Empowering people and organizations to grow and meet the future ready

cornerstone | LRMG

A STRATEGIC AFRICAN PARTNER
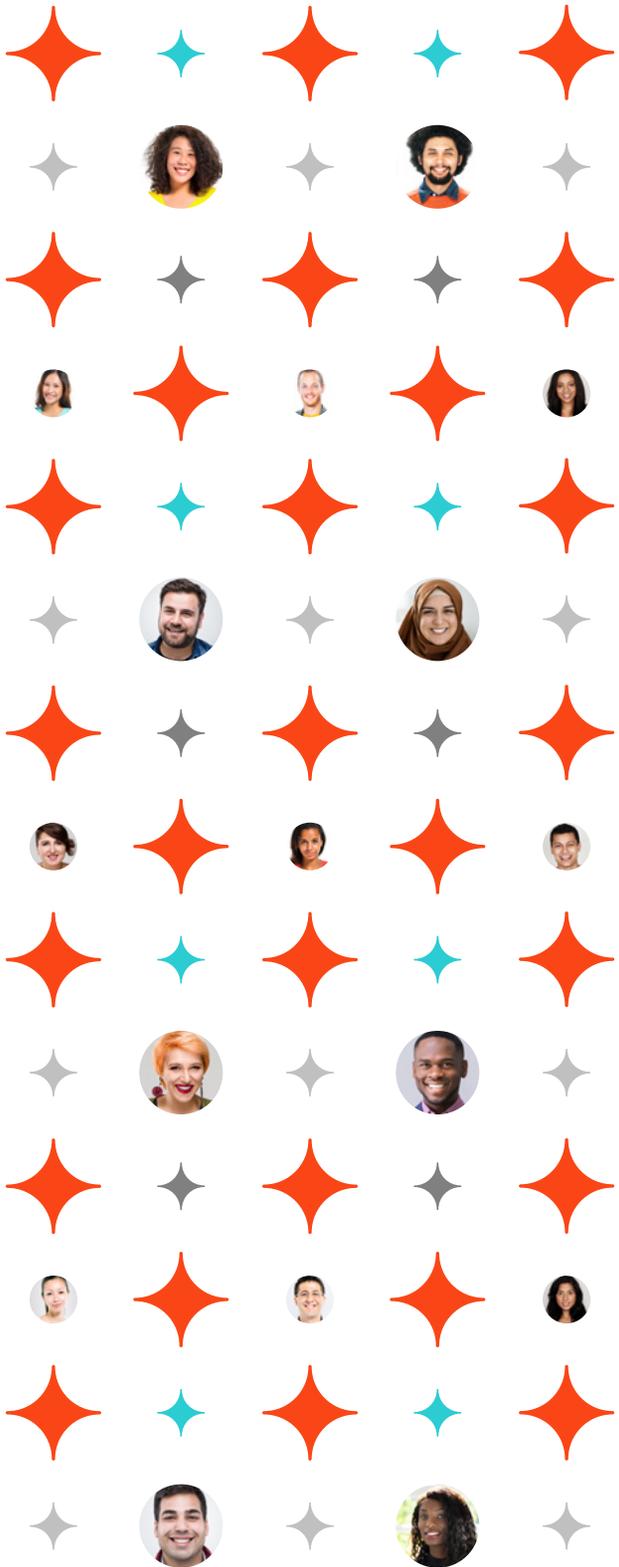
Unleash the limitless potential of your workforce with Cornerstone

Learning and talent leaders today are at the center of business transformation in their organizations. They need technology that elevates the engagement and growth of their people while helping them make strategic decisions, fill skills gaps, and automate processes.

Cornerstone combines best-in-class learning, talent, and content tools along with AI and skills data, to deliver the outcomes that matter most to organizations—from engaging, retaining, and upskilling their people to improving business performance.

Cornerstone Learning Experience Platform (LXP)

The pace of change means everyone needs to be a lifelong learner, deepening and broadening their skills to succeed in their role and grow their career. Our LXP enables people's active engagement in their own development, allowing you to meet your business objectives for learning while providing the opportunities for growth that people want from their employers.

Cornerstone Learning Experience Platform

Develop, upskill, and reskill your people at scale.

Self-directed learning and skill development

You can accelerate engagement and business impact by empowering people to drive their own development.

- ✦ **For individuals:** Individuals choose their own learning goals that align with their interests and aspirations — supported by AI-powered learning recommendations; coaching from their manager; and engagement with peers, internal experts, and learning communities.

- ✦ **For managers:** Managers have visibility into what team members are learning and their aspirations, enabling management to align development plans and help guide career progression.

- ✦ **For your team:** Your team can curate, target, and promote learning experiences to enable people to build business-critical skills.

To support learning and skill development around the globe, we support localization in 30+ languages.

Identifying skills and goals

People identify their learning goals—the skills they want to develop—and the skills they currently have as a first step on their path to personal and professional development. The LXP then personalizes their experience based on their goals, their role, the internal experts they follow, the groups they're a part of, and their interactions with the platform.

Skills Passport

Your people can record the skills they've achieved throughout their life and career, making their skill set visible and searchable by others.

This single place of record captures the various activities an individual completes on or off the platform, including courses, earned certifications or badges, assessments, learning projects, stated skills, learning goals, and more.

Skills are also dynamically added to a learner's profile as they complete organizationally prescribed learning.

Skills Passport reporting lets your team identify the supply and demand for skills across your organization.
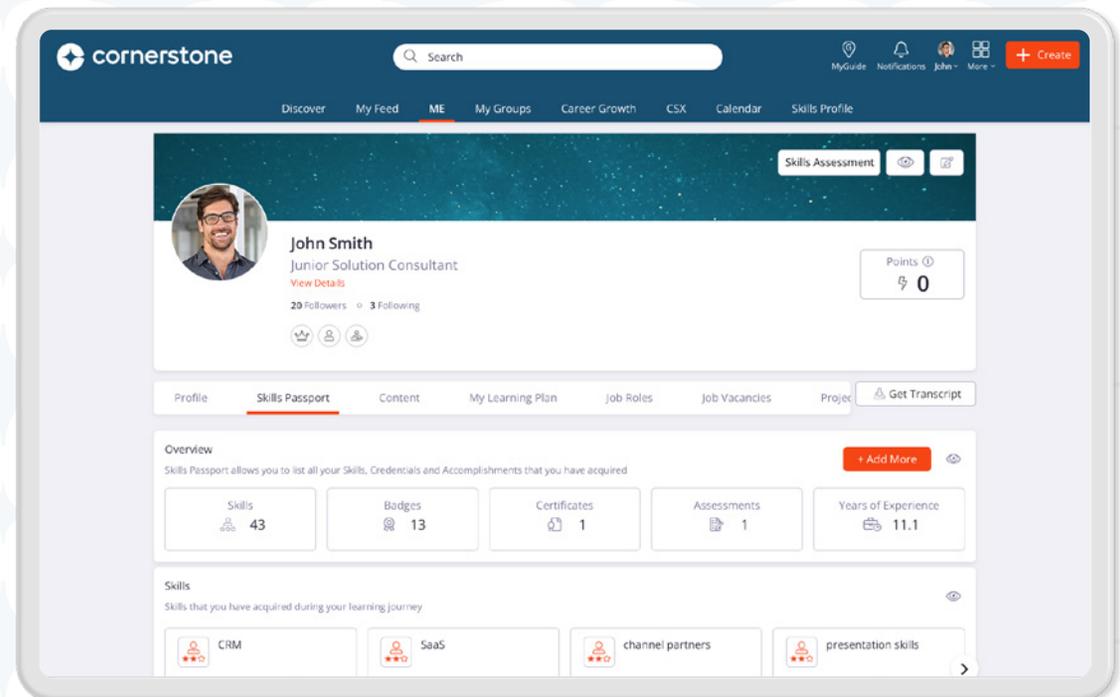
My Learning Plan
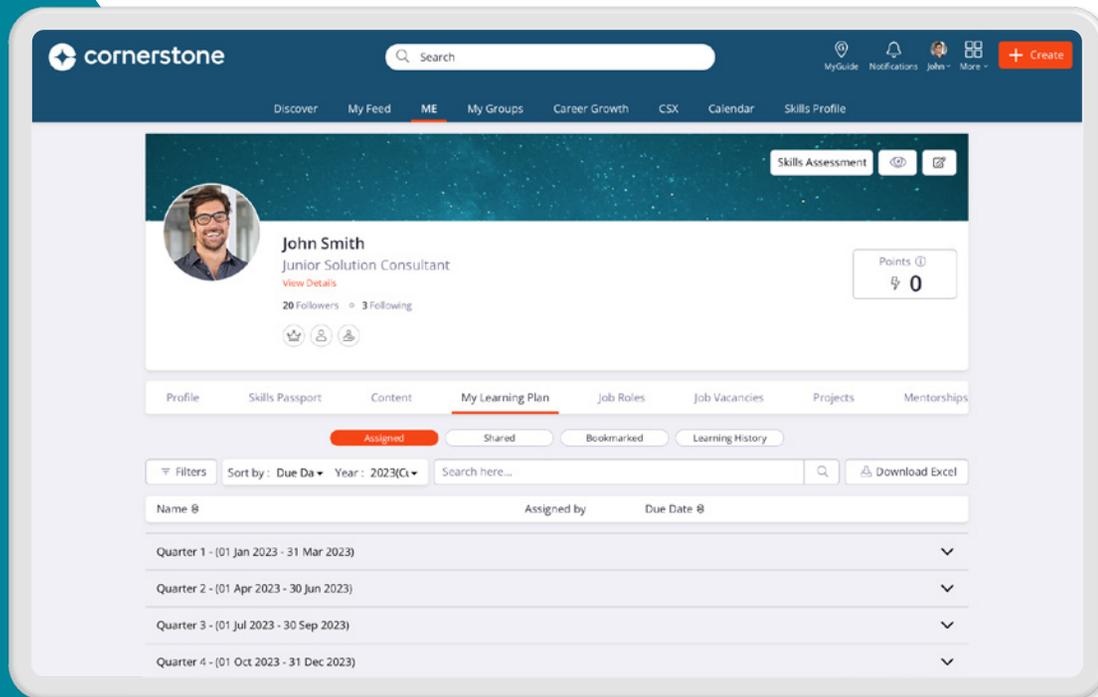
To facilitate visibility and ease of access, each person has a dedicated learning plan detailing all learning due, in progress, and completed. The learning that shows on the plan can come from your LMS, integrated content providers, and internally-created content, depending on your organization's needs.

Learning can be self-assigned or assigned by a manager, subject matter expert, coach, administrator, or other users who have the required permissions. Assigned learning can have a start and end date, or it can be left open for learners to complete as time permits.

The platform tracks, records, and displays progress and completion for the individual, and a summary is visible in the LXP's manager dashboard.

Skills Assessment

Skills Assessment provides a snapshot of skill proficiency levels, whether they're required skills for a job role, stated skills, or skills a person wants to develop. An individual can self-assess or request an assessment from their manager and peers.

For individuals, this self-reflection and feedback helps them understand their strengths and skills gaps. For managers, a view of a direct report's skill levels helps them understand how to maximize an employee's potential and coach development. For your L&D team, the data from assessments helps you understand the skills landscape of your organization.

To align with your organization's needs, you can modify proficiency levels as well as integrate with third-party assessment solutions.
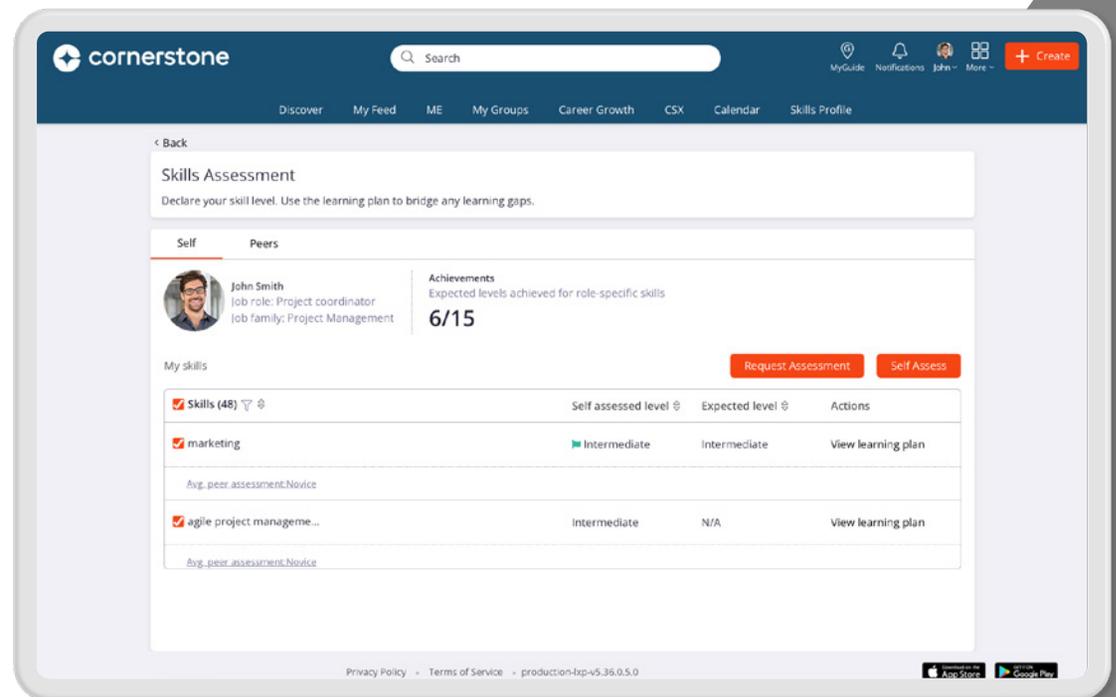
Skills Directory

Skills Directory provides a searchable directory of job roles, a hierarchy of associated skills, and learning content that aligns with skill development. It provides foundational knowledge and awareness for skill-directed learning.

The underpinning skills taxonomy can be blended with your organization's custom taxonomy, enabling you to present your organization's unique skill identity as it aligns with specific job roles and functions.

People can also search for people by skills with the platform's search tool. They're then able to follow experts to see what they're learning and the content they create.
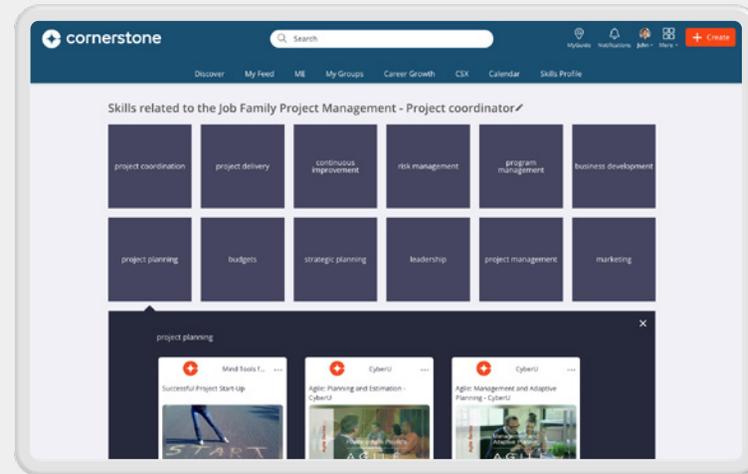
Tailoring the career growth and skill-building experience to fit your organization

Skills Graph

Skills Graph is our skills ontology (i.e., "smart" taxonomy) with over 53,000 unique skills in 15 languages. Through machine learning, our ontology maps roles, learning, and opportunities to skills, continually refining the skills landscape with what it "learns."

Since we provide an open, flexible ecosystem, organizations can also integrate with third-party solutions.

Skills Studio

With Skills Studio, you have access to advanced tools to customize your taxonomy and meet the unique needs of your organization.

Personalizing at scale, powered by AI

To deploy personalization at scale, we use artificial intelligence (AI), machine learning (ML), and natural language processing (NLP) techniques to generate content recommendations from your trusted sources of knowledge and learning, which can include content from an LMS, internal content sources within the enterprise, and filtered public-domain content from the web.

Our LXP's ML tracks learner behaviors and actions within the platform, including consumption and social activities, such as liking, sharing, and commenting. Our LXP also allows for additional ML customization by enabling human curators (with the required permissions) to accept and reject ML-suggested content, continuously improving learners' personalized experiences.

Making learning relevant

Our LXP recommends learning activities based on relevance; for example, the AI/ML capabilities consider:

- ✦ Will this content contribute to a learner's learning goals?
- ✦ Which topics are appropriate for this learner's job role?
- ✦ Who are the appropriate subject matter experts in this organization for this learner's skills needs?
- ✦ What related topics might interest this learner?
- ✦ What related content could be added to personalized channels for this learner?
- ✦ How have similar learners interacted with this content?
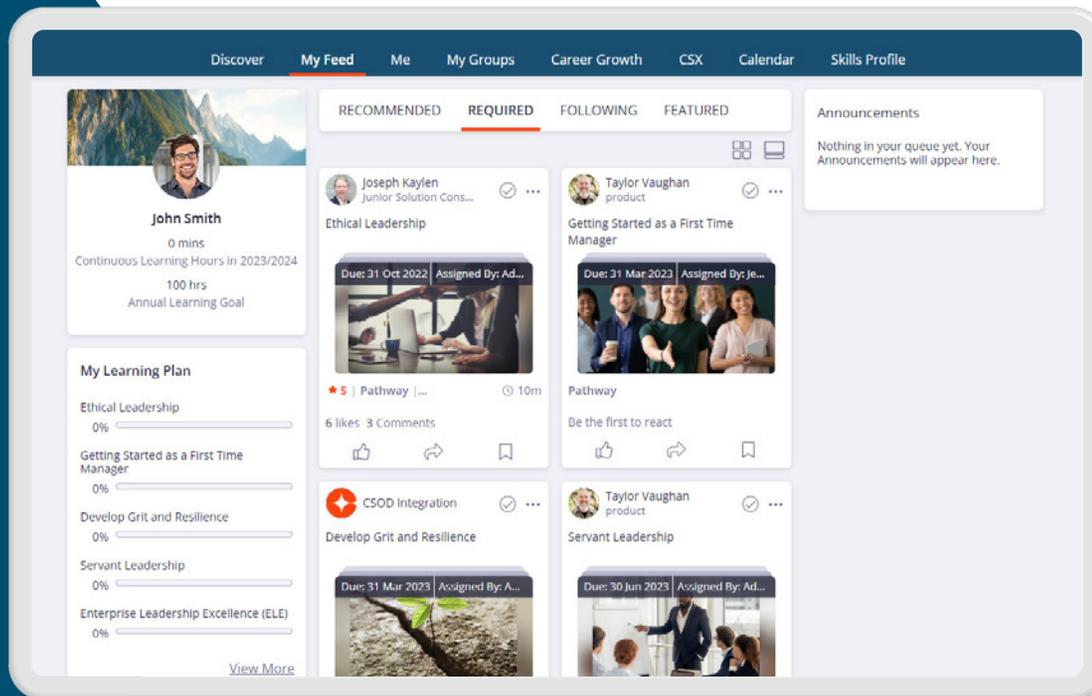
Personalized feeds

Recommended feed: Individuals receive recommendations based on their learning goals. Daily updates to the feed help reinforce learning as a habit.

Following feed: Individuals see the content added by the people, channels, and groups that they have either chosen to follow or been dynamically assigned to by administrators.

Assigned/required feed: This provides a single space where people can quickly and easily identify the learning they need to complete.

Featured/promoted feed: This provides a space for organizations to announce and share content they want to highlight.

Discover page

The Discover page provides a visually engaging experience for learners to navigate the topics and skills your organization wants to promote.
For example, you can provide visibility into academies that focus on key development initiatives.

You can also use the space to drive internal social networks and direct people to follow channels, leaders, and subject matter experts in your organization.

The Discover page can also be adaptively tailored to the individual. Dynamic group rules allow specific groups to see specific content and people.
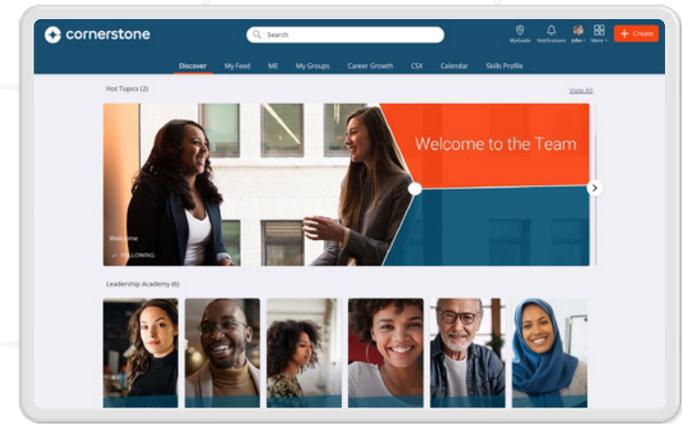
Learning discovery

Visually engaging and flexible structures organize learning.

CHANNEL	Collection of content on a topic or skill(s), enabling you to develop business-critical skills and capabilities
CAROUSEL	Horizontal display that can include channels, curated learning objects, and Pathways and Journeys (structured learning sequences)
GROUP	A group, or a cohort, with a specific collaborative learning focus

Driving engagement with curation and content creation

Curating, structuring, sequencing, and creating content are core functions of our LXP. The system supports a wide array of content and provides tools for designing highly engaging and effective learning experiences.

Role-based access control

A roles-based access control (RBAC) framework serves as the heart of our user governance model. Many of the capabilities within our LXP are designated with an RBAC permission.

Five standard roles come prebuilt in the LXP:

- **Administrator:** Administrators have access to the admin console, as well as access to administrative controls of content.
- **Collaborator:** Within channels, collaborators can post content into their designated channel(s).
- **Curator:** Within channels, the curator role grants the user access to channel curation workflows.
- **Subject matter expert:** This role showcases users in the people carousel on the Discover page, making it easy to identify leading experts.
- **Member:** This is the default role assigned to every user in our LXP.

Any number of additional custom roles can be created and assigned to users with specific permissions for each. Additionally, an individual can be assigned any number of roles, so your team can tailor permissions and ensure the governance your organization requires.

SmartCard

A single learning object within our LXP is called a SmartCard. It's the smallest unit of learning and provides a consistent wrapper around content from the trusted sources organizations integrate with the platform. The SmartCard allows rating, commenting, liking, sharing, bookmarking, assigning, and dismissing of content, no matter the content's form or hosting location.

From the "Create" button on web or mobile, individuals with the required permissions can add content, in the form of SmartCards, of the following types:

- Hyperlink — also used for deep linking to premium content sources
- Uploaded file — e.g., video, audio, Microsoft Office file, or PDF
- Simple poll
- Simple quiz — with options to allow multiple attempts
- Text
- SCORM/AICC/xAPI
- A project activity — allows observational assessments of learners
- Scheduled instructor-led training (including virtual) or web conference session

- Podcast — audio recording from your mobile device
- Livestream — followers receive notifications of the event, and it becomes a recorded video within the LXP
- Ask Me Anything — planned livestream event
- Perfect Your Pitch — teleprompter-based video practice of sales pitches with AI-powered analysis of speed, tone, and filler words
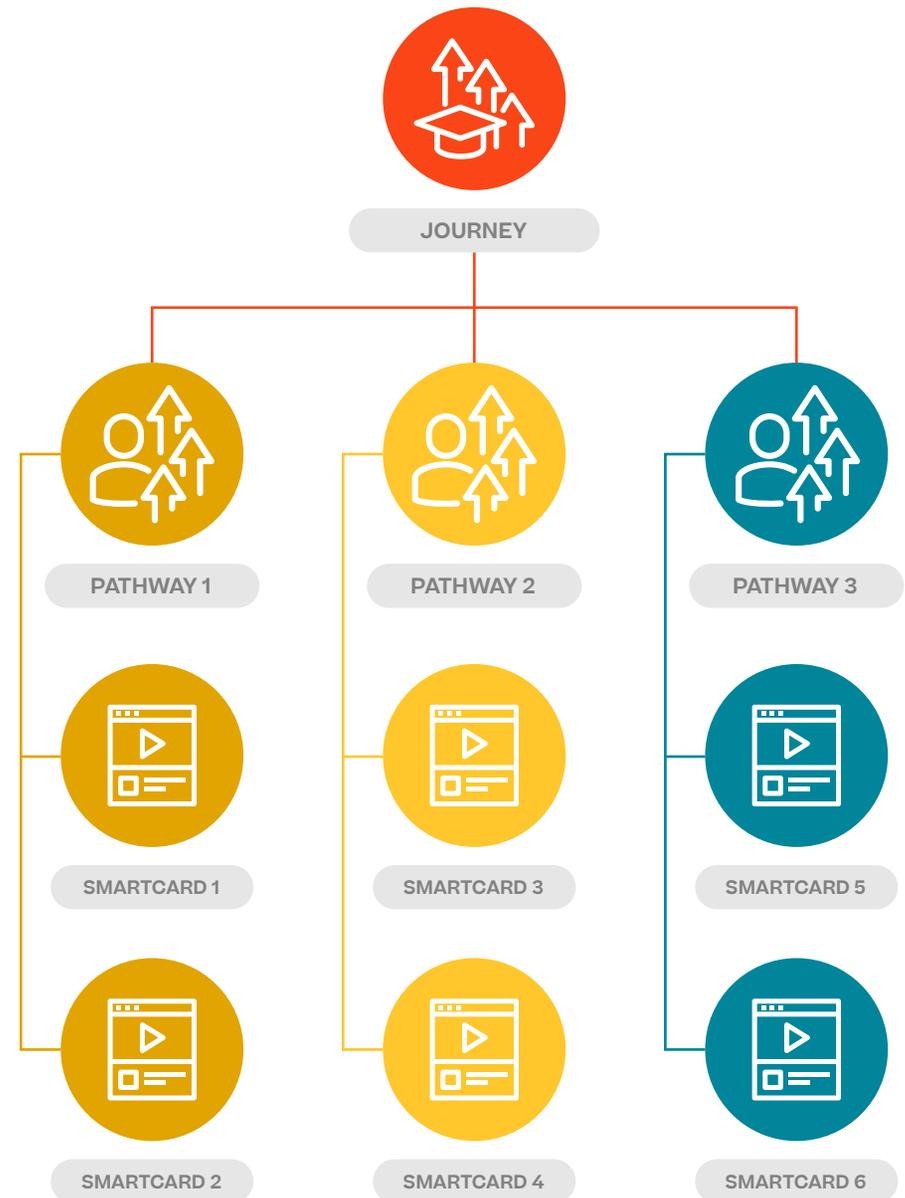
For those organizations without a Cornerstone LMS, a light course and event planning tool is available to provide robust (v)ILT and certification capabilities.

Pathway to Journey

Multiple SmartCards can be curated into Pathways — and multiple Pathways into Journeys — to provide a structured sequence of learning activities that encourage engagement and progression.

You can sequence Pathways (lock the content in a specific order) and award the end user a badge upon completion. Users may share these badges externally on platforms such as LinkedIn, X, and Facebook. When leveraging a quiz within a Pathway, a "leap" can allow a user with a passing score to jump ahead in learning or send the user back to revisit previous content.

Journeys are collections of Pathways that organize content into separate sections. They allow for a more in-depth or complex learning experience, similar to a traditional curriculum. Journeys can also award a badge for completion and may be time-based.

JOURNEY

PATHWAY 1   PATHWAY 2   PATHWAY 3

SMARTCARD 1   SMARTCARD 3   SMARTCARD 5

SMARTCARD 2   SMARTCARD 4   SMARTCARD 6

A blended learning experience comprising multiple types of learning objects

Manual curation

With the appropriate roles-based privileges, individuals can create and sequence content into Pathways and Journeys, offering a variety of learning objects and activities. They can then share, assign, and make the Pathways and Journeys discoverable.

Channels and groups enable curators to address specific learning or knowledge needs and target specific populations of users.

SmartCards, Pathways, and Journeys can be used in multiple contexts, such as using the same Pathway in multiple Journeys.

AI-assisted curation

Within channels, curators can use keywords to point the platform's AI/ML engine to relevant learning content. The machine can then assist in populating a curated feed of SmartCards for learners following the channel. The curator can then review these learning objects, marking them for "acceptance," "deferment," "skip, don't show again," or "block."

Each of these curation options further trains the channel-specific ML model (through positive and negative exemplars), delivering greater relevance with each curation pass.
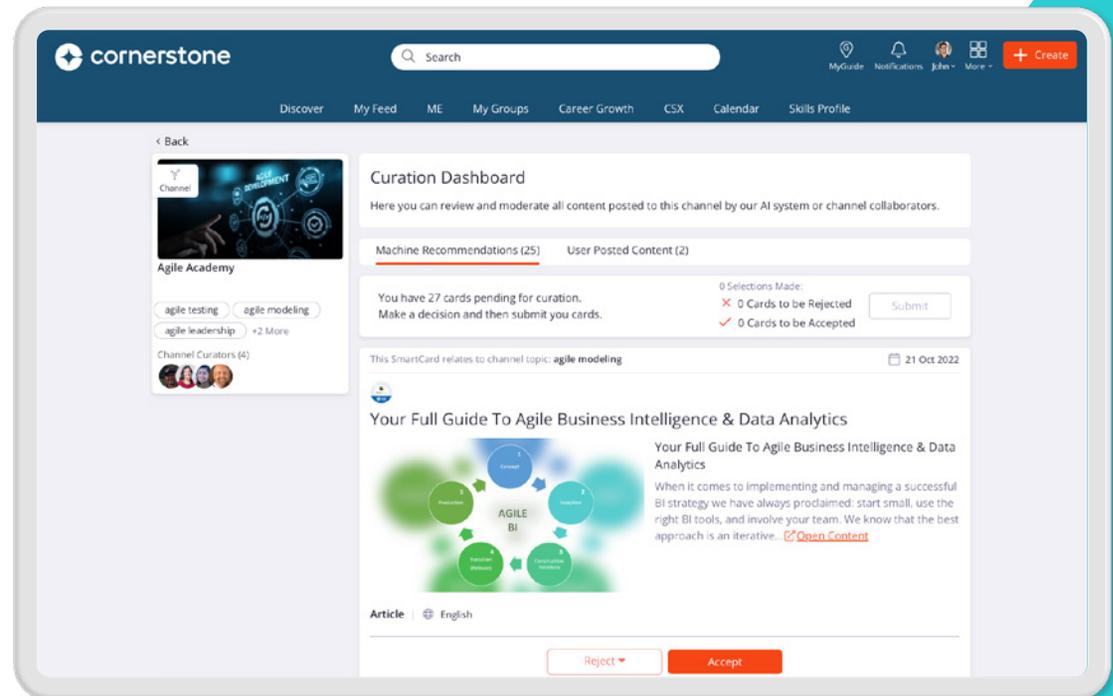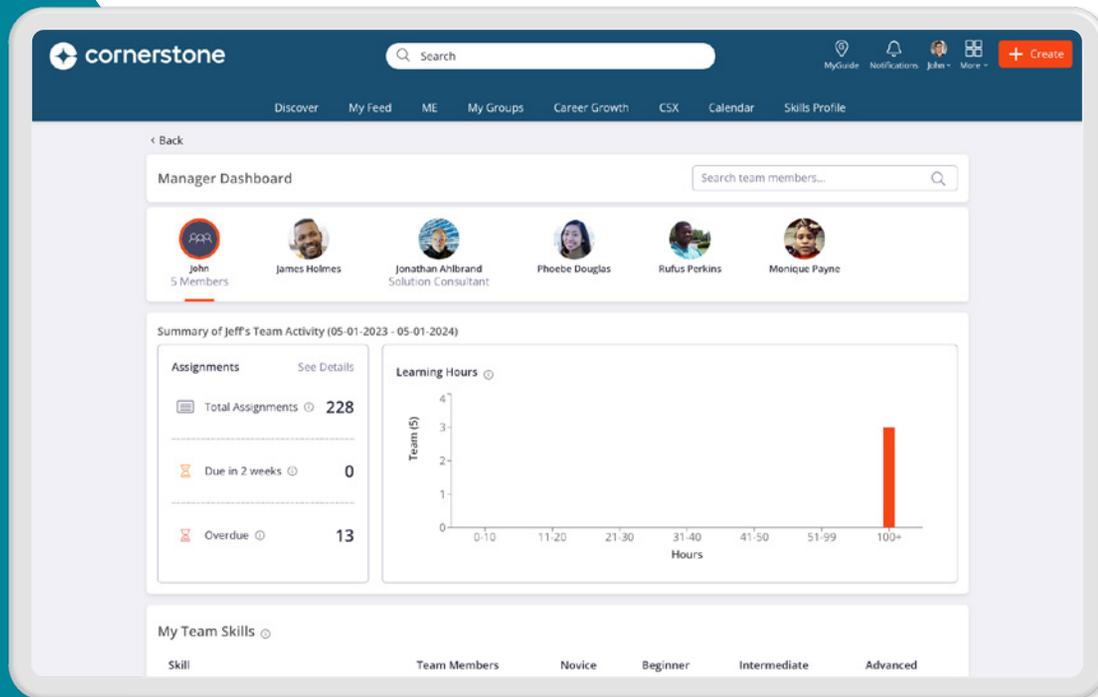
Enabling managers to coach development

Managers play a pivotal role in employee development and need support to be successful as "guides on the side."

Manager dashboard

Managers have access to a dashboard that provides visibility into their team's activities, content completions, total learning hours, overdue assignments, learning history, learning plans, and top skills and learning goals.

With our manager dashboard, managers are enabled to recommend and assign learning content directly to their whole team or individual members. For assigned learning, they can apply start/end dates and send nudges for completions.

Managers can also download reports to analyze the content consumption behavior of their team members.

# Empowering people to chart their own path

People are motivated to learn and grow when they know the "why" behind it. With our Opportunity Marketplace added to the LXP, people can explore career paths and identify the skills they need to get them where they want to go.

The LXP and Opportunity Marketplace are seamlessly integrated for easy navigation. Your people can learn, build skills, discover career paths, and apply for internal positions—all in one platform.

Cornerstone Opportunity Marketplace

Our Opportunity Marketplace connects people to growth opportunities while enabling organizations to source talent from within. Its matching engine helps employees discover potential job roles and career paths, explore existing vacancies, connect with short-term projects and mentorships, and with the LXP, build the knowledge and skills they need to move forward in their careers.

By supporting employee career aspirations— while meeting organizations' evolving talent needs—Opportunity Marketplace delivers value to both the employer and employee so they can meet the future ready.
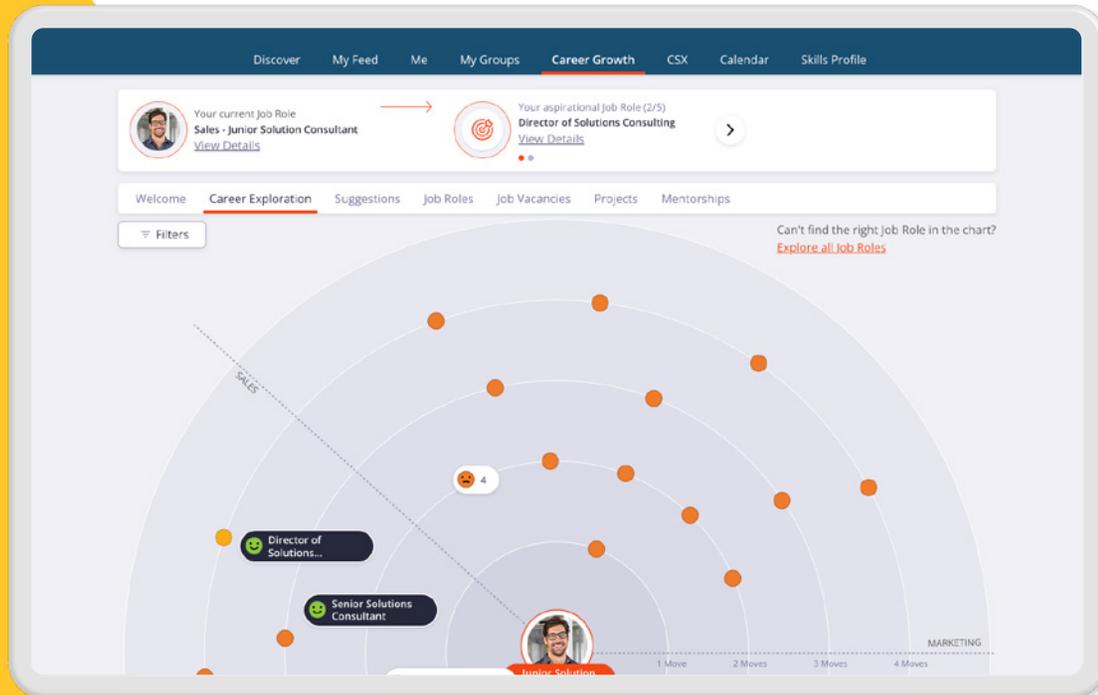
Galaxy view

With the career-exploration "galaxy" view, employees can take control of their own growth and development by discovering and mapping out potential career paths at your organization, both inside and outside their current job family.

Clear career paths can be defined horizontally and vertically, enabling employees to understand how to get promoted or move into a desired role. You have the option to manually provide the next steps for each role and/or use AI-detected next-step job roles.

Subway view

Once finding a role, a person can map out career paths using the "subway" view to help visualize long-term career growth at your organization.
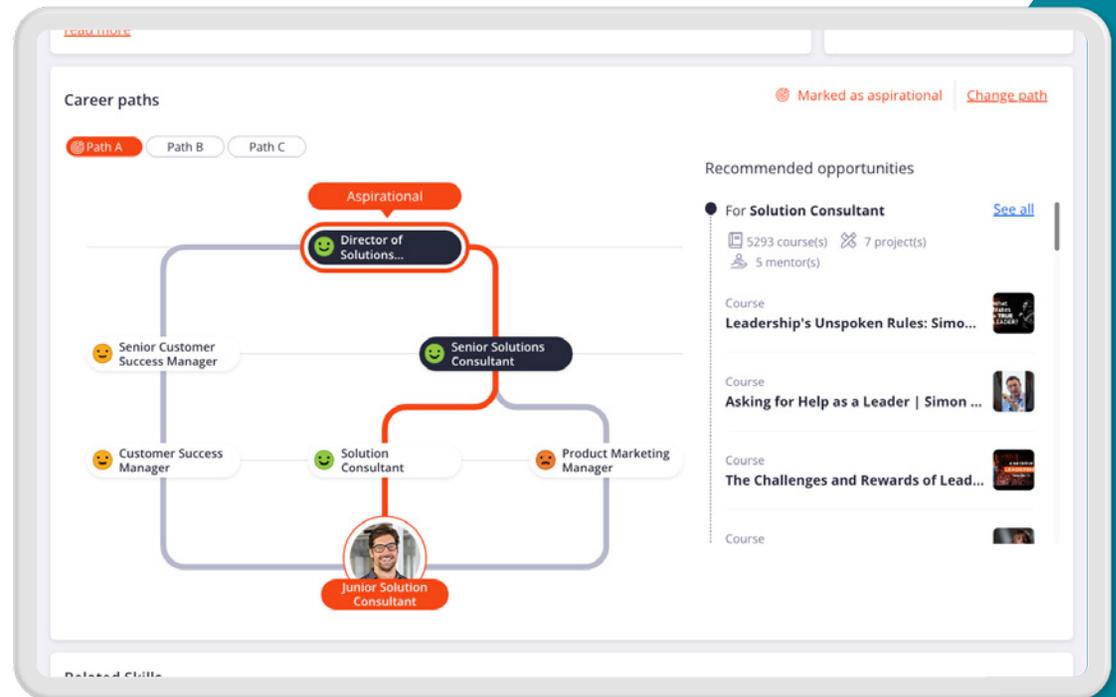
Social and collaborative learning and skill development

People want to engage with and learn from each other, so provide them with the tools to join communities; share knowledge; learn from internal experts; and like, share, and comment on content.

✦ **For individuals:** Individuals can share knowledge, build a learning network, and access internal expertise that will enable them to get up to speed faster and learn how to apply skills in context.

✦ **For managers:** Managers can encourage active engagement through recommendations.

✦ **For your L&D team:** Your L&D team benefits from visibility into social engagement with learning and from enabling subject matter experts to easily curate and create content to deploy internal expertise at scale.

Enabling cohort-based learning

The LXP makes it easy for people to join groups, socially engage, and share knowledge.
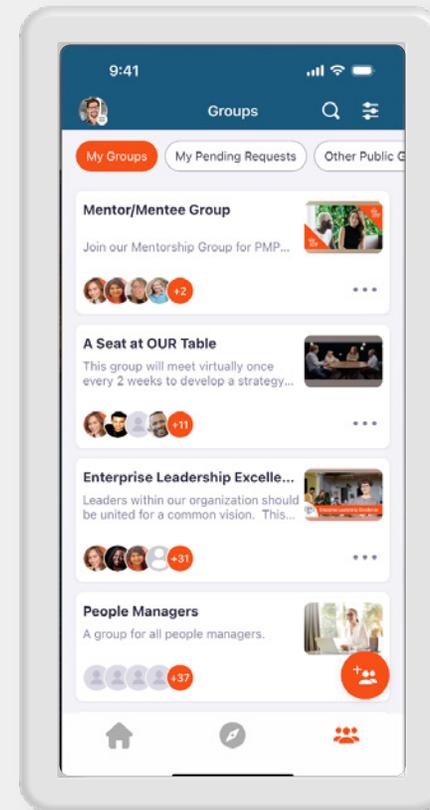
Groups

You can use groups to facilitate collaboration, create audiences, and assign content or collaboration on project activities — or for any other scenario requiring a unique population of users to be dynamically or manually identified.

You can create groups for business units, functions, and cohorts as well as open communities for discovery. Individuals can be added to groups manually and through workflows for dynamic group creation.

Every group landing page automatically displays content shared with or assigned to that group. The group leader can further customize the group landing page to show featured content or custom carousels of channels aligned to the interests and needs of the group.

Gamification

The group page serves as a collaboration page for similarly aligned individuals to learn, share, and participate in gamification, including leaderboards, for active engagement within the cohort.

Social experience

Individuals can share, like, and comment on content; join open groups to build their learning network; and follow internal experts to see what content they're creating.

Hybrid working

Now that many organizations use a hybrid working model, creating a sense of belonging is even more important.

With our LXP, you can provide clear visibility into your learning culture from day one, enable social engagement and knowledge sharing, build community, and equip your managers to actively support and encourage development.

User-generated content

Our easy-to-use user-generated content tools drive engagement and business outcomes by enabling your people to share their expertise and contextual knowledge.

Individuals with the required permissions can curate learning experiences and even create their own content using tools within the platform.

Knowledge capture and avoiding the high cost of knowledge loss

Our LXP helps retain corporate knowledge by enabling employees to contribute to content creation and curation, preserving internal knowledge and expertise within the organization.
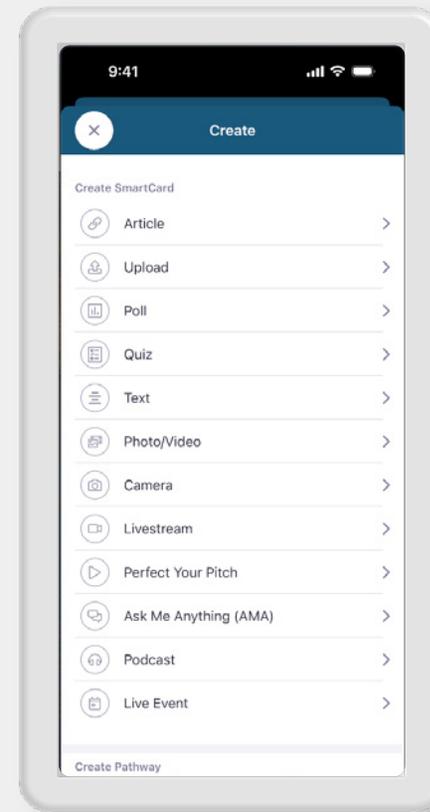
Unified search and discovery in the flow of work

Get barriers to learning out of the way, so your people can learn in their moment of need and build skills continuously.

- **For individuals:** Individuals can search for and discover internal knowledge sources and learning content without the friction that wastes time and causes frustration.

- **For managers:** Busy managers can play the role of coach with a unified view of the learning and skills of their team and the ease of making recommendations.

- **For your L&D team:** You can track your people's engagement with content sources beyond formal learning and engagement with in-the-flow-of-work tools—enabling you to see how people really learn.

Lowering and removing barriers to learning

The LXP facilitates ease of access so your people can learn when and where they need to.

**Aggregating content for streamlined access**

With the LXP, you can aggregate all your content sources for unified search and discovery. Organizations can integrate LMS content, learning content subscriptions, and internal content sources, such as SharePoint.

Using natural language processing, the LXP provides unified elastic search across all content, with robust filtering of public domain sources. Individuals can filter a search by content type, content source, duration, skill, language, and price (when applicable). They can also search for people, channels, and groups.

Onboarding new hires

Our LXP can automate and streamline the onboarding process, introduce your new hires to your learning culture, and enable them to learn from your internal experts for shorter time-to-productivity.
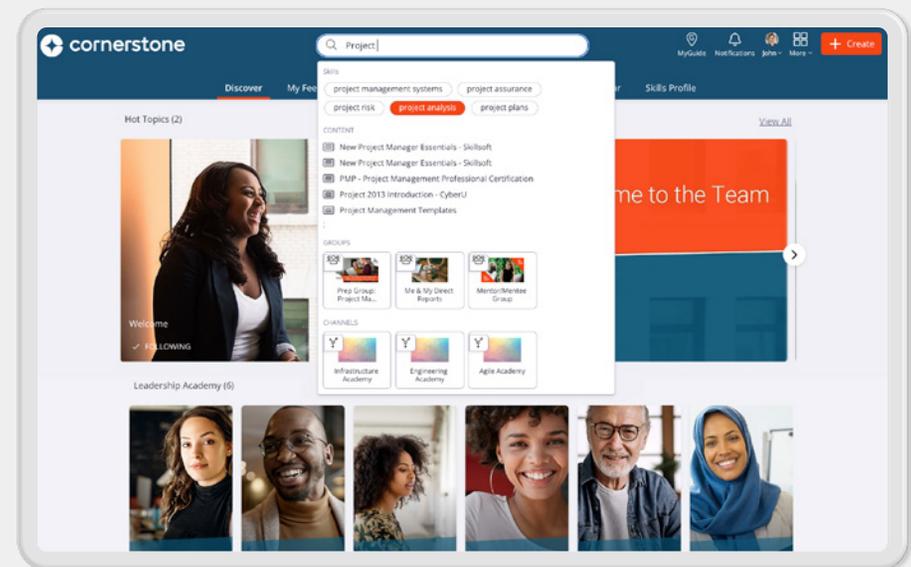
Better together with Cornerstone

With Cornerstone's portfolio of solutions, you can unify experiences and data to optimize the employee experience and your organization's access to the insights required for smart decision-making.

Our solutions are built to be best-in-class agnostic and work with any provider(s) you are currently using in your talent development ecosystem. However, if you leverage Cornerstone products, we're able to unlock additional capabilities unparalleled in the industry.
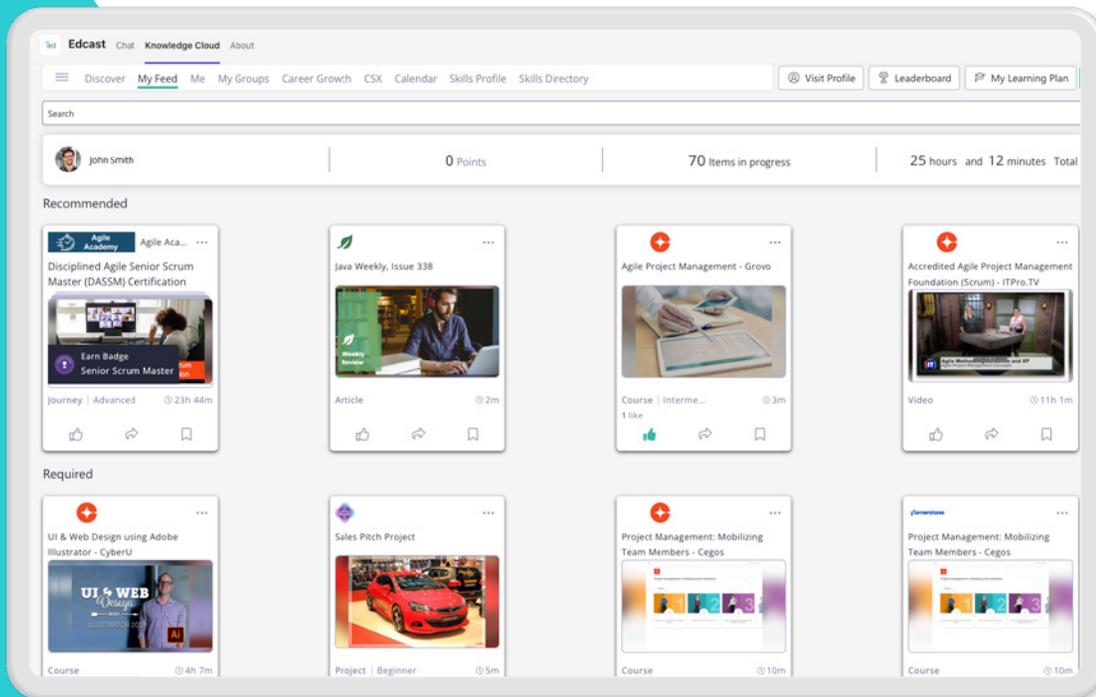
Learning in the flow of work

The availability of learning content in the flow of work accelerates the learning journey, provides performance support, and increases productivity. Our commitment to learner-centric design drives us to help learners get what they need, when and where they need it.

Our LXP can bring content directly into leading software applications employees use when performing their work. For example, in Microsoft Teams, a learner can access all their learning feeds, navigate their Skills Passport, discover new content, and more. The LXP effectively transforms Microsoft Teams into an extension of an organization's knowledge and learning ecosystem.

Our LXP integrates with Microsoft Teams, Office 365, Salesforce, G Suite, and the browser extensions for Google Chrome and Microsoft Edge.

Comprehensive mobile experience

Our LXP is "mobile first," with full-featured native iOS and Android. The experience across web and mobile remains intuitive and consistent while optimizing the user interface and user experience for each.

The mobile app can be branded to match your corporate identity.
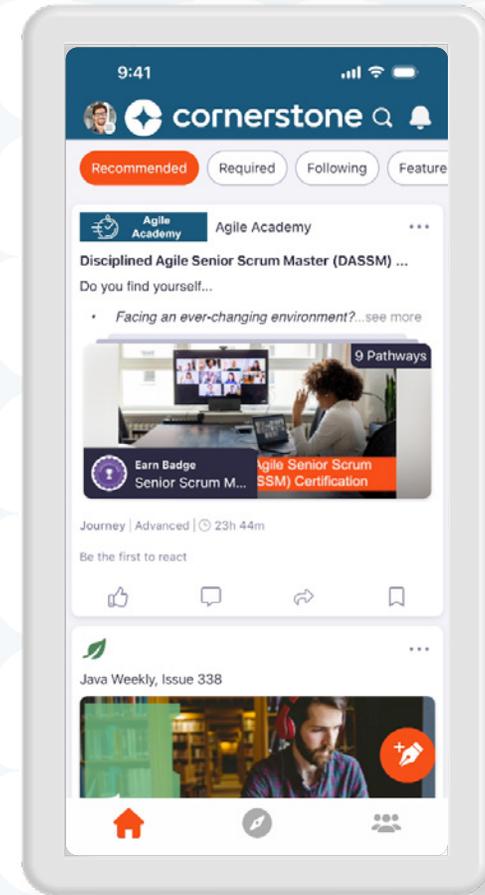
Notifications

We provide a robust notification system, including bell notifications and email. There are controls and configurability at both the system and learner levels.

These messages can help nudge learners with suggestions such as "pick up where you left off" or a reminder to "come back to the platform."

Notifications can be configured in multiple languages and respect the learner's preferred language setting.
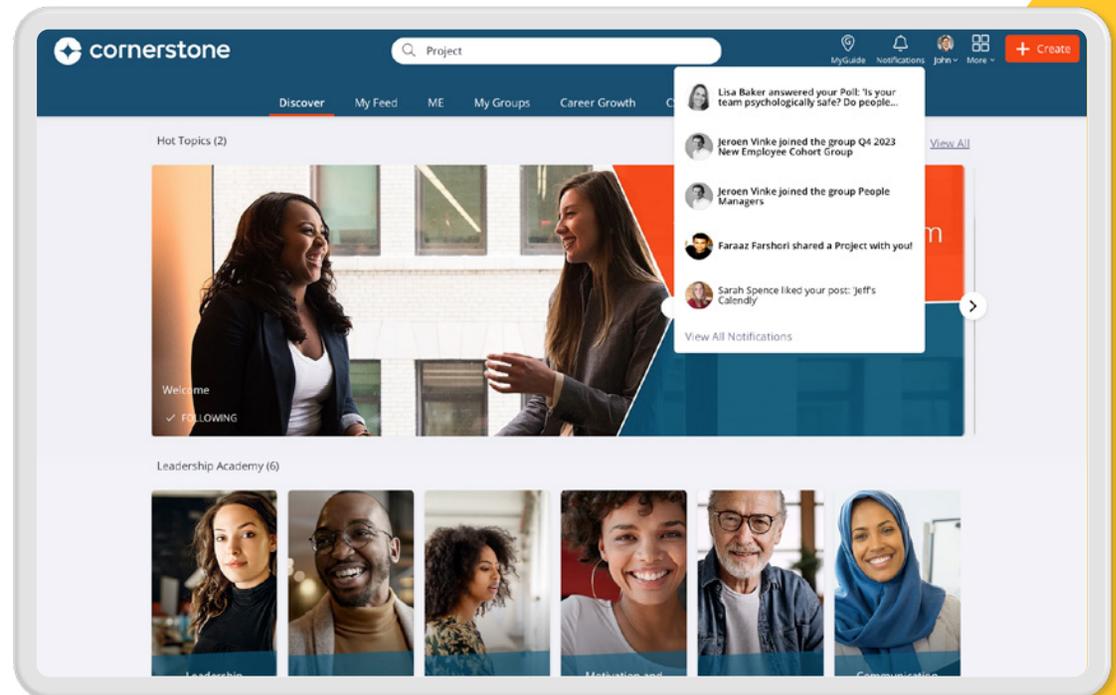
Digital adoption support with MyGuide

MyGuide is a digital adoption tool that helps users navigate software and get help in the moment of need. MyGuide Basic is available as part of our platform and provides 15 pre-created guides for both the learning administrator and the learner, driving self-help and adoption at scale.

These guides include:

✦ Tour guides that allow you to walk your learners through a workflow, such as choosing their learning goals for the first time or understanding the platform navigation.

✦ Tooltip guides that allow your administrators to get more information about certain topics, such as dynamic group management and embargo sites.
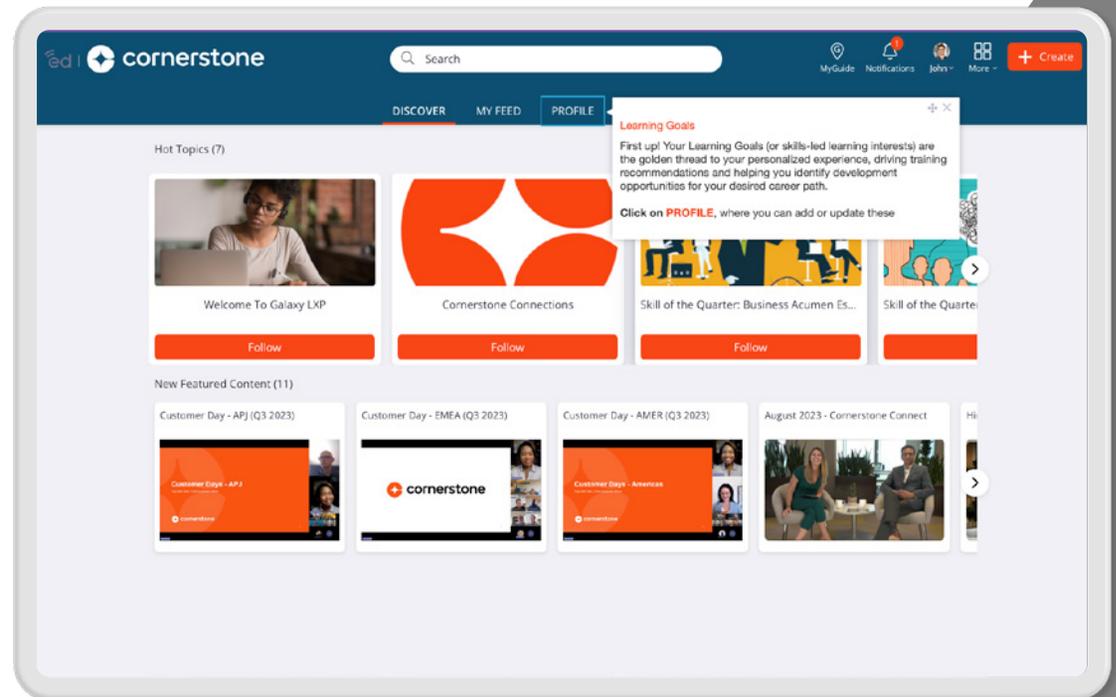
Experiential learning

People need opportunities to practice and get feedback to make learning stick, sharpen their expertise, and acquire new skills.
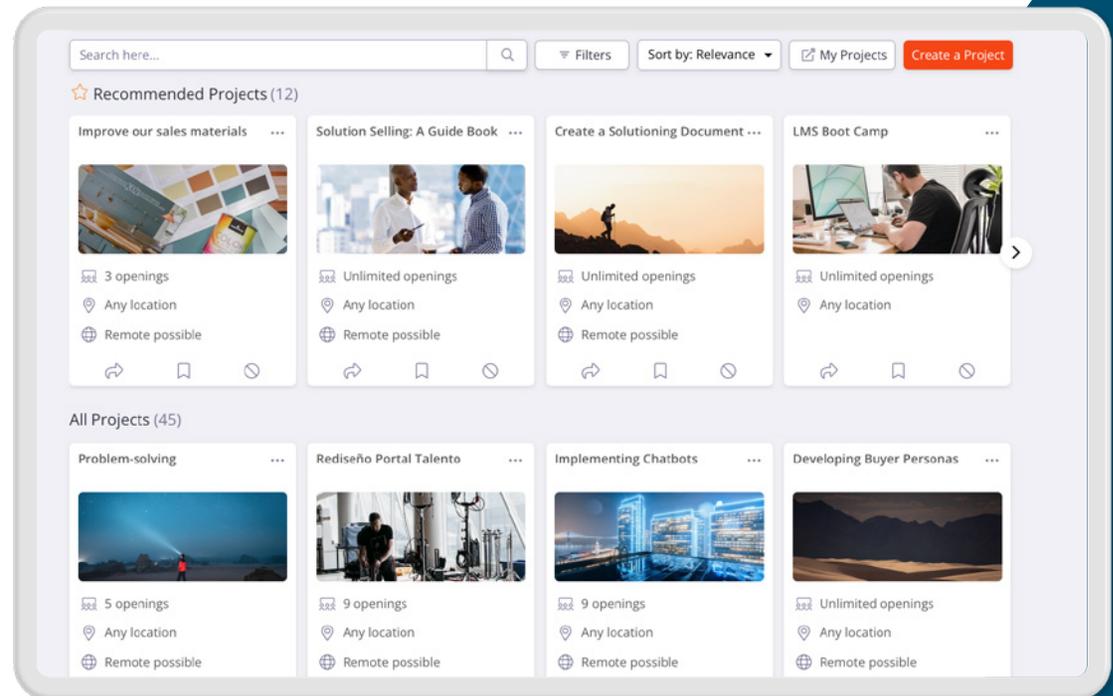
✦ **For individuals:** Individuals broaden and deepen their skill set by working on projects (short-term assignments) in line with their goals; they can work closely with people beyond their team, strengthening their understanding of your organization and their relationships with colleagues.

✦ **For managers:** Managers can find people to join their team on a project basis, with access to a wider talent pool.

✦ **For your L&D team:** You have visibility into the on-the-job learning your people are engaging with as well as the project work your managers need.

Providing opportunities to learn on the job

Enable people to learn by *doing*.

Project recommendations with Opportunity Marketplace

✦ Employees can view and express interest in projects (short-term assignments) recommended to them based on their interests and skills.

✦ Project descriptions include an overview of the work to be done, the required skills, time commitment, and more.

Project creator experience

Managers (and other individuals with the required permission) can create short-term project opportunities, according to their staffing requirements. The project owner can post an upcoming project, providing a short description, timeline, and key skills and experiences required.

The matching algorithm pushes this opportunity to relevant employees and provides recommendations to the project leader based on employee profiles. The project leader can then view applications and recommendations, selecting employees to build out the project team. Additionally, project owners can immediately view qualified candidates after creating the project with "reverse matching."

Data-driven decision-making

Our platform delivers marketing and social media-style analytics for you to drive engagement and measure impact.

✦ **For individuals:** Individuals benefit from your team's ability to optimize their learning and skill-building experience.

✦ **For managers:** Managers benefit from their team's skill development based on the best use of L&D's resources; they can confidently make recommendations as they coach their team's development.

✦ **For your L&D team:** Insights enable you to optimize your organization's content spending, time-to-productivity, and upskilling and reskilling efficiency.
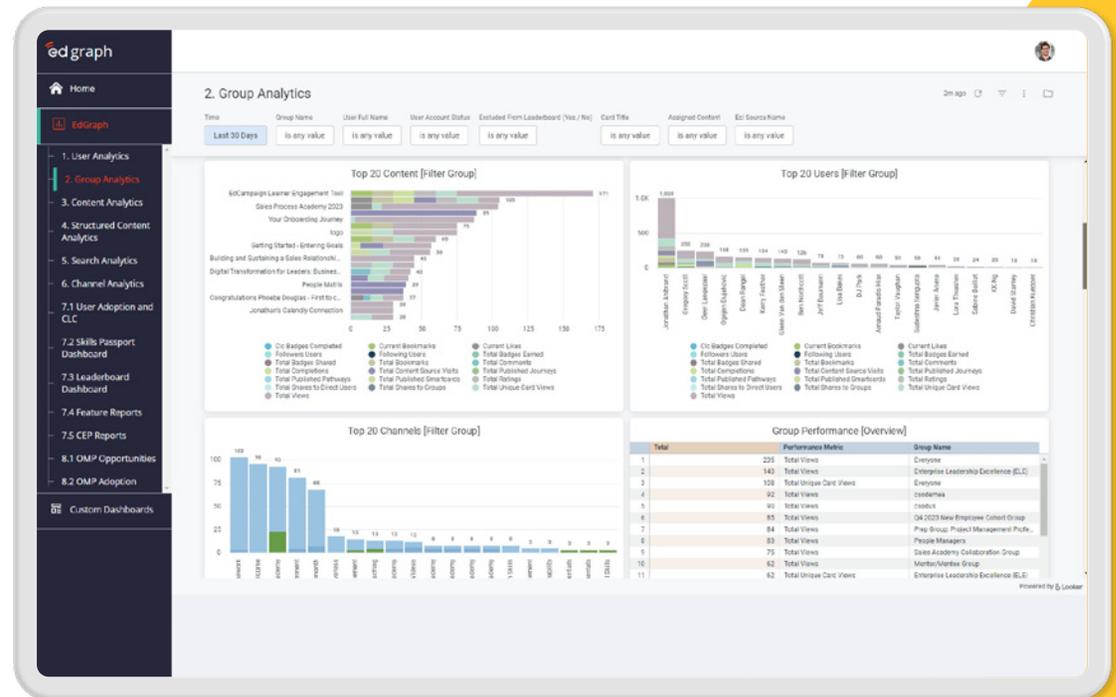
Expanding your view

The LXP's reporting and analytics help you see from the big picture to the granular view.

In-app reporting

In-app dashboards report activity across users, content, groups, and channels.

EdGraph

Organizations that require deeper analytics and reporting can leverage EdGraph, which includes a library of more than 100+ pre-populated reports and dashboards.

EdData

Through an API endpoint module, your organization can access operational and experiential data generated and collected within the platform for use with external BI systems.

Further insights with Opportunity Marketplace

With Opportunity Marketplace, you can gain further insights into people's aspirations, engagement with mentors, and the availability of skills required by teams in your organization.
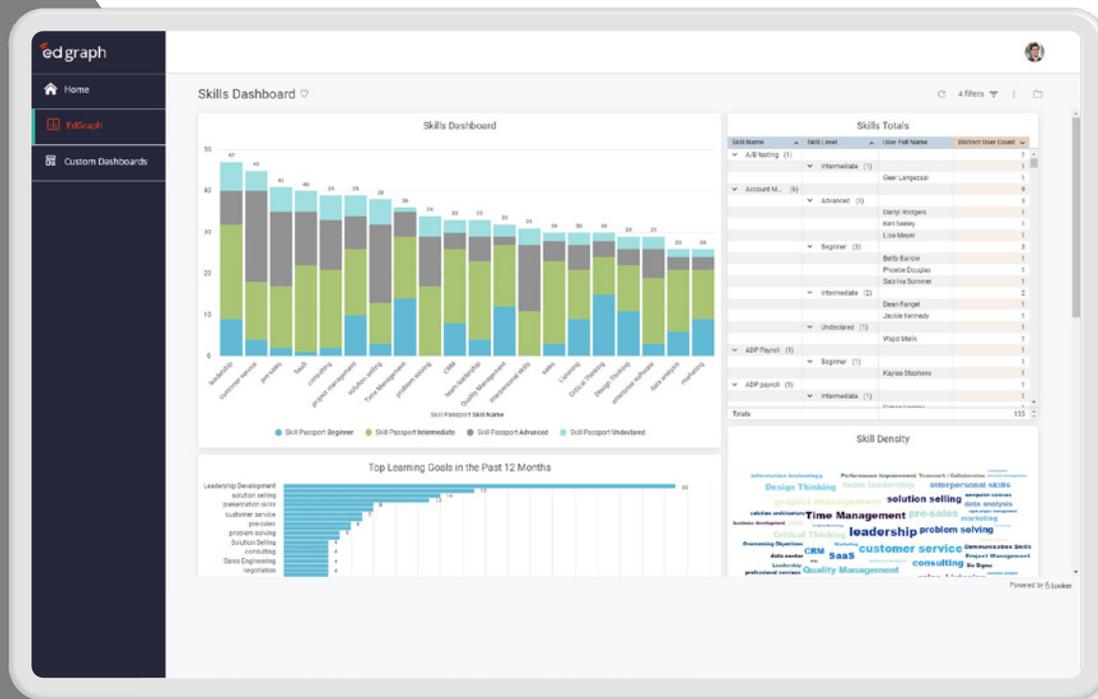
Why Cornerstone

For over 20 years, Cornerstone has been helping people learn and grow at work. And now, we're channeling all that experience, expertise, and innovation toward one goal: helping you and other talent leaders create a work environment that inspires growth, productivity, and success for all.

Today, over 7,000 customers and 100 million people in 180 countries and across 50 languages use our AI-powered, skills-forward, experiential platform to power their future-ready workforce with a system of work that works for everyone.

A limitless people-growth platform

Drive exponential growth and opportunity for everyone at your organization with a modular, scalable, experiential platform that connects best-in-class learning capabilities to innovative talent solutions.

Cornerstone Learning
+ Curricula
+ Certifications
+ Virtual and on-site instructor-led training
+ Dynamic learning assessments
+ Observation checklists
+ Integrations and connectors
+ Catalog management
+ Extended enterprise
+ Mobile apps

Cornerstone Content
+ Professional Skills
+ Leadership & Management
+ Modern Compliance
+ Technology
+ Diversity, Equity, Inclusion, & Belonging
+ Public Sector (US only)
+ SMB Essentials
+ Content Studio

Cornerstone Performance
+ Goals
+ Check-ins
+ Reviews and feedback
+ Development plans
+ Succession
+ Compensation
+ Skills Matrix

Cornerstone Recruiting
+ Internal and external career sites
+ Prescreening
+ Candidate search
+ Candidate selection
+ Interview management
+ Offer letters
+ Onboarding

Cornerstone HR
+ Employee records
+ Historical data tracking
+ Forms and workflows
+ Planning
+ Benchmark
+ Headcount reporting
+ HR analytics
+ Edge platform for HR integrations

Cornerstone Skills
+ Ontology of 51,000+ unique skill concepts
+ Complete insight into skills' relation to people, roles, and content
+ Measure skill proficiency, interest, and enjoyment
+ Impactful skills-based learning, performance, and recruiting experiences

Cornerstone Learning Experience Platform
+ Personalized learning in the flow of work
+ AI-driven skill detection
+ Integrated and user-generated content
+ Learning pathways with badging and leaderboards
+ MyGuide Digital Adoption Platform

Opportunity Marketplace
+ Personalized development experience
+ Internal career mobility
+ Internal talent sourcing and matching engine
+ Mentorships and projects
+ Workforce insights

🏅 Industry recognition

When you choose Cornerstone, you join a community of customers who trust their success to a leader and innovator in the HR industry.

Recruiting

- ✦ IDC Marketscape 2022 Talent Acquisition: Leader (Talentlink)

- ✦ Fosway Talent Acquisition 9-Grid 2023: Strategic Challenger (Talentlink)

Learning

- ✦ Forrester Wave Learning Report 2022: Leader

- ✦ Fosway Learning Systems 9-Grid 2023: Strategic Leader

- ✦ Aragon Research Globe LMS 2023: Leader

- ✦ IDC Marketscape Learning 2021: Leader

- ✦ Ventana Research Learning 2023: Leader
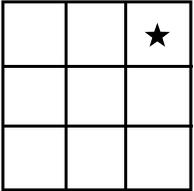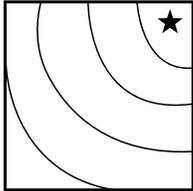
- ✦ NelsonHall Learning NEAT 2023: Leader

Talent

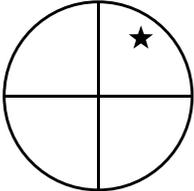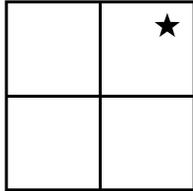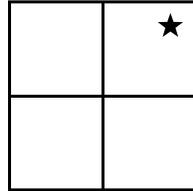- ✦ Fosway Talent 9-Grid Talent & People Success 2022: Strategic Leader

- ✦ Nucleus Research Talent Management Value 2023: Leader

- ✦ IDC Marketscape Talent Management 2021: Leader

- ✦ IDC Marketscape 2021 Performance and Compensation: Leader

HCM

- ✦ Fosway Cloud HR 9-Grid 2023: Core Leader

- ✦ NelsonHall HCM NEAT report 2023: Leader

- ✦ HerbertNathan HCM Report 2023: Leader

- ✦ Gartner HCM Quadrant 2023: Niche Player

An established learning market leader

The only way to grow is to learn, and thousands of organizations rely on Cornerstone for all their learning and growth needs.

STRATEGIC LEADER

FOSWAY GROUP

2023 9-Grid for Learning Systems

STRATEGIC LEADER

FORRESTER®

2022 Forrester Wave Learning

LEADER

Aragon Research

2023 Aragon Research Learning Globe

LEADER

VENTANA RESEARCH

2023 Ventana Research Value Index Leader for LMS

LEADER

NelsonHall

2023 NelsonHall Learning NEAT

A leader in talent and recruiting

Organizations can only go as far as their people are willing to take them, and the organizations that use Cornerstone know their possibilities are limitless.

STRATEGIC LEADER

FOSWAY GROUP
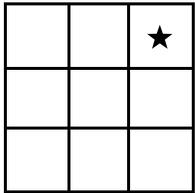
2022 9-Grid for Talent Management

LEADER
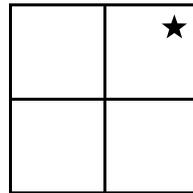
NUCLEUS RESEARCH

2023 Nucleus Research Talent Management Technology Value

STRATEGIC CHALLENGER

FOSWAY GROUP
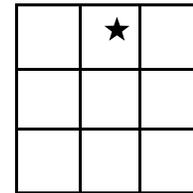
2023 9-Grid for Talent Acquisition (TalentLink)

LEADER

IDC
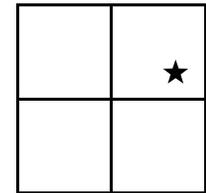
2021 Marketscape Performance, Talent Management, and Talent Acquisition (TalentLink)

A serious HCM market player

Two things build organizations: people and data. And there's no one more committed to providing insightful people data than Cornerstone.
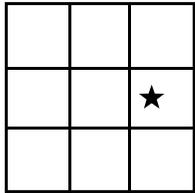
CORE LEADER	LEADER	LEADER	NICHE PLAYER
FOSWAY GROUP	HerbertNathan & Co ERP Strategies	NelsonHall	Gartner
2023 9-Grid for Cloud HR	2023 HerbertNathan HCM Norway, Sweden, Denmark	2023 NelsonHall Next-Generation HCM, UK/US	2023 HCM Magic Quadrant
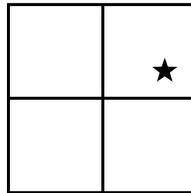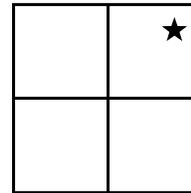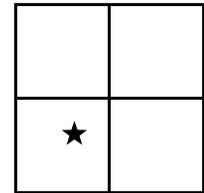
Company achievements

In addition to analyst recognition, Cornerstone has received many accolades for our company culture and commitment to our employees.

2021 Baker's Dozen Customer
Satisfaction Ratings:
Learning & Development

Companies with the Best Benefits — Winner
Best Places to Work in LA — Winner

Winner for Cornerstone Skills Graph

Best Software Awards 2022 —
Enterprise Products

Winner for Content in the
42nd Annual Telly Awards

2022 Best Value for Price
2022 Best Feature Set
2022 Best Relationship
TRUE Certification — Winner

Best Workplace — Winner

2021 for Best Practices in the
Development and Learning Category
with Customer Prosegur

Top Online Learning Library
Companies — Winner

Chose Cornerstone for:
Personalized learning

✦ Aflac has provided people with insurance and assurance for over half a century with over 12,000 employees.

✦ Aflac looked to Cornerstone to enhance personalized training and development so their people can excel in their day-to-day responsibilities.

✦ Cornerstone's LXP enables them to deliver quick, entertaining, and dynamic content to ensure their team members are more prepared than ever.

❝

Our Aflac On Demand LXP allows our agents to learn at their own pace and creates efficiencies to apply their learning to other productive activities and successful outcomes."

Chose Cornerstone for:
Digital learner experience

✦ Nestlé is a worldwide food and beverage conglomerate with around 275,000 employees who manage over 2,000 brands.

✦ They wanted to deliver structured and clear online learning paths to meet learner and business needs while encouraging their people to take ownership of their development and career paths.

✦ With Cornerstone, they effectively rolled out digital learning on a much larger scale than ever before. And with the Cornerstone mobile app, they ensured all employees have easy access to learning.

✦ By implementing the Cornerstone LXP, Nestlé redefined their learner experience and took a holistic and comprehensive approach to developing employees.

"

With the help of Cornerstone, we've not only moved all operations online seamlessly, but now our people can really take the reins and direct their development themselves."

Mahindra
Rise.

Chose Cornerstone for:
A future-ready ecosystem

✦ Mahindra Group is a multinational federation of companies with over 260,000 employees spread across more than 100 countries.

✦ The Cornerstone LXP enables their L&D team to meet diverse learning and development needs at scale.

✦ The LXP's self-directed and personalized learning approach is a key driver of employee engagement for the company.

Key outcomes in six months:

80%
adoption rate

120K
courses completed

66 NPS
(Net Promoter Score)

18K+
users onboarded across five sectors

64%
monthly active users

71%
course completion

Chose Cornerstone for:
Digital transformation

✦ Crédit Agricole Group is a financial services company with 145,000 employees.

✦ The Cornerstone LXP is an essential tool for sharing their deeply ingrained culture of innovation, skill development, and support for digital transformation.

✦ The LXP enables their employees to drive their own development, leading to upskilling on a long-term basis.

✦ Employees enjoy the ease of creating, publishing, and sharing content.

Thanks to Digit Academy, people have the necessary resources to learn through independent study and/or by interacting with experts, enabling them to gain new skills easily."

BRISTLECONE

Chose Cornerstone for:
Self-directed learning

✦ Bristlecone provides connected logistics services with over 2,800 employees globally.

✦ Bristlecone turned to Cornerstone to provide employees access to personalized content that helped them hone their skills — all in the flow of work.

✦ After a positive reception of their initial pilot program, they saw a 75% adoption rate with the wider company rollout.

"

With Cornerstone, we have given our employees ownership of their own development journeys, creating a more self-reliant employee journey."

⊖ ENPHASE

Chose Cornerstone for:
Employee growth

✦ Enphase is a global energy technology company with over 3,000 employees.

✦ Cornerstone offers an intuitive learning experience for their employees — available anytime, anywhere.

✦ Cornerstone's Learning Experience Platform supports their vision to provide on-demand learning and development.

Key outcomes in six months:

90%
platform adoption

2.5K+
registered users

45K+
content completions

98%
content completion rate

Chose Cornerstone for:
People experience

- ✦ Deutsche Post (DHL) is one of the world's largest logistics companies covering post-international express and supply chains. They have around 570,000 employees across 220 countries.

- ✦ A key initiative linked to their 2025 strategy was driving excellence in a digital world and ensuring they enable and engage their people with what they do, so they're building an organization that's future-ready.

- ✦ Introducing a skills ontology from Cornerstone was a crucial part of their strategy. They made a fundamental shift in how they do business to delight employees and move from an isolated, function-based silo model to an open opportunity marketplace. Employees are now in control of their own careers and where they use skills to position themselves in the market.

> "
> We now say skills are the currency that we use so that our leaders become talent magnets rather than talent hoarders. Becoming a great place to work for all is something we want to be."

Commitment to customer success

Guidance, transparency, agility, and a culture of listening: These core values drive everything we do for you. Our success as a business depends on your success with our solutions.

Features

Customer success framework
Understand milestones, responsibilities, how we collaborate, and how you'll find success with us.

Customer success packages
Ensure you have the right success package for your goals and learn how you can use it to increase the value and impact of your investment.

Implementation
Unlock a robust ecosystem of Cornerstone professionals and partners fully equipped to set you up for success.

Cornerstone University
Connect your team with the learning you need to confidently administer and maximize your Cornerstone investment.

Customer success managers
Know what lies ahead in your journey, what success looks like, and how to build a plan to get you there by aligning with your Cornerstone partner.

Customer engagement
Collaborate and connect with other customers, find the answers you need, and share your knowledge with your peers and us.

Create a work environment that inspires growth and success for all. Join the thousands of organizations and millions of people worldwide who use Cornerstone to power their future-ready workforce.

Learn More

Cornerstone powers the future-ready workforce with adaptive HR solutions designed to unite technology, data and content and inspire a work environment of growth, agility and success for all. With an AI-powered, skills-forward, experiential system designed for the contemporary workforce, we help organizations modernize their learning and development experience, deliver the most relevant content from anywhere, accelerate talent and career mobility and establish skills as the universal language of growth and success.

csod.com

LRMG is a strategic Cornerstone partner in Africa.

LRMG are leaders in talent development, talent technology and talent advisory. We digitally enable high performance in your teams with talent acceleration systems, smart toolboxes and content, and new high-performance habit-forming strategies.

lrmg.co.za

cornerstone | LRMG
A STRATEGIC AFRICAN PARTNER