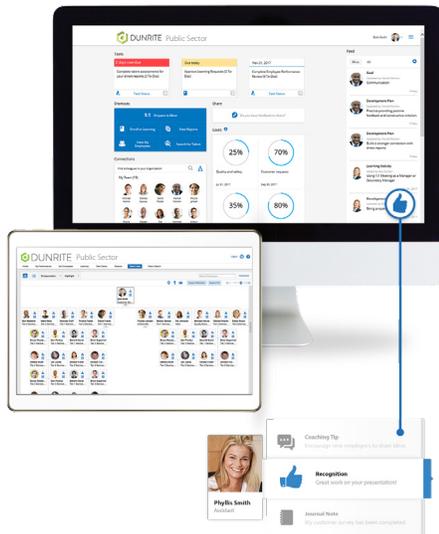


Halogen TalentSpace™ for Public Sector



Halogen TalentSpace™
For Public Sector

Strategic Talent Management



Driving performance, accountability and strong leadership in the public sector

With a focus on delivering high-quality services, public sector organizations across North America are integrating and simplifying their talent management processes to improve performance, accountability and engagement.

The Halogen TalentSpace™ suite for the public sector makes it easy and affordable to drive collaboration and alignment, and support a culture of high-performance, ongoing development and commitment to high-quality public service.

- Establish a culture of ongoing coaching and feedback where managers and employees are aligned, engaged and focused on achieving results.
- Attract, recruit and retain top talent. Build deep bench strength and strong leadership skills across your organization.
- Connect on-the-job learning, continuous coaching and formal learning activities, and measure the impact on performance.
- Align your workforce with the organization's goals and priorities.
- Easily capture and analyze strategic employee performance data for better decision making.
- Save time and money, and realize exceptional ROI by integrating your talent management processes.

Robust features that naturally drive talent management best practices

The Halogen TalentSpace™ suite is purpose-built to be a complete talent management solution. Our suite of products is designed to meet your industry-specific needs, and reinforce and drive higher employee performance across all your talent programs – from performance management, learning and development, succession and leadership programs, recruiting and onboarding to job descriptions and compensation.

Everyone in the organization wins

Employees	Managers	HR professionals	C-level leaders
<ul style="list-style-type: none">• Get regular coaching and feedback, continuous development and clear goal alignment so they can focus on the performance results that matter to them and the organization.	<ul style="list-style-type: none">• Get the tools to effectively coach and manage employees, develop their skills, and cultivate high performance so they can drive greater accountability, and deliver quality service and public trust.	<ul style="list-style-type: none">• Align and integrate talent management processes with strategic organizational objectives, so they can effectively attract, develop and retain skilled and experienced staff.	<ul style="list-style-type: none">• Can make better, faster and more effective business decisions with integrated talent management insights.

“Using Halogen Performance™ has actually really helped bring a performance management culture to our organization. We are heavily unionized so we’re actually starting to bring our unionized employees on to the system. They have never really done this on a regular basis before. So it’s really helping drive a more developed-based organization and showing people that performance management is about developing your people.”

Sue Desroches, HR Analyst



Halogen TalentSpace suite at a glance

Every product in the Halogen TalentSpace suite is designed to address the needs of any organization that must attract, engage, develop and inspire employees to deliver results that matter to their people and their business.



With Halogen Performance™, it's never been easier to transform your employee performance review cycle from a painful administrative burden to a collaborative, ongoing and strategic process. One that helps you build a high-performance culture where employees are aligned, inspired and focused on delivering exceptional results. Offering flexible forms, automated workflows and built-in feedback and development tools, you can configure your performance processes your way.



Halogen 1:1 Exchange™ is the essential tool for organizations that want to change the way their people manage performance. Give managers and employees an easy way to stay aligned, engaged and focused on achieving real-time performance outcomes by using a simple, interactive, centralized way to track and collaborate on goals and projects, exchange meaningful feedback, provide coaching, discuss career development opportunities, or any issue that matters all – on a regular, ongoing basis.



Seamlessly integrated in the Halogen TalentSpace suite, Halogen 360 Multirater™ is ideal for collecting valuable, rich feedback to support employee development and high performance. It's a flexible, simple-to-use tool that provides all the features you need to conduct comprehensive 360-degree assessments during employee appraisals, as part of a project evaluation, or as part of a talent assessment for succession planning.



All employees need to know their current job responsibilities and clearly understand what's expected of them. Using Halogen Job Description Builder™ with the rest of the Halogen TalentSpace modules allows you to automatically generate appraisal and assessment forms and job requisitions based on your job descriptions.



Give your workforce the tools they need to be high performers and great leaders with Halogen Accelerator™ – an exclusive offering from Halogen Software and Development Dimensions International (DDI). Halogen Accelerator is 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.



Schedule, manage and track all learning activities, and easily measure the effectiveness of your training investments in terms of improved employee performance with Halogen Learning™. Track certification and licensing status and expiries. Create learning paths to address competency development, compliance needs, or learning styles. Add your own internal learning content, integrate best-in-class eLearning courseware from our renowned content partners, or add external eLearning-compliant training from a third-party courseware provider.

HALOGEN Compensation™

Drive true accountability into your compensation plans and reward your workforce accurately and fairly, based on real, measurable performance. With Halogen Compensation™, all management levels have a secure, simple-to-use tool for distributing merit-based compensation, including base salary, variable pay, promotions, lump sum awards, bonus pay and stock options. It even automates budget distribution, approvals and tracking.

HALOGEN Talent Acquisition™ powered by Jobvite

Halogen Talent Acquisition™ powered by Jobvite is designed to strategically leverage all the important aspects of a complete talent management system – to attract, engage, develop and inspire talent. With Halogen Talent Acquisition, you can ensure your talent acquisition process is strategically aligned and connected with your overall talent management strategy.

HALOGEN Succession™

Get best-practice talent pool-based succession planning that ensures every section, department and division in your organisation has a large pool of employees ready to step into new roles. Utilizing Halogen Succession™, you can expertly cultivate talent from within your organisation, through targeted individual, organisational and leadership development programmes that align with your strategic plan.

“Halogen TalentSpace suite is flexible enough to accommodate our complex and diverse needs. It’s giving us the tools we need to unify our culture, and sharpen our focus on service and accountability. It’s also enabling us to develop the strong leaders we need for today and tomorrow. And our employees love it.”

Candace Somers, Manager of Organizational, Development & Training



Halogen TalentSpace™

Easy-to-adopt suite
Collaborative services
Empowering content
Inspiring peer community

Performance
Management

COACH | ALIGN | ASPIRE

Succession &
Leadership

Learning &
Development

Compensation

Recruiting &
Onboarding

Toll Free: 0 800 587 4020

www.halogensoftware.co.uk

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