in-the-moment coaching tips, feedback and recognition from managers, peers, HR teams – even from outside your organization.

“As a customer of both Halogen and DDI, we see this combination of DDI’s research-backed content with Halogen’s talent management suite as a powerful foundation to fast-track our talent strategy and accelerate meeting our business objectives by improving frontline leadership and employee performance.”

Sandra Karpis, Vice President of Human Resources, CI Investments



Everyone in the organization wins

HR pros	Candidates	Managers	C-Level executives
<ul style="list-style-type: none"> Align HR programs for recruiting by evaluating and developing critical competencies to strategic priorities Confidently report and analyze current workforce skills and develop action plans to address gaps 	<ul style="list-style-type: none"> Leverage the strength of team members to plan more effective work distribution Attract the right talent by consistently identifying competencies on job descriptions, requisitions and during hiring Provide focused skill development and onboard new hires faster 	<ul style="list-style-type: none"> Gain greater clarity by understanding what's required to succeed in a role Get the learning and training needed to become higher performers and great leaders 	<ul style="list-style-type: none"> See accelerated business results by linking key competencies to organizational business drivers Make strategic planning more effective based on organizational strengths and weaknesses

"Integrating DDI's competency framework into Halogen TalentSpace is brilliant. It has saved us an incredible amount of work. With one single software platform, we are able to align our competency framework to ensure consistency in our performance assessments, workforce planning and people development programs. It simplifies the process for both HR and our managers, as they can use DDI's content to make recommendations for learning activities as part of their employees' learning plans. Plus, DDI's reputation speaks for itself – it's like we've just pulled the red Ferrari into the garage."

Kim Ziprik, Manager of Organizational Development, NASCO, LLC



Halogen TalentSpace™

<p>Easy-to-adopt suite Collaborative services Empowering content Inspiring peer community</p>	<div style="display: flex; justify-content: space-around;"> <div style="background-color: #0070C0; color: white; padding: 5px; text-align: center;"> Performance Management COACH ALIGN ASPIRE </div> <div style="background-color: #4B0082; color: white; padding: 5px; text-align: center;"> Succession & Leadership </div> <div style="background-color: #FF8C00; color: white; padding: 5px; text-align: center;"> Learning & Development </div> <div style="background-color: #70AD47; color: white; padding: 5px; text-align: center;"> Compensation </div> <div style="background-color: #E91E63; color: white; padding: 5px; text-align: center;"> Recruiting & Onboarding </div> </div>	<p>www.halogensoftware.com</p>	
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