








Sunday, September 18th – Pre-Conference Boot Camp and Training

8:00 am – 5:00 pm	Job Descriptions Boot Camp
8:00 am – 5:00 pm	Halogen Training
3:00 pm – 5:00 pm	Halogen User Group Meeting
7:00 pm – 9:00 pm	Registration, Welcome Reception and Meet the Experts

Monday September 19th – Conference Day 1

All Day	Meet the Experts
7:30 am – 8:30 am	Breakfast and Registration
8:30 am – 9:15 am	 Welcome: Paul Loucks, President & CEO, Halogen Software
9:15 am – 10:15 am	<p>Keynote: HR's Five Most Important Roles in Managing Talent</p>  <p>Cathy Missildine-Martin, Co-Founder, Intellectual Capital Consulting</p> <p>A 2008 McKinsey & Company study found that 58 percent of line managers believed that the HR function lacked the wherewithal to develop talent strategies in line with the company's business objectives. Fast forward to 2011, and HR is poised to create their company's competitive advantage through its people.</p> <p>HR has demonstrated excellence in transactional processes and now, it's time to dispel the myth that HR's influence is on the decline. Never before have the external forces driving organizational change demanded more of every function, including HR.</p> <p>As a profession, HR is uniquely positioned to play five key roles in terms of translating business strategy into workforce needs and linking people with profits.</p> <p>Cathy Missildine-Martin will discuss each of these five roles in the organization and will demonstrate how, by creating excellence in every role, HR can make a significant and tangible contribution to a company's results and success.</p>  <p><i>This session is pre-approved for 1 Recertification Credit Hour.</i></p> <p><i>The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.</i></p>
10:15 am – 10:45 am	Break

10:45 am – 11:30 am	<p>Halogen Big Picture Talent Management™</p> <p> Paul Loucks, President & CEO, Halogen</p> <p>Join Paul Loucks, President & CEO of Halogen, as he shares how Halogen lets you experience talent management from a new perspective – something we call Big Picture Talent Management. Big Picture Talent Management makes it simple and affordable to align your workforce with your business strategy.</p> <p>For the first time ever, all of your talent leaders can work from a single, shared talent management suite that is purpose-built from the ground up to drive higher performance and better business results. You will learn how Halogen can help customers:</p> <ul style="list-style-type: none"> • build a world class workforce • unleash corporate potential to get better business results through a high performing, aligned and engaged workforce and • establish talent as a lasting competitive advantage. <p>That's Big Picture Talent Management. And it's possible, today.</p>
11:30 am – 12:45 pm	Lunch
12:45 pm – 1:30pm	<p>Track 1: Applying Goal Alignment for Business Leverage</p> <p> Sean Conrad, Senior Product Analyst, Halogen Scott Chase, Manager, Human Capital, INTRA</p> <p>Aligning your employee's goals to your organizational priorities is paramount if you want to make the most of the resources you have at hand.</p> <p>Sean Conrad, Senior Product Analyst at Halogen shares how an organization centric goal alignment model in Halogen works, and how simple and effective it is to establish line of site between employee objectives and high level company goals to achieve results.</p> <p>Scott Chase of INTRA will share his organization's experience with Halogen eAppraisal and how it helped facilitate communication of INTRA's corporate goals throughout their global enterprise. Using specific examples of how INTRA's goal management process worked in 2011, you'll gain a greater understanding of how Halogen eAppraisal can help you align your business and core corporate initiatives across your entire organization.</p> <hr/> <p>Track 2: A Close Look at Halogen eRecruitment</p> <p> Hawley Bowen, Product Manager, Halogen</p> <p>Dive deep into Halogen eRecruitment, the first applicant tracking system (ATS) to fully integrate the recruiting process into all talent management programs.</p> <p>Halogen product manager Hawley Bowen will lead you through the features of Halogen eRecruitment – which is everything you'd expect to see in an ATS – combined with organically built efficiencies that make workflow, competency and job requisition management a breeze.</p> <p>You'll learn about Halogen eRecruitment's market leading features that enhance internal mobility and retention, streamline the on-boarding process, and deliver rich, broad quality of hire metrics. You'll also see how talent acquisition can seamlessly link to and support all of your other talent management programs.</p> <hr/> <p>Track 3: The Ins and Outs of the Halogen User and Participant Center</p> <p> Geoff Bailey, Trainer, Halogen</p> <p>Valuable tips and best practices for managing your employees' information in the Halogen talent management suite? Yes please!</p> <p>If you're a Halogen talent management suite administrator, you'll want to join Geoff Bailey for this informative session that explores topics such as preferred methods for importing users, creating and managing groups, assigning administrative roles in the User Center, along with Participant Center tasks and troubleshooting.</p>

Track 4: Competency Assessment Madness: Transform Your Process From Crazy to Manageable and Meaningful



Donna Wright, Creative Health Care Management

Take a real but humorous look at the madness we create with ineffective approaches to competency assessment, and learn how to design a system that is more meaningful, manageable, and even a little fun.

In this session, Donna Wright, author of "The Ultimate Guide to Competency Assessment in Healthcare", will explore the three elements that are at the core of every successful competency assessment program:

- Collaboratively identified competencies that reflect the dynamic nature of work
- Employee centered verification
- A leader-created culture of success that focuses on the organization and supports positive employee behavior

Join us for this inspirational discussion about competency assessments. You'll be glad you did!



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1:30pm – 2:00pm

Break

2:00pm – 2:45pm

Track 1: Training With Impact: Performance Based Learning



Kelli Davy, Product Manager, Halogen

Dave Jones, Organizational Effectiveness Specialist, Housing and Food Services, Purdue University

Linking learning and development directly to your organization's bottom line is just one of the many benefits of performance based learning. Kelli Davy, product manager at Halogen, will outline how Halogen eLearning Manager was designed with best practices for linking learning and performance in mind.

Dave Jones of Purdue University will then share how his organization has tackled the challenge of measuring the impact of training and how Purdue leveraged Halogen eLearning Manager and Halogen eAppraisal to successfully align training requirements with key competencies for improved performance.

Track 2: Getting Ready to Implement Halogen eSuccession™



Jamie O'Brien, Trainer, Halogen

Join Halogen trainer Jamie O'Brien to learn the key steps and most important considerations in preparing to implement Halogen eSuccession in your organization.

Jamie will show you how to get the most from succession planning reports, and provide an overview of the three key phases of a Halogen eSuccession implementation, so your organization is ready to take the next steps when it comes time to fill any key role.

Track 3: Managing Your Onboarding and Offboarding Activities with Halogen



Catharine Veenstra, Trainer, Halogen

It's always important to make a good first – and last – impression. And that's what Halogen trainer Catharine Veenstra will help your organization achieve in this session on managing your on-boarding / off-boarding processes within the Halogen suite.

Catharine will show you how to create the appropriate forms, on-boarding and off-boarding checklists and manage ongoing processes, all by leveraging the complete set of features available to you in Halogen eAppraisal, simplifying and streamlining your on-boarding and off-boarding activities.

Track 4: Healthcare Peer Reviews



Gen Guanci, Creative Health Care Management

Jennifer Triumph, Compensation Analyst, Franciscan Alliance

Gen Guanci, author of *Feel the Pull: Creating a Culture of Nursing Excellence* joins Halogen customer

Jennifer Triumph, of Franciscan Alliance to discuss the importance of peer reviews in healthcare. Gen will share her expertise and best practices on using the peer review process to address performance gaps and knowledge deficits.



Jennifer will then share her organization's journey in using Halogen's solutions to implement peer reviews taking a broad yet balanced approach to identify and address individual performance gaps, as well as examples of how to collect this rich data. Jennifer will also share experiences from the employee's perspective and the return on investment to her organization realized.

2:50 pm – 3:35pm

Track 1: Using Your Compensation Strategy to Support High Performance



Jennifer Morin, Product Manager, Halogen

Kate Adametz Jenkins, Compensation Analyst, University of Wisconsin Credit Union

Defining and refining the right compensation management program is critical for employee motivation and retention. However, properly rewarding top performers and fairly allocating pay adjustments across an organization can be a complex, laborious and error-prone task. Jennifer Morin, Halogen product manager, will show you how having the right tool makes all the difference and will outline how Halogen's approach supports your varied pay for performance programs.

University of Wisconsin Credit Union's Kate Adametz Jenkins will share how she helped establish a pay-for-performance culture using Halogen eCompensation in three steps:

1. Creating a Vision.
2. Setting up the Structure.
3. Measuring to ensure you are Paying for Performance.

Illustrated with specific examples from Kate's experience, this session will help you understand the components key to establishing a pay-for-performance process and culture, while highlighting select compensation analytics that can be used to validate your approach.

Track 2: Getting Ready to Implement Halogen Job Description Builder



Jennifer Page, Trainer, Halogen

Fuzing & Ordnance Systems

Lisa Harris, Manager, Organizational Development, L3 Fuzing and Ordnance

Halogen trainer Jennifer Page will dive deep into the key considerations you need to take into account when implementing Halogen Job Description Builder in your organization.

According to Lisa Harris of L3 Fuzing and Ordnance, job descriptions are a more strategic tool than ever, and can quickly become the foundation for all of your Halogen talent management related processes.

Find out how Lisa has used Job Description Builder to enable compliance with regulations such as ADA and ISO, the how the product's flexibility enables employees to measure performance in their current role AND plan their career development while fostering perfect alignment with crucial elements of goal setting and compensation processes.

Track 3: Best Practices in Forms Design



Marty Killeen, Implementation Consultant, Halogen

To learn the best practices in forms design, you've got to go to the source, and the source is Marty Killeen, implementation consultant at Halogen. Marty will examine the options available to you to help you capture the performance review data you need.

If you're a Halogen talent management suite administrator, you'll want to join Marty as he examines topics such as scoring, weighting, competency libraries, form management, and form design.

Track 4: Getting Ready for Job Description Builder in Healthcare



Shawna McKnight, Implementation Consultant, Halogen

Suzanne Beattie, St. Anthony's Medical Center



Join Halogen implementation consultant Shawna McKnight to learn the key steps and considerations when preparing to implement Halogen Job Description Builder in a healthcare organization.





Shawna will cover all of the practical steps you need to set the stage for success, while Suzanne Beattie will tell you how St Anthony's Medical Center (SAMC) added Halogen Job Description Builder to their talent management solution, in two phases.






Suzanne will guide you through the first phase of her deployment at St Anthony's, which focused on the customization of Job Description Builder for her environment, and the short implementation period that followed. In Phase Two, you'll learn how St Anthony's ensured content integrity and actual alignment of job specific competencies. Through St. Anthony's eyes, Beattie will share her knowledge gained and lessons learned.



3:30 pm – 4:25pm	<p>Blogger Panel: Tools to Attract and Retain Your All-Star Talent Pool</p> <p>Kris Dunn, Cathy Martin, Chris Havrilla, Mike Haberman</p> <p>Hear from some of the most active and vocal HR thinkers in the blogosphere today! Four popular HR bloggers will discuss their views of the future of attracting and retaining your all-star talent pool.</p> <p>Find out what tools and approaches your organization should be considering now to plan for tomorrow!</p>
4:25pm – 4:35pm	MC - wrap up and reminder about buses
6:30pm – 6:45pm	Meet in lobby, buses depart for Customer Appreciation Party
7:00 pm – 11:00 pm	Customer Appreciation Dinner

Tuesday September 20th – Conference Day 2

All Day	Meet the Experts
7:30 am – 8:30 am	Breakfast
8:30 am – 9:30 am	<p>The Top 10 Things You Didn't Know You Could Do with the Halogen Suite - Panel Discussion</p> <p> Halogen Services Team -- Shawna McKnight, Geoff Bailey, Catharine Veenstra, Jamie O'Brien and Jennifer Page</p> <p>Learn the wide variety of things your organization can do to take advantage of the flexibility in Halogen's Talent Management Suite.</p> <p>While there are so many more than just <i>ten</i> things, our fun and dynamic training team will outline some great functionality you can leverage using form flexibility, custom fields and unique processes that you already have access to! Not to be missed, you'll leave this session with fantastic ideas you can implement as soon as you get home!</p>
9:30 am – 10:15 am	<p>The Road Ahead</p> <p> Dawn MacKay, Director Product Management, Halogen</p> <p>Join Dawn MacKay, Halogen's Director of Product Management for a look at what Halogen Software has in store for you in the coming years.</p> <p>Always a conference highlight, MacKay's presentation 'The Road Ahead' will give you a head start to help you prepare your company for upcoming products and features designed to further support your talent management strategy.</p>
10:15 am – 10:45 am	Break

<p>10:45 am – 11:30 am</p>	<p>Track 1: Build Leadership Bench Strength with Talent Pool based Succession</p> <p> Jennifer Morin, Product Manager, Halogen Melanie Rydalch Senior HR Manager, Basic American Foods</p> <p>The talent-pool approach to succession planning is a strategic best practice that establishes “bench strength” – a larger number of employees eligible for promotion who are more likely to stay loyal and whose skills are best aligned with the strategic plans of your organization.</p> <p>Jennifer Morin of Halogen will share how Halogen eSuccession embodies the talent pool best practices based approach, and Melanie Rydalch, Senior HR Manager at Basic American Foods will show you how her organization has added development and succession planning to their performance management process – and the results she’s seen so far.</p> <hr/> <p>Track 2: Getting Ready to Implement Halogen eLearning Manager</p> <p> Geoff Bailey, Trainer, Halogen</p> <p>This session, led by Halogen trainer Geoff Bailey, will build on your product background by taking a closer look at the preparations necessary to implement Halogen eLearning Manager in your organization.</p> <p>Join Geoff as he provides an extensive product overview and shows you how to use Halogen eLearning Manager reports, and demystifies SCORM — the technical standards which specify how e-learning software should be built.</p> <hr/> <p>Track 3: Get Your Managers to Manage Employee Performance All Year Round</p> <p> Marty Killeen, Implementation Consultant, Halogen</p> <p>Giving feedback and direction only once a year is like having a football coach give a game plan in the locker room, who then silently watches the game from the sidelines – leaving the actions and the outcomes to chance.</p> <p>Join Halogen implementation consultant Marty Killeen to learn how you can help get your managers back in the game by making the most of the coaching and feedback tools at their disposal.</p> <p>This experience-based, interactive session will show you:</p> <ul style="list-style-type: none"> • How to transition from the one-time annual review to an ongoing performance management process • Best practices for giving your managers feedback that drives the behaviors and results you want • Easy ways to access and use dashboard metrics that help your managers stay on top of performance <hr/> <p>Track 4: Three Secret Weapons for Managing Your Workforce</p> <p> Sussane Bond, Director, Professional Services, Halogen</p> <p>Would you like to expand the impact of your Talent Management activities? Bring insightful and actionable findings to the boardroom? Equip yourself with the tools and data to have “game changing” conversations with your department heads and managers?</p> <p>When you have the right information in the right reports, proactively managing your workforce becomes easier and a lot less hassle. In this experienced-based session, you will learn:</p> <ul style="list-style-type: none"> • The “golden cycle” of performance management • How to interpret Halogen eAppraisal reports to reveal actionable findings • Evidence-based talent management conversations that you must have with your department heads and managers <p>If you want to maximize organizational results with simple strategies using standard reports to address employee and team strengths and weaknesses, do plan on attending!</p>
<p>11:30 am – 12:45 pm</p>	<p>Lunch</p>

<p>12:45pm – 1:30pm</p>	<p>Track 1: Prepare a Winning Business Case for Strategic Talent Management</p> <p> Pete Low, CFO, Halogen</p> <p>When it comes to managing and developing talent, the interest and support of your company's business leaders is crucial.</p> <p>In many cases, the costs to pay for these programs are coming directly out of their budgets. So if they don't understand the importance of talent development, strategic talent management simply will not happen, period.</p> <p>This begs the question: What do HR leaders need to do to get them onboard?</p> <p>Led by Halogen's CFO Pete Low, this presentation will help you combine the insight you possess as an HR leader with the language and metrics your CFO and CEO need. You'll learn to build a business case using a structure that will deliver the most compelling quantification of the soft and hard benefits for investing in new talent management modules.</p> <div data-bbox="347 520 467 632">  </div> <p><i>This session is pre-approved for .75 Recertification Credit Hours.</i></p> <p><i>The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.</i></p> <hr/> <p>Track 2: Getting Ready to Implement Halogen eCompensation</p> <p> Catharine Veenstra, Trainer, Halogen</p> <p>Join Halogen Trainer Catharine Veenstra to get a jump on how to prepare your organization prior to implementing compensation planning using Halogen eCompensation. Learn what you need to consider and plan for to get the most out of the system.</p> <p>Veenstra will show you the eCompensation process in action, and will include a compensation planning report overview.</p> <hr/> <p>Track 3: Uncover Your Hidden Talent – Leveraging Talent Profiles</p> <p> Jennifer Page, Trainer, Halogen</p> <p>How well do you know the talent within your organization? If you're not using Halogen's Talent Profile feature you don't know what you and your organization are missing!</p> <p>Halogen Trainer Jennifer Page will take you through the Talent Profile to show you how to create flexible, configurable employee profiles that capture employee data from which your business will benefit, allowing you to search and compare capabilities to help you find exactly the skill set you're looking for.</p>
<p>2:00 pm – 2:45 pm</p>	<p>Track 4: Encourage Accurate, Consistent and Meaningful Competency Ratings</p> <p> Sean Conrad, Senior Product Analyst, Halogen</p> <p>When using competencies to evaluate employee performance, develop critical skills, or monitor the strength and potential of your workforce, you need more than just a basic list of behaviors and skills.</p> <p>In fact, you need at least eight different things to effectively develop your employee's competencies. In this session, lead by Halogen Senior Product Analyst Sean Conrad, you will learn how to leverage Halogen's talent management suite to ensure consistent and meaningful competency ratings with capabilities such as:</p> <ul style="list-style-type: none"> • Detailed behavioral descriptions of the different levels of mastery • A rich complement of "sub-competencies" that define how a competency applies to a particular job • Sample comment text to provide detailed, consistent feedback • Coaching and development tips to help foster particular competencies in their employees • And so much more! <p>Join this session to learn how to leverage Halogen's unique rating scale capabilities and features to ensure intra-rating reliability and consistency in performance expectations.</p>

1:35 pm – 2:35 pm	<p>Closing Keynote: Talent Management Collaboratory: Are You Aligning Your Culture and Brand to Increase the ROI of Recruitment and Retention?</p>  <p>Lizz Pellett, Chief Culture Officer, EMERGE International</p> <p>Here's your chance to be the session rather than just attend one! Lizz Pellet, author, national speaker and recognized expert in organizational culture and employment branding will select participants throughout the program to deploy a mini "Brand Scan" on their company's career site – LIVE – on a volunteer basis, of course.</p> <p>This session is not for the shy, but rather for recruitment and talent management professionals who want to share and learn about employment branding best-practices to ensure the recruitment message is authentic and congruent with their organizational culture.</p> <p>This presentation is extremely powerful and straight forward. The knowledge transfer from career site review can be taken back and deployed in the organization immediately.</p> <p>Participants will gain an understanding of how to:</p> <ul style="list-style-type: none"> • Look at an employment brand in the context of culture • Define cultural "fit" to identify the type of employee you desire to attract and retain and those you'd like to repel from applying in the first place • Leverage employment brand in recruiting and retention efforts to increase ROI • How to conduct their own "Brand Scan" to determine their current employment brand messaging <p>Audience participation and engagement: Lizz is a Certified National Speaker and the author of the 2009 SHRM publication - The Cultural Fit Factor, Creating an Employment Brand to Attract, Retain and Repel the Right Employees. Pellett's presentations are very high energy, interactive and entertaining. Audiences greatly appreciate the use of humour, down to earth style, multimedia presentation and real life business examples everyone can easily understand. A significant take away for many attendees is that they are given tools, ideas and examples that they apply immediately to their organizations.</p>  <p><i>This session is pre-approved for 1 Recertification Credit Hour.</i> <i>The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.</i></p>
2:35pm – 2:45pm	<p>Closing Remarks: Paul Loucks, President & CEO, Halogen Software</p>

September 18 and 19, 2010

8:00 am – 5:00 pm	Succession Planning Boot Camp
8:00 am – 5:30 pm	Post-Conference Training Sessions