

Two new modules help organizations improve communication, collaboration and coaching among their workforces

LAS VEGAS, NV, Sept. 23, 2013 /PRNewswire/ - [Halogen Software](#) (TSX: HGN), a leading provider of cloud based talent management solutions, unveiled its new 1:1 Exchange™ meeting module and its previously announced Halogen Myers-Briggs

®

module at the company's 8

th

annual customer conference today. These two new modules introduce innovative ways for organizations to improve communication, collaboration and coaching among their workforces.

Build a strong coaching culture through effective one-on-one meetings with Halogen's new 1:1 Exchange module

The 1:1 Exchange meeting module offers an industry first by enabling organizations to incorporate information from various talent management processes into one-on-one sessions and use that data to foster a culture of high performance.

Employee engagement surveys conducted in many organizations indicate that the most important meeting for managers and employees are the one-on-one dialogues.¹ However, in many organizations today, these meetings are either poorly done or are not done at all. The 1:1 Exchange module addresses this challenge by facilitating meaningful and impactful performance discussions between managers and employees.

It's the only one-on-one meeting tool available that fully integrates with a talent management suite to make it easy for managers and employees to review and update goals and development plans and share feedback and recognition — all in one place. Discussion notes are conveniently stored and available on demand for managers and employees to reference in

future one-on-one meetings and when completing employee performance reviews.

Research shows that creating a culture that encourages the best from employees and motivates them to give their best has a positive impact on employee engagement.²

"The 1:1 Exchange meeting module can help foster a culture of ongoing performance and feedback," said Dawn MacKay, Vice President of Product Management at Halogen. "It gives employees a regular opportunity to ask questions, clarify expectations, receive feedback on their performance, and provide feedback to their manager — all of which can boost engagement, productivity and business results."

The 1:1 Exchange module also provides human resources (HR) administrators and senior leaders unmatched insights into how frequently managers are meeting with their direct reports. More importantly, the organization is able to identify which managers are not having one-on-one meetings and the potential impact on engagement, performance and turnover.

"What's great about 1:1 Exchange is that it automatically generates an agenda based on employee activity within the Halogen suite to help encourage dialogue between managers and their direct reports," said Shelley Johnson, VP of HR, SGT, Inc. "This feature alone makes it an effective coaching tool because managers and employees don't have to depend on memory or spend valuable time each week deciding on priorities and choosing which topics to discuss; it's all laid out for them."

Halogen's 1:1 Exchange module also offers:

- configurable open-ended questions or "conversation starters" to help managers lead coaching conversations
- support for follow-up to ensure questions are answered and issues are resolved between meetings

To view a screenshot of the 1:1 Exchange meeting module, click here: http://www.halogensoftware.com/images/news_release/1to1-exchange-meeting-module-halogen-software.jpg

Retain and reinforce personality-based insight across the organization

For the first time ever, organizations can marry personality insights from Myers-Briggs (MBTI®) assessments with talent management processes to optimize communication and collaboration across the organization.

The Halogen Myers-Briggs module is the result of an exclusive reseller partnership between Halogen Software and CPP, Inc., the Myers-Briggs company. The module pulls employees' MBTI assessment results into the Halogen Talent Management Suite™ where they can be used across various talent processes to help develop talent, build stronger teams, and transform organizational performance.

Employees can use the Halogen Myers-Briggs module to see how their personality type compares with other employees who have shared their results. This helps employees see the similarities and differences between personality types and helps them understand how to better interact with others.

"What I really like about this module is how it provides a comparative view with tips to help employees improve interaction and communication and work better together," said Jamie O'Brien, Talent Development Specialist, The Kansas City Southern Railway Company. "It's easy to see how this level of insight can help with teambuilding, and support improved collaboration and engagement."

To view a screenshot of the Halogen Myers-Briggs module, click here: http://www.halogensoftware.com/_images/news_release/halogen-myers-briggsmodule-talent-profile-view.jpg

"There is no other solution in the market that incorporates personality assessment data so seamlessly into a talent management suite," said MacKay. "For the first time organizations can use personality insights via talent management programs to create a culture where employees understand how to work more effectively together, reduce conflict, build better teams, and enhance leadership; all of which can have a tremendous impact on employee engagement."

Availability: Both the 1:1 Exchange module and the Halogen Myers-Briggs module are scheduled for release in the fourth quarter of 2013 with delivery of the next version of the Halogen Talent Management Suite.

About Halogen Software

[Halogen Software](#) (TSX: HGN) offers an organically built cloud-based talent management suite that reinforces and drives higher employee performance across all talent programs - whether that is recruiting, performance management, learning and development, succession planning or compensation. With over 1,750 customers worldwide, Halogen Software has been recognized as a market leader by major business analysts and has garnered the highest customer satisfaction ratings in the industry. Halogen Software's powerful, yet simple-to-use solutions, which also include industry-vertical editions, are used by organizations that want to build a world-class workforce that is aligned, inspired and focused on delivering exceptional results. For more information, visit: <http://www.halogensoftware.com>.

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¹ *One-on-One Meetings: The Power of People Connection,*

Chuck Hebert

, 2011

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[Annual Global CEO Survey 2013, PwC](#)

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