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# Introduction

We are **Signify**, founded in 1999 as a South African software development and consultation company focussing on legislative reporting and learner management software. Our product offering has since been extended to a complete Talent - and Human Resource Management Solution.

# Introduction

Today our portfolio consists of the following products and services:

**1**

**SOFTWARE**

- Human Resource Management
- Performance Management
- Learning Management

**2**

**CONSULTATION**

- System Implementation
- Change Management
- Performance Consulting

**3**

**LEARNING DEVELOPMENT**

- Learning Design
- Custom eLearning Development
- eLearning Shelf Content

# Our Stakeholders

Signify values all its stakeholders that include:



A large grey rectangular area containing the Signify Software logo in the bottom left corner.

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# Our Structure

Our highly qualified and experienced team of more than 35 employees are always striving to live our philosophy of excellent client service.

Our organisation is structured to support:

## 1 Creative Products

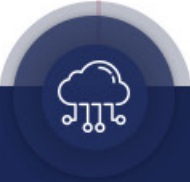
The creation of superior products that are effective, user friendly and attractive.

## 2 Service Delivery

The delivery of outstanding service ranging from system implementation to product support to learning development and performance consultation.

# Our Structure

## SIGNIFY SOFTWARE



### OPERATIONS

- Software Development
- QA & Testing
- Support
- Business Analysis



### MANAGEMENT, SALES AND MARKETING



### LEARNING DEVELOPMENT

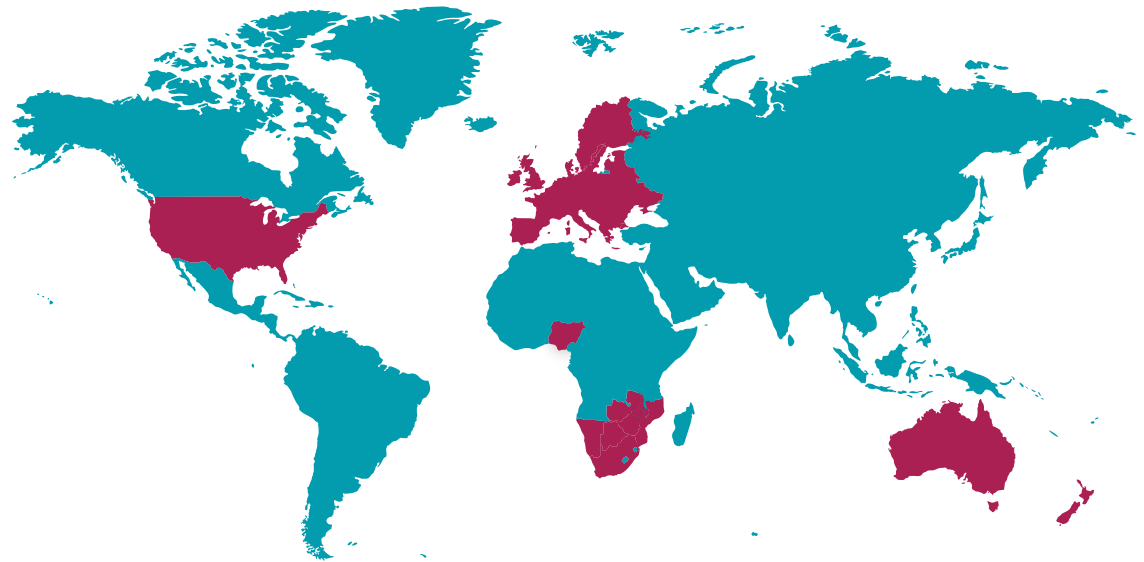
- Instructional Design
- Graphic Design
- eLearning Content Development

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# Our Footprint

Signify's global footprint enables our software clients to manage their organisational life-cycle and geographically-dispersed workforce with ease.

Our software also supports many learning providers in offering learning content to an international learner base.



# Our Partnerships

Our partnerships enable us to extend our service offering to include the full range of human resource management, training, payroll as well as time and attendance services.



# Purchase Options

Signify offers purchase options based on the number of employees in your organisation, as well as the modules you purchase.

For Learning Providers / Institutions that provide learning services to external people, we have a “Pay as you use” option available.

# Hosting Options

Signify offers 2 hosting options:

1

## ON-PREMISE

This option is suitable for clients that have the required infrastructure and chooses to be responsible for the hosting.

2

## HOSTED (CLOUD)

This option is ideal for clients that do not have the required infrastructure or clients who choose not to be responsible for the hosting.

Signify uses the Amazon Web Services (AWS) environment in Ireland.

# Signify System

The Signify Talent Management System is modular, allowing our clients to select modules that mostly benefits their organisation's unique context and needs.

It also allows for modules to be added according to expanding business needs.

**The full Signify System comprises of 3 main products suites:**



**HUMAN RESOURCE MANAGEMENT  
SUITE**



**PERFORMANCE MANAGEMENT  
SUITE**



**LEARNING MANAGEMENT  
SUITE**

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# Signify System

## Human Resource Management Suite

- Allows for the storage of employee or learner data.
- Automation of certain HR or learning processes.
- Report on key aspects of the business pertaining to Human Resource Management.
- The self-service portal enables managers and employees to manage their personal information through an auditable and controlled update process.
- Employees can manage their leave, view their payslips, apply for positions, view their job profiles, interact with the HR department, and much more.
- Managers are able to approve leave requests, approve training requests, view reports and respond to certain workflow requests.

# Signify System

## Performance Management Suite

- Align and formalise performance expectations between staff and management, against business outcomes.
- The automated notification system keeps employees and managers up-to-date on the status of the performance agreement-and evaluation process.
- Detailed reporting feedback and unit-specific summary reports provide valuable intelligence into the organisation-wide rating distributions.
- The flexibility of the Performance Management Module caters to client-specific needs through standard system configurations.

# Signify System

## Learning Management Suite

- Enables a blended learning strategy.
- Schedule and track classroom-based training.
- Deploy interactive SCORM eLearning content and videos.
- Create, deploy and automatically mark customised online assessments.
- Collaborate through the Ask-the-Expert module.
- Integrate to Adobe Connect for virtual classroom sessions.
- Create Workplace Skills Plans and Annual Training Reports.
- Manage short courses, accredited programmes, unit standards, bursaries and scholarships and formal qualifications.

# Signify System

The afore-mentioned product suites typically consist of a combination of 17 available modules:

Module	Product Suite		
	HR	PM	LMS
Employee Management (Foundation OR Advanced)	✓	✓	✓
Succession and Career Planning	✓		
Graphical Dashboards (Reporting)	✓	✓	✓
Employment Equity and Skills Development Reports (SETA Reports)	✓		✓
Leave	✓		
Performance Management (Basic or Advanced)		✓	
Talent Management		✓	
360 Module		✓	
Personal Development Plan (PDP or IDP)		✓	✓
eLearning (including SCORM 1.2 and 2004)			✓
Clicker functionality (Excluding devices)			✓
Training Scheduling (Basic or Advanced)			✓
Recruitment & Selection (Internal / External)	✓		
Job Profiling Module	✓	✓	
Salary Review Process	✓		

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# External Portal

Signify offers an external portal with e-Commerce capability and the following features:

- Serves as an information sharing portal for users without having to log into the system.
- Advertises certain functions and services of the department or company.
- Allows users to purchase learning offerings through an e-Commerce portion that makes use of PayU, PayPal and EFT capabilities (mostly used by companies who wish to market and sell their learning offerings and activate the e-Commerce section).
- Allows users to sign into the Signify system from this portal and will serve as the new login page.
- The client can change (within certain parameters) the branding, logos and layout of the portal without incurring additional development costs.
- A number of template items (widgets) can be used to create a customised portal. Templates can be created in a customised sequence / order within pre-defined parameters.



# Learning and Development

We view organisational learning and development as a process, not an event. Our customised solutions aim to create an end-to-end learning experience that starts with alignment to business outcomes and ends with measuring return on investment.

# Learning and Development

Our approach uses tried-and tested instructional design processes, incorporating:



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# Learning and Development

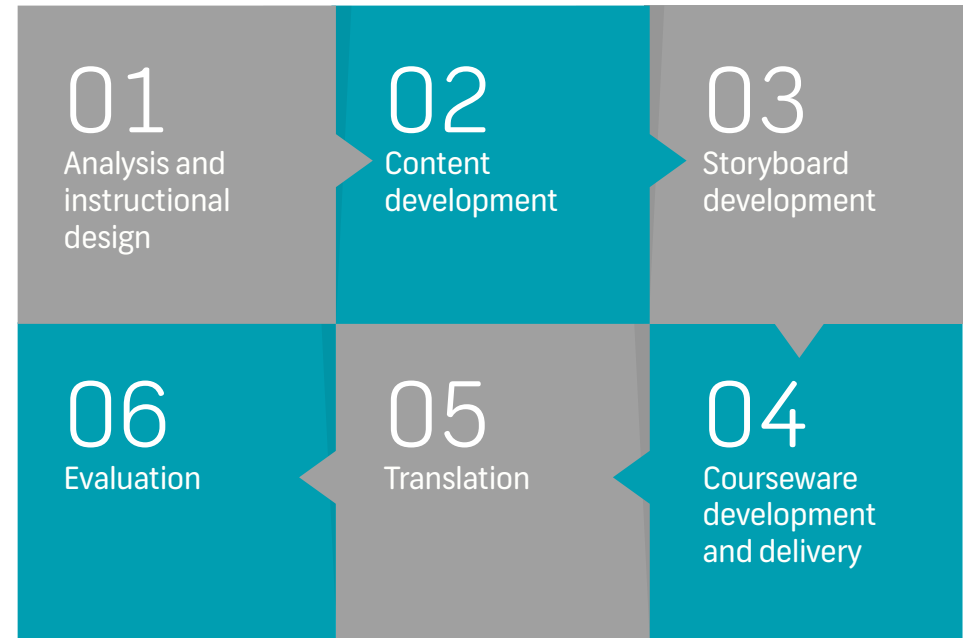
We realise client needs by building learning that is:



# eLearning Development

A typical eLearning development process consists of 6 phases.

Signify can play a role in any or all of these phases.



# eLearning Development

Signify specialises in the development of:

- Customised learning solutions
- eLearning shelf content
- Customised elearning and mobile, micro-learning

Signify's Learning and Development capabilities include:

- Instructional design
- Graphic design
- eLearning / mobile-learning development

Please visit our website to view examples of our work at

<http://www.signify.co.za/elearning.html>

# Our Clients

The future of our business is anchored in our ability to create value for our clients, who include:



# Our Contribution

Signify is committed to the process of transformation in South Africa and is a Level 2 B-BBEE contributor.

Through sustainable business practices, we minimise our impact on the environment.

# Contact Details

Signify operates globally, with our head office situated in the economic hub of South Africa - Gauteng.

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