

# Halogen TalentSpace™ for Public Sector



Halogen TalentSpace™  
For Public Sector

Strategic Talent Management

*“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  
The City of Henderson



## 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 automating their talent management processes to improve performance, accountability, and engagement — and to save money!

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 a high-quality public service.

- Easily establish, align and manage goals.
- Automate and simplify cumulative reviews and performance appraisals.
- Give employees the richly detailed feedback they need.
- Get a clear, strategic view of workforce potential, strengths, weaknesses, and special skills.
- Schedule, manage and track performance-based learning activities.
- Use talent pools for succession planning.
- Motivate and reward with pay for performance programs.
- Easily generate and maintain detailed job descriptions that link competencies to performance.
- Hire the best with integrated recruitment management.

## Modular. Feature rich.

The Halogen TalentSpace suite is built from the ground up, to be a pure employee performance and talent management solution. It's not an "add-on" or after thought to an existing or larger HCM system. Every feature and function is the result of extensive research into what our customers need, and confirmed as best industry practices. This research has produced a powerful solution that is second to none.

## Key benefits

Employees	Managers	HR professionals	C-level leaders
<ul style="list-style-type: none"><li>Get detailed feedback, performance-based development plans, and an easy way to set, track and manage goals and progress — everything they need to continually develop, improve and succeed.</li></ul>	<ul style="list-style-type: none"><li>Get forms, competencies and authoring aids tailored to the public sector, so they can quickly, easily and effectively manage employee performance — driving accountability, quality service and public trust.</li></ul>	<ul style="list-style-type: none"><li>Get full control of their talent management processes so they can effectively attract, develop and retain skilled and experienced staff.</li></ul>	<ul style="list-style-type: none"><li>Get talent management data that lets them better manage and leverage their most important asset — their skilled, knowledgeable workforce.</li></ul>

*"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, York Region*



# Everything you need.



## HALOGEN Performance™ Public Sector

An award-winning solution that dramatically simplifies and streamlines the entire employee performance management process. Widely considered by many industry experts to be the most powerful, convenient and cost-effective way to conduct performance evaluations for all employees from administration, to emergency services, transportation and public works. It comes loaded with tons of best-practice features and a library with hundreds of competencies, comment helper texts, coaching tips, development tips and forms that are specific to the public sector.



## HALOGEN 360 Multirater™

A flexible, easy-to-implement, and simple-to-use tool that provides all the features you need to conduct comprehensive 360-degree assessments over the web, with point-and-click simplicity.



## HALOGEN Learning™

The award-winning Halogen Learning™ lets you schedule, manage and track all learning activities, and easily measure the effectiveness of your training investments in terms of improved employee performance. Track certification and licensing status and expiries. Give your training administrators access to the training needs of individuals, departments and talent pools, so they can build targeted training programs that close skill gaps and build the talent your organization needs to succeed.



## HALOGEN Succession™

This award-winning, proven solution uses today's industry-recognized best-practice talent pool model, and is practical, affordable and easy to use. Get started right away without any complex implementation issues to bog you down.



## HALOGEN Compensation™

Allocate pay increases across the entire organization with unparalleled ease. Provides all levels of management with secure, simple-to-use tools for distributing merit-based compensation, including base salary, variable pay, bonus pay, and stock options. Includes budget distribution, approvals and tracking.



## HALOGEN Job Description Builder™

All employees need to know their current job responsibilities and clearly understand what's expected of them. Halogen Job Description Builder™ gives you an easy and effective way to manage your job descriptions and integrate them with all your talent management processes.



## HALOGEN Talent Acquisition™

Align and integrate talent acquisition with your talent management strategy. Halogen Talent Acquisition™ is the only performance-based recruiting system that is part of an organically built, fully integrated talent management suite. Eliminate redundancy as you manage requisitions, identify, hire and onboard candidates, and track ongoing performance.



## HALOGEN 1:1 Exchange™

Developing strong manager-employee relationships is crucial to organizational performance and results. But many dread the one-on-one meetings that should form the backbone of those relationships. They don't know what to say and they don't see the value — so they don't have them. Halogen 1:1 Exchange™ meeting module gives your managers and employees everything they need to turn one-on-one meetings into a powerful tool for improving communication, collaboration and coaching.



## HALOGEN Myers-Briggs®

The Halogen® Myers-Briggs® module lets you pull your employees' MBTI® results into the Halogen TalentSpace suite so managers and employees can use them in your various talent processes to help improve self-awareness, communication, teamwork, development and, ultimately, performance. This unique solution is the result of an exclusive partnership between CPP, Inc., publisher of the Myers-Briggs Type Indicator® (MBTI) instrument, and Halogen Software.

# What makes Halogen different?

## Organizational goal alignment

Align employee goals with higher level administrative goals, not just their managers', and let everyone, up and down the reporting chain, see their progress and status.

## Integrated development planning

Address a skill gap by attaching a development plan directly to a competency, supporting performance-based learning and a focus on continuous improvement.

## Real-time, instant reporting

Get instant, real-time data on process status, employee performance, development needs and goal progress — all with the click of a mouse.

## HR in control

Configure and launch as many processes and forms as you want, exactly the way you want them, whenever you want to - without help from your vendor or IT.

## Flexible forms and processes

Set up your talent management processes and forms exactly the way you want them, even matching the look of your current forms. This flexibility means you can easily address the diverse and complex needs of your public sector organization, from firefighters to transit employees.

# Services and support

At Halogen Software, customer support is a core value. And we demonstrate this to our customers every day, in numerous ways...

## Flexible low-risk deployment

Our flexible 'on-choice' deployment options ensure you get a solution that fits your budget, operating environment and needs, today and down the road. Deploy on-premise, or have it hosted by Halogen, whatever suits you best. And have the freedom to change deployment options if you need to.

## Comprehensive implementation and training

Halogen Software is unconditionally dedicated to helping you succeed. Our experienced implementation consultants and training experts guarantee your success by providing you with a proven methodology designed specifically for public sector organizations, and best practices that have been honed through thousands of successful implementations around the globe.

## World-class customer support

At Halogen, 95% of our support calls are answered by a live operator within 60 seconds.

From the moment you contact us, you will be working with our certified, knowledgeable, and highly experienced support agents. This ensures you get fast access to the information and support you need, when you need it.

All of this has helped notch up our approval ratings with customers and industry analysts. In ongoing customer satisfaction surveys, they give us the highest ranking in customer satisfaction. According to the monthly HDI Customer Satisfaction Index surveys, Halogen consistently achieves above average levels of overall customer satisfaction in the computer software industry.

Halogen TalentSpace™

Everything you need to build a world-class workforce

### Solutions

- Performance
- Learning
- Succession
- Compensation
- Job Descriptions
- Talent Acquisition
- 360 Feedback
- 1:1 Meetings
- Myers-Briggs

### Resources

- Certain to Succeed Services
- HRIS Connect
- 24/7 Customer Support
- Learning Content
- Competency Libraries
- Centers of Excellence
- Learning Resources

### Community

- Customer Advisory Boards
- Customer Conference
- Halogen User Groups (HUGS)
- LinkedIn Community
- Customer Portal
- Partners
- TalentSpace Blog



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