“Halogen Learning provides us with actionable intelligence that we just didn’t have before, including greater insight into skills gaps and a stronger understanding of where training programs are required. It helps us to focus our resources and measure performance results from them in the long run — this is invaluable in the boardroom.”

David Hofstetter
Manager, New England Organ Bank

Integrated learning and performance management

Drive bottom line success by linking learning and performance

Halogen Learning™ is an award-winning learning management system that lets you schedule, manage and track all your learning activities and paths, then easily measure their effectiveness and their impact on your bottom line.

You get functionality that reaches beyond a standalone system and works seamlessly with the other Halogen TalentSpace™ modules. With Halogen Learning, it’s never been so simple to manage all your learning assets, create targeted training programs that close skill gaps, inspire learners, and build the world-class talent your organization needs.

- Get insight into organizational learning needs and create a learning culture.
- Help employees and managers easily identify the right learning activities to develop the desired competencies.
- Measure and demonstrate the impact training has had on employee performance.
- Discuss and identify development activities as part of the employee performance review, or at any other time during the year.
- Ensure learning investments address the performance and skill gaps in your organization.
Robust features that naturally drive talent management best practices

Imagine being able to actually measure and demonstrate the impact training has had on employee performance — and to prove the true value of learning investments to the organization. With Halogen Learning, you can. You can also effectively address the performance and skill gaps that could prevent your organization from achieving its strategic goals.

Make learning administration easy

Catalog, schedule, manage and track all types of learning activities including: classroom, seminars, webinars, SCORM, AICC and Tin Can (xAPI) compliant e-learning. Easily administer registrations and withdrawals with auto-enrollment and auto-withdrawl functionality, waiting lists, cancellations, bulk enrollments, and instructor assignments — all from a central interface. Then, report on training hours, course progress, course completion and scores, and more.

Create relevant training and development programs with learning paths and catalogs

Help close skill gaps by creating relevant development programs for specific roles, work groups and talent pools. Manage all your learning and development assets from one online system: leader-led, e-learning, blended learning, webinars, job aids, course materials, pre-work, etc. Then make your learning catalogs and assets accessible to managers and employees whenever they need them, so you help build the talent your organization needs today and tomorrow.

Competency mapping: Identify the right learning activity and verify the impact

Map learning paths and courses to the specific competencies they’re designed to develop, making it much easier for managers and employees to identify the right development activity. Verify the impact of training on performance by tracking improvements in competency scores.
Help maintain professional designations through certification tracking

Support employees with professional designations who are required to earn and track continuing education credits. Track training completion and certification/license expiry dates. Record professional credits related to courses, report on credits earned, and display credits earned in student transcripts for internal and external learning. Automatically notify managers and employees of upcoming expirations.

Engage employees in their learning and development

Together with their managers, your employees can collaboratively create the right development plans and establish a path to improved performance and career progression. They can easily update development plan status, request new training and launch learning activities from the same place they access all their talent management tasks.

Track training status and impact through real-time reporting

Keep track of progress and performance with easy-to-use reports. View consolidated, detailed information on employee development plans and related training activities. Analyze competency gaps and create targeted training programs to address them. Determine training effectiveness and ROI by tracking improved performance of competencies.

Centralized tracking

Track internal and external learning within one cloud-based learning management solution — including courses that aren’t in your learning catalog!

Email reminders

Ensure completion of learning activities remains a priority with automated email reminders and quick links from the Halogen home page.

e-Learning certified

SCORM (2012) certified and AICC compliant — Interoperates with e-learning content provided by a majority of content vendors today.
## Everyone in the organization wins

<table>
<thead>
<tr>
<th>HR pros</th>
<th>Managers and employees</th>
<th>C-Level executives</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Get insight into organizational learning needs and create a learning culture.</td>
<td>• Support employee development and success.</td>
<td>• Ensure learning investments address the performance and skill gaps in your organization.</td>
</tr>
<tr>
<td>• Help employees and managers easily identify the right learning activities to develop the desired competencies.</td>
<td>• Discuss and identify development activities as part of the employee performance appraisal review, or at any other time during the year.</td>
<td>• Support development planning for all levels of leadership.</td>
</tr>
<tr>
<td>• Measure and demonstrate the impact training has had on employee performance.</td>
<td>• Update development plans, track progress on learning activities, and determine impact on performance.</td>
<td></td>
</tr>
<tr>
<td>• Track and manage certification learning requirements with ease.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

“Performance management and training are top priorities for EMQ FamiliesFirst, to support both regulatory and employee development requirements. Halogen Performance and Halogen Learning allow employees to be more engaged in the process, and see how the alignment of their individual performance and development to organizational goals positively impacts their clients.”

*Sheryl Dagang, Manager of Learning and Development, EMQ FamiliesFirst*