



Build deep bench strength and strong leadership

Ranked #1 in Customer Satisfaction by **Gartner** | **Bersin** by Deloitte. | **FORRESTER** | **IDC** *Analyse the Future*

Succession and Leadership

Accelerate leadership development and future-proof your business

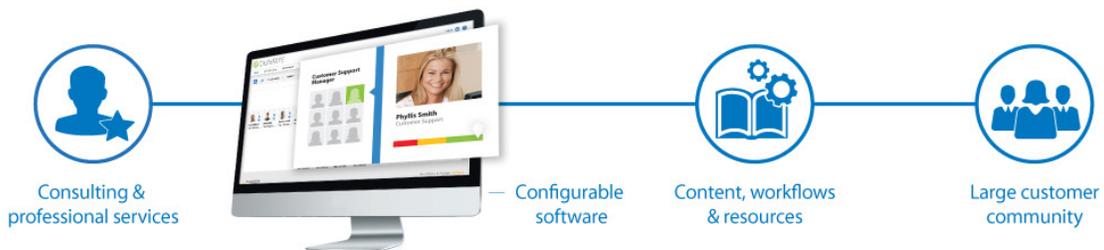
Skill shortages and weak leadership pipelines are serious issues for many of today's employers.

The departure or retirement of tenured employees and the accompanying loss of their knowledge and expertise is putting business continuity at risk. Millennials, who make up more than half the workforce, expect leadership paths and work flexibility. Boards of directors are also putting increased pressure on executives to put strategic succession plans in place.

With all these factors at play, it's never been more important for companies to identify and develop top performers and high-potential employees for career progression.

With Halogen, you can build deep bench strength and strong leadership skills across all critical areas of your business by creating competency-based talent pools that nurture top talent and ensure you retain a highly skilled and engaged workforce.

- Ensure you have talent ready to step into unexpected vacancies or newly established roles
- Establish talent pools for all business-critical positions and teams, not just executive roles
- Engage high-potential employees in the process, offering insight into career paths and development opportunities
- Align succession planning needs to corporate goals and the organization's strategic vision
- Give leaders of today and tomorrow the skills and support needed to be effective in their roles



Succession and Leadership benefits



Link your succession program with your core competencies

Identify, assess and develop high-potentials and leaders critical to long-term success based on a clearly established competency framework. Create talent pools that are designed to build bench strength for key roles and emerging leaders, and provide career planning opportunities that attract and engage talent at all levels.



Build great leaders with renowned leadership development programs

Once you've defined the key competencies that determine leadership success, build focused leader development programs mapped to proven learning that helps your managers become more proficient leaders.

Give managers the tools that make coaching and development of high-potential talent an ongoing priority, to build a legacy of great leadership.



Easily identify high-potential employees

Collect key data for succession planning as part of your performance management process and identify high-potential employees and those at risk of leaving. Plot employee performance and potential, identify and assign the best candidates to talent pools and analyze competency gaps with talent assessment processes.



Retain, engage and develop your high-potentials

Demonstrate clear and accelerated career paths to keep high-potential employees motivated and on track. Create individual development plans and learning paths to help these employees achieve proficiency in all the required competencies within their talent pool.

Hold individuals accountable for their own development plans by conducting regular talent assessments to evaluate all employees in a talent pool against your competency model.



Fill mission-critical roles quickly – and effectively

When a leadership role or other critical position becomes available, either through an unexpected departure or to support business growth, easily identify potential successors from within your existing talent pools. Then select the best candidate and promote from within.



Gain valuable succession workforce insights

Using succession analytics, gain insight into critical indicators such as high-potential employees and employee retention risks across all departments, potential successors for key positions within talent pools and where strong or weak talent pipelines exist in the organization.



Align succession planning to your talent management strategy

Link the goals of your succession program to your organization's strategic business objectives. Then use a complete talent management solution, including performance management, learning and development, compensation, and recruiting and onboarding to ensure that all leaders are vested in the ongoing identification, assessment and development of future leaders and critical positions.

Start with just what you need today, and grow with us

Halogen's award-winning software, proven consulting services and best-in-class leadership content will help you establish a solid foundation for your succession program so you can foster the competencies and skills critical to your organization. You can start small, simply by identifying your high potentials for leadership development, and gradually grow your program into a strong company-wide initiative that improves your

existing leadership capabilities, gives you deep insight into bench strength across all positions, and allows you to fill critical roles quickly.

And because business needs change, Halogen's succession and leadership solution gives you the flexibility to choose what you need now and add more as you go!

Award-winning software	Expert services	Best-in-class content and resources
 HALOGEN Succession™	Continuous Advancement Services <ul style="list-style-type: none">• Setting you up for success• Working alongside you to help you maximize your investment and meet your talent management goals	Unmatched resources and tools included with all solutions <ul style="list-style-type: none">• Feedback Central• Intelligent org charts• Talent profiles• Employee lifecycle forms and process workflows• Pre-built, industry-specific competency libraries• Job description templates• Manager comment helpers and conversation starters• Built-in coaching and development tips
 HALOGEN Job Description Builder™	Business Consulting Services <ul style="list-style-type: none">• Proven competency modeling• Job description creation services• Skills matrix development• DDI card sort analysis and more...	World-renowned content <ul style="list-style-type: none">• DDI Competency Framework• DDI Learning Library and Job aids• Lominger Leadership Architect® Competency Library• Award-winning learning bundles from experts like Skillsoft, ej4, Cegos, Vado and 360training
 HALOGEN 360 Multirater™		
 HALOGEN Learning™		
 HALOGEN Performance™		
 HALOGEN 1:1 Exchange™		
 HALOGEN Accelerator™		

What our customers are saying



“We use Halogen to align competencies to organizational objectives.”

“If we’re looking to fill a certain position, we can do a search to identify who in our organization has the skills and abilities to make the jump into that role. We can also see who is at risk of leaving and who is ready for promotion. We believe in promoting from within whenever possible. We use Halogen to align competencies to organizational objectives, values and requirements. This integrated approach has enabled us to create a highly defined talent management process, in which talent pools play a critical role.”

Naomi Goodwin, HR Advisor, United Coffee UK



“Provide accurate data for succession planning.”

“We use Halogen’s succession and leadership solution to ensure we have the necessary talent to execute the current and future business strategy and provide accurate data for succession planning. It’s helping us place talented individuals in the right opportunity at the right time to maximize development.”

Melanie Rydalch, Regional HR Manager, Basic American Foods



“Identify where the future gaps are, and where the potential talent is.”

“Halogen has given us the platform for managing our talent particularly in the area of succession planning, whereby we can go through in a structured way to identify where the future gaps are, and where the potential talent is.”

Hamish Johnstone, Chief Human Resources Officer, Hellaby Holdings



Halogen TalentSpace™

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