workitect™

HALOGEN® SOFTWARE
PARTNER CERTIFIED CONTENT

Be Brilliant.™

Strategic Talent Management

- **HALOGEN** eAppraisal™
- **HALOGEN** e360 Multirater™
- **HALOGEN** eLearning Manager™
- **HALOGEN** eSuccession™
- **HALOGEN** eCompensation™
- **HALOGEN** Job Description Builder™
- **HALOGEN** eRecruitment™

The right features and functionality for managing, motivating and growing a high-performance workforce

The Halogen suite has proven to be extremely flexible when it comes to incorporating our existing process and growing with us over time. Everything we need is there, and it can be configured without any vendor or IT assistance.

Rebecca Kuhn ,
Training Coordinator

PANNELL KERR FORSTER OF TEXAS, P.C. **PKF**

What if you could align, develop and leverage the potential of every employee in your company? And confidently lead executive discussions and decision making on a host of workforce and talent management issues? Getting control of your most important strategic asset – your workforce – is easier and more affordable than you think.

Thousands of HR professionals around the world are using Halogen talent management solutions with brilliant results. You can too.
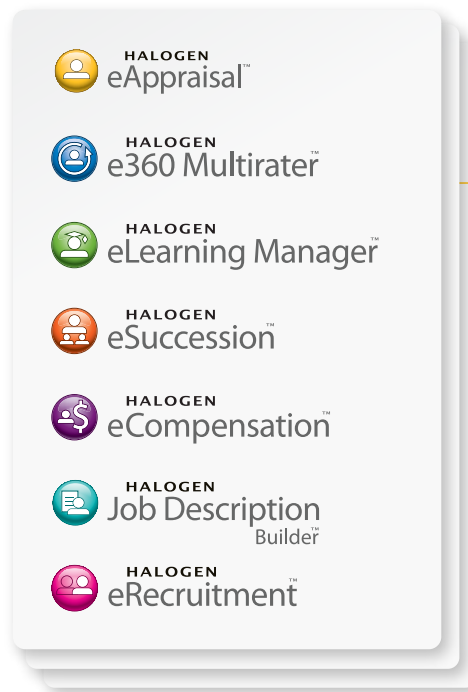
- Assess and appraise employee performance.
- Align goals across the organization.
- Gain insight with dashboards and analytics.
- Gather feedback from multiple sources.
- Schedule, manage and track performance-based learning activities.
- Use talent pools for succession planning.
- Recognize employee contributions with pay for performance.
- Easily generate and maintain detailed job descriptions that link competencies to performance.
- Hire the best with integrated recruitment management.

Modular. Feature rich.

The Halogen Talent Management 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.

Performance feedback
Goal alignment/management
Competency assessments
Development planning
Social recognition
Authoring aids

360 degree feedback

Training management
Learning needs assessment
eLearning deployment

Talent pool management
Career development
Succession planning

Budget allocation/management
Compensation adjustments
Pay for performance

Configurable job descriptions
Link to talent management forms
Automated updating

Applicant tracking
Internal and external candidate search

HALOGEN
eAppraisal™

HALOGEN
e360 Multirater™

HALOGEN
eLearning Manager™

HALOGEN
eSuccession™

HALOGEN
eCompensation™

HALOGEN
Job Description Builder™

HALOGEN
eRecruitment™

Management and reporting:
Automated processes and forms, email reminders, competencies, job descriptions, talent profiles, dashboards, real-time status, and comprehensive reporting and analytics

Connect to other systems:
Web Services, DB Connect, HRIS Connect Tool, and more

Key benefits

Organizations of all sizes and in all industry sectors around the world have chosen Halogen's talent management solution because of its proven ability to deliver benefits to everyone in the organization.

C-level leaders

Get talent management data that lets them better manage and leverage their most strategic asset – their workforce.

HR professionals

Get full control of their talent management processes so they can effectively attract, develop and grow a high-performance workforce.

Managers

Get the tools they need to quickly, easily and effectively manage and cultivate employee high-performance – driving business results.

Employees

Get in-depth and relevant feedback, development plans, insight into how their goals align with organizational strategy, and more –everything they need to help them continually develop, improve and succeed.

Everything you need.

HALOGEN eAppraisal™

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, develop critical talent, and ensure employee goals are aligned with those of the organization. It comes loaded with tons of best-practice features, and a library of forms and competencies, comment helper text and coaching and development tips.

HALOGEN e360 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 eLearning Manager™

Halogen's award-winning eLearning Manager 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 eSuccession™

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 eCompensation™

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 eRecruitment™

Align and integrate talent acquisition with your talent management strategy. Halogen eRecruitment 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.

What makes Halogen different?

HR in control

Track and manage the entire process workflow from your HR control center. 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

Set up talent management forms to look exactly the way you want them. Match the look of your current forms for continuity. Use your brand, your competencies, scoring, weighting, etc.

Organizational goal alignment

Align employee goals with higher level organizational 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.

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 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.

Certain to Succeed™ Money Back Guarantee

Be confident with our **Certain to Succeed Money Back Guarantee**. After using one of our assisted implementation programs to bring any one of our products into your organization, if you're not happy with it, we will refund in full your unused subscription fees, as long as you let us know within 6 months of your purchase date.

Workitect, Inc.
2020 N.E. 53rd Street
Suite 1000
Ft. Lauderdale, FL 33308
info@workitect.com
800-870-9490
Fax: 954-938-5025 EXT:113

workitect™

HALOGEN®
SOFTWARE
PARTNER
CERTIFIED CONTENT

Send to a friend

www.workitect.com
Toll-free: 800.870.9490, ext. 111