



Signify
SOFTWARE

COMPANY PROFILE

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We are **SIGNIFY...**

Signify was founded in 1999 as a South African software development and consultation company focusing on legislative reporting and learner management software.

Our product offering has since been extended to a complete Talent Management Solution.

Signify has extensive experience in training and developing our own employees to adhere to the high standards we strive for. This served as a good foundation for the establishment of the **Signify Learning Academy**, whose primary focus is to develop specialist IT skills, starting with Data Science and Data Analytics.



THE SIGNIFY

PORTFOLIO

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



We **VALUE** our
STAKEHOLDERS



Our stakeholders are important to us.
Together, we strive towards success.



Our **STRUCTURE**

Our highly qualified and experienced team of more than forty employees always strive to live our philosophy of excellent client service.

Our organisation is structured to support:

- **Creative Products**

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

- **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 and Testing
- Support
- Business Analysis

MANAGEMENT, SALES, AND MARKETING

LEARNING DEVELOPMENT

- Instructional Design
- Graphic Design
- eLearning Development
- Animation and Video Editing
- Data Science & Data Analytics
Design & Training





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:

- **ON-PREMISE**

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

- **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 benefit 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 3 main products suites:



HUMAN RESOURCE MANAGEMENT SUITE



PERFORMANCE MANAGEMENT SUITE



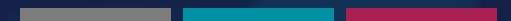
LEARNING MANAGEMENT SUITE



SIGNIFY SYSTEM

HUMAN RESOURCE MANAGEMENT

- 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 can approve leave requests, approve training requests, view reports, and respond to certain workflow requests.





SIGNIFY SYSTEM

PERFORMANCE MANAGEMENT

- 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

- 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 and Discussion Forums.
- 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

MODULE OPTIONS

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

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, 2004 and xAPI)			✓
Clicker functionality (Excluding devices)			✓
Training Scheduling (Basic or Advanced)			✓
Recruitment & Selection (Internal / External)	✓		
Job Profiling Module	✓	✓	
Salary Review Process	✓		



SIGNIFY SYSTEM

MODULE OPTIONS

2

MANAGE

Expand on the core features of the foundation version, for even more tools to manage your talent.

1

IDENTIFY & RECRUIT

Source & recruit the best talent.



3

DEVELOP

Develop your talent through Learning & Performance modules.

4

RETAIN

Profile & plan to retain your top talent.

SIGNIFY EXTERNAL PORTAL

- 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 customise each learning experience with one end goal:

To achieve improved business performance by helping people to understand and fulfil their purpose in your business.

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

✓ ADDIE, SAM, and Agile methodologies

✓ The 6 D's of Breakthrough Learning

✓ 70-20-10 Principle

✓ Principles of outcome-based adult learning

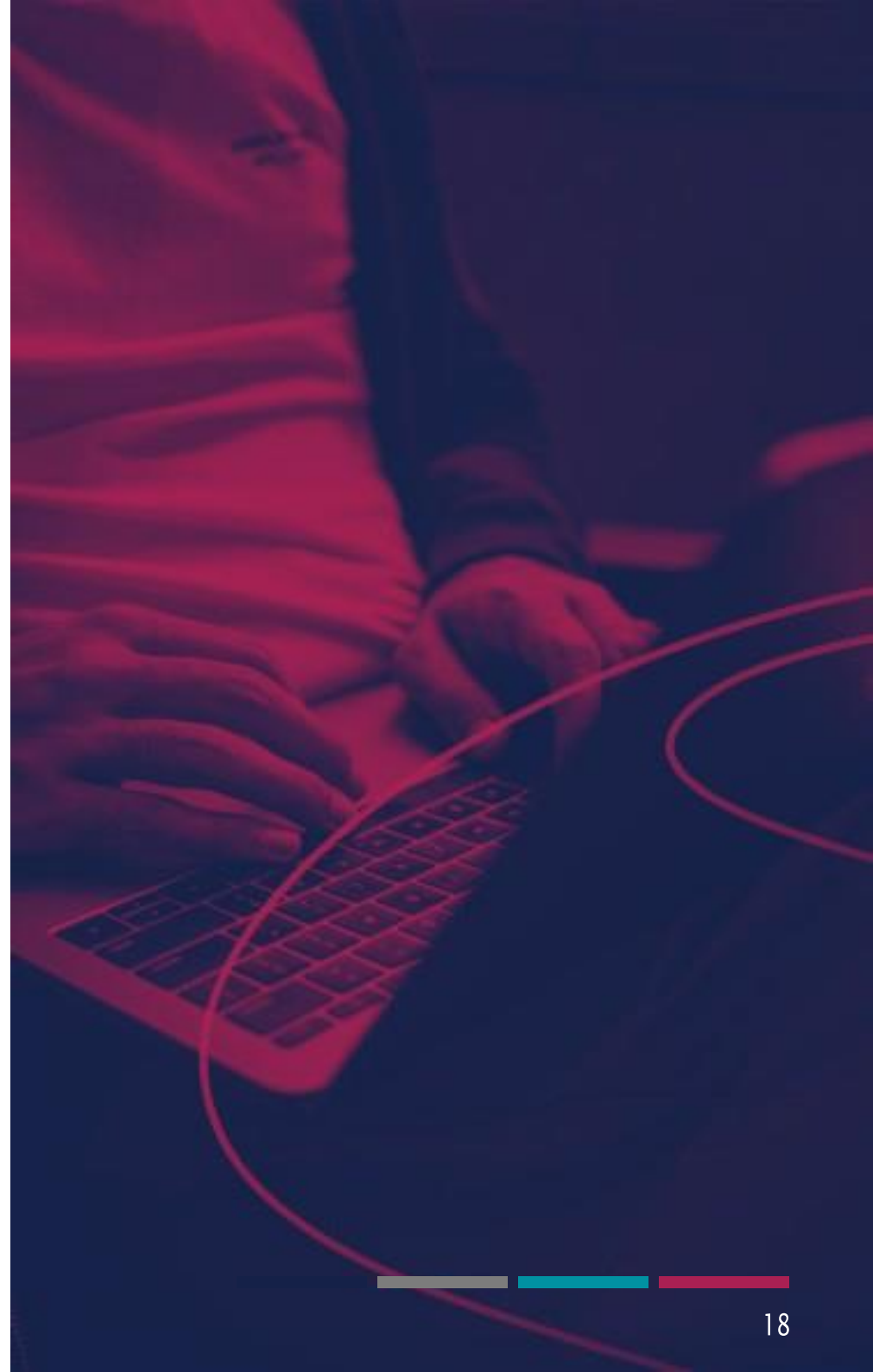
✓ Inclusive design



Learning and **DEVELOPMENT**

We realise client needs by building learning that is:

✓	Strategically aligned
✓	Fit-for-purpose
✓	Designed for maximum impact
✓	Time and cost-effective
✓	Experiential and inspiring



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**

We specialise in:

- 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
- Content development
- Translation services

Please visit our website to view examples of our work at

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

<https://signifylearning.co.za/>



CLIENTS

The future of our business is anchored in creating value for our clients, who include:

 We develop the best, best.					 Support beyond finance			
								
						 There when it matters.		
								



Our **CONTRIBUTION**

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

We minimise our impact on the environment through sustainable business practices.



CONTACT

DETAILS

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

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