



cognology

Online Talent Management

Onboarding

Performance Management

Learning Management

Enterprise Social

Competency Assessment

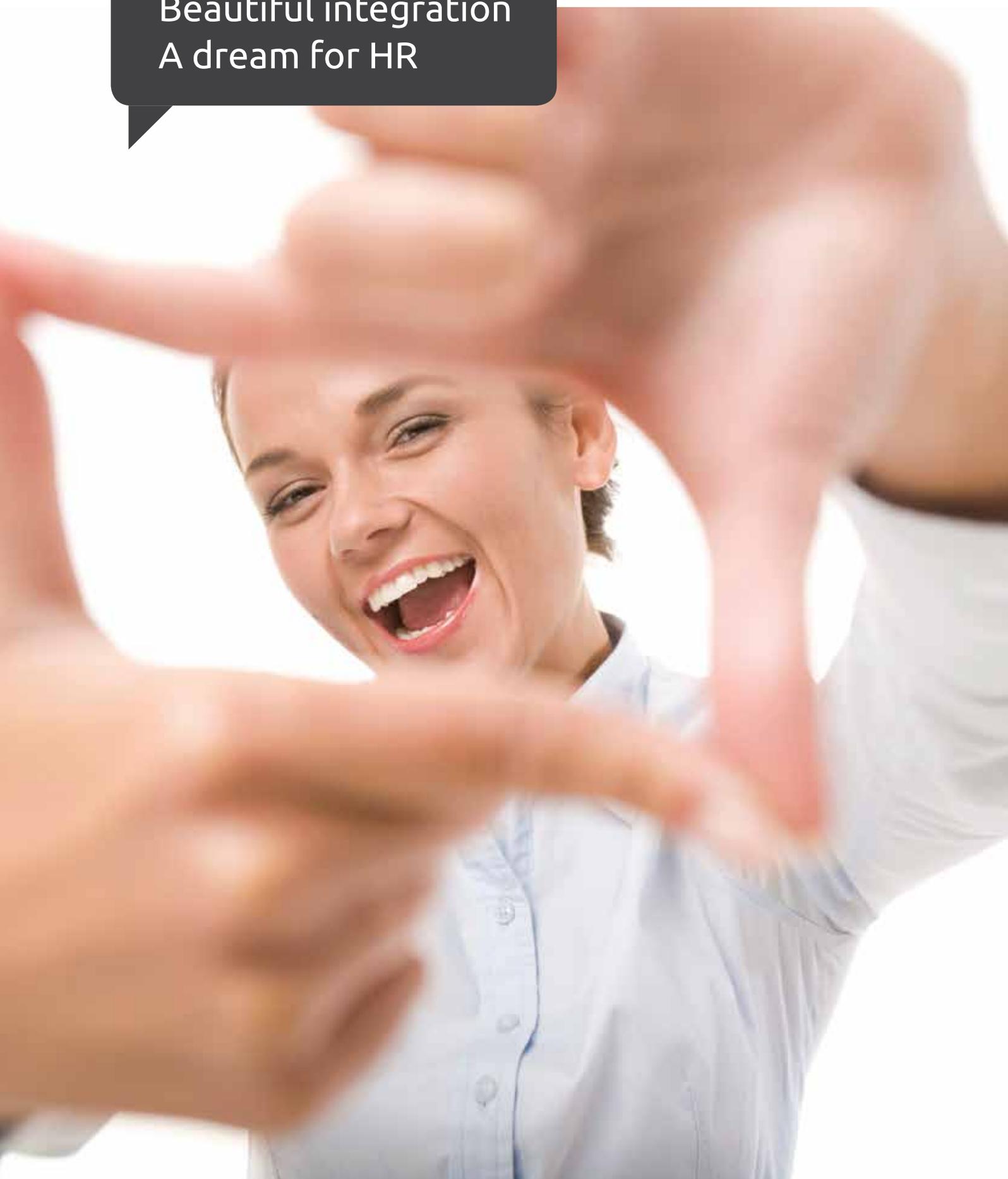
360 Degree Feedback

Talent Management



ACHIEVE GREAT THINGS

Elegant and easy
Beautiful integration
A dream for HR



ACHIEVE GREAT THINGS

At Cognology, we are 110% committed to building technology that enables our clients to develop talent, drive collaboration, and share success.

We persistently seek out ways to make it easier for our customers to execute business strategy, align and develop their people and do great things together.

Based on current trends, how we work today is set to become increasingly flexible and collaborative, and conversely less hierarchical and bureaucratic. We are excited about this new future of work, and want to make it easy for you to grab the bull by the horns, so to speak, and totally streamline your processes.

When you are ready for an easy to use, customizable, made-in-Australia online talent management system, talk to us. Our dedicated HR consultants are helpful, approachable and really knowledgeable about our systems. And best of all, our clients report high levels of people engagement with Cognology systems – a sure sign they really work.

We'd love to hear about your opportunities, challenges and system needs, and will work tirelessly to help you bring your people together to do amazing things.

Get onboard with Cognology – we'll make a great team.



01

ONBOARDING



First impressions and early experiences count. Onboarding brings your new people up to speed with a seamless transition, giving them clear goals, social engagement with colleagues and cultural integration even before Day 1.

Help new hires transition quickly and smoothly, achieving faster productivity and integration, with better retention.

- Personalised portal gives one place for new people to find everything they need to know to start well, from paperwork to policies and procedures, training requirements and more
- Supports probationary performance reviews
- Integrates beautifully with our Learning Management System
- Forms management makes new hire paperwork a breeze
- Dashboard and progress reporting on where new people and their managers are in the onboarding process
- Enterprise-ready social tools to introduce and welcome new talent before they begin
- Easy access to key information and learning opportunities to ensure they can hit the ground running



02



PERFORMANCE MANAGEMENT

Cognology is an agile performance management system. It's very easy for your people to use, and gives you great flexibility to do things your way.

It includes an amazing designer that lets you control how your performance management process works. You can even have multiple designs.

- Choose goals from a library
- Record feedback with the easy web interface
- Use our competencies or yours
- Get insight with the dashboard

Performance Appraisals

We'll make your performance appraisal process easy with:

Goal Alignment and Review

Align and engage your people with the organisation's goals. Make objective setting and review a breeze and improve consistency across managers.

- Library of objectives
- Cascade objectives through the hierarchy
- Copy objectives from one review to another
- Agreement and sign-off for performance plans
- Highly configurable library, workflow and forms
- Options for rating or scoring achievements
- Individual and group reporting

Overall Performance Result

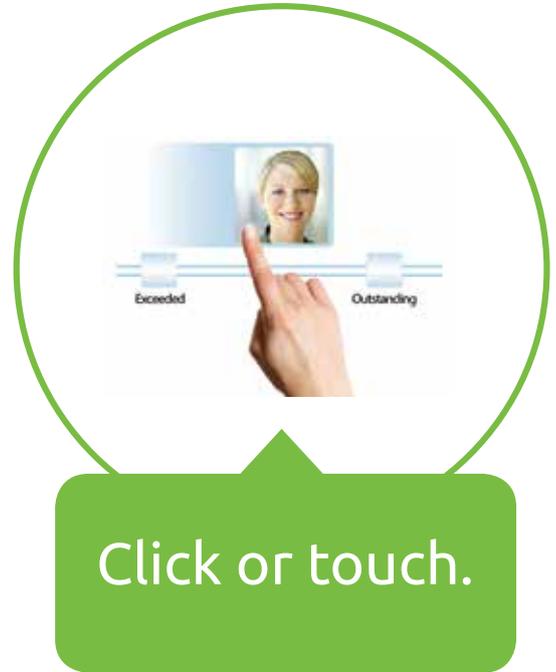
A complete picture of performance, quick comparison to team members, and the power to choose an overall result.

- Calculated or manager chosen result
- Multiple team member view
- Group average
- Highly configurable workflow and forms
- Individual and group reporting

Feedback Diary

Make performance a continuous conversation with in-the-moment feedback all year round.

- Feedback, recognition and evidence
- Shared or private entries
- Highly configurable workflow and forms
- File upload
- Link to competencies
- Beautiful integration with our Social Enterprise module
- Individual and group reporting



Development Planning

Plan, track and report on development. Build a library of courses, books, videos, online material and coaching tips that managers and employees can use for development purposes.

- Library of learning resources
- Highly configurable workflow and forms
- File upload
- Link to competencies
- Beautiful integration with our Learning Management System
- Individual and group reporting

Performance Report

Simple and effective. The easy to understand format puts everything you need to know at your fingertips.

- Highly configurable online or PDF report
- Charts, tables, ratings and comments
- Analyse variances in ratings
- Highest and lowest rated competencies
- Historical comparison



03



LEARNING MANAGEMENT SYSTEM

Browse, request, book and learn, all from one easy place. Built to support all types of learning needs including course information, training applications, eLearning and assessments.

Choose from an extensive range of Australia's most up to the minute courses and programs offered by our online training partners, e3Learning and GRC Solutions.



- Seamlessly integrate your PM system portal with online training
- Ad-hoc training requests
- eLearning hosting and management
- Learning timeline
- Highly configurable workflow for requests, approvals and reminders
- Provider and session management
- Integrates with Development Plan and Career Plan
- Individual and group reporting

04



ENTERPRISE SOCIAL

We've taken the most valuable elements of social media to the workplace. Especially developed to bring down silos and encourage collaboration and creativity across the organisation. Develop an amazing culture of recognition and sharing. Create possibilities.

- Employee and peer recognition
- Awards nominations
- Crowdsourcing and real-time feedback
- Team, department and organisational shared wall
- Social tools to discuss and share feedback received
- Privacy and approval settings
- Integrates beautifully with profiles, performance, development and learning

HOSHI KIMURA

Congratulations on finishing your MBA Hoshi. Can you offer some advice for others considering going down this path?

Jane Richmond
2 hours ago

KATE BENNETT

The team loved having you on board for a couple of weeks filling in for Lara. Hope to get a chance to work with you again.

Brady Devlin
5 hours ago

JOHN WRIGHT

Love your work on the CRM integration project John. Feedback from users has been higher than expected. Well done!

Kate Bennett
1 day ago

05

COMPETENCY ASSESSMENT



Review Competencies, Values or Behaviours to get a clear view of individual and group capabilities.

- Library of competencies and behaviours
- Highly configurable library, workflow and forms
- Competencies defined for positions/roles
- Ratings, comments and free text questions
- Display evidence and development activities inline
- Individual and group reporting

360 DEGREE FEEDBACK

06

Do wonders for self-awareness and increased performance at any level in the business. Ask for feedback from peers, team members, customers and managers. Highlight strengths and pinpoint development needs for individuals and groups. Revisit and review as often as you need.

- Easy to read individual and group reporting
- Use our library or your own questionnaires
- Competencies defined for positions/roles
- Ratings, comments and free text questions
- Competency benchmarks
- Option for online nomination of feedback respondents
- Anonymity of feedback respondents
- Optionally integrates with other modules

07

TALENT MANAGEMENT



Talent Mapping

Ensure your retention and succession programs are on the right track by identifying your potential leaders and key staff.

- Performance versus potential
- Use our talent profiling questionnaire or your own
- Highly configurable talent indicators
- Talent classifications and manager guides
- Integrates with Performance Appraisal and 360 Degree Feedback modules
- Easy to read reports

Employee Profiles

Your organisational profile in one place and easily accessible. Locate people with the skill set you need in seconds. Stay one step ahead with expiry reminders.

- Skills, experience, qualifications, certifications, licenses
- Skill and certification expiry reminders
- File upload
- Highly configurable workflow and forms
- Seamless optional integration with our Social Enterprise module
- Print or PDF profiles
- Extensive group reporting

Profile

Contract Negotiation (Skills and Experience) is nearing its expiry date.

Details

Kate Bennett
Procurement, Procurement Manager

Lara Jeffery
Manager

Brady Devlin
Manager One Removed

Education + Add

2007	Bachelor of Business University of Sydney
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Skills and Experience + Add

21/01/2013	Procurement Advanced	5 years
30/03/2014	Contract Negotiation Intermediate	2 years

Licenses/Certificates + Add

2013-2015	Level 2 First Aid Certificate	Red Cross
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Career Planning

Plan, track and report on career progression.

- Highly configurable workflow and forms
- File upload
- Link to competencies
- Integrates with Learning Management module

“COGNOLOGY HAS THE FLEXIBILITY AND EASE OF USE I NEED FOR MY PLAYING GROUP”

*Michael Cheika, Head Coach
Australian Rugby Union Team*

REPORTING

Get great looking reports, which are also incredibly insightful.

Let the dashboard make it easy with at-a-glance status. Do things your way with the amazing Designer Tool.

- View information at-a-glance on the Dashboard
- Customisable reminder messages and emails
- Analytics to understand performance and capabilities
- Graphical reports
- Export to PDF or Excel
- Supports multiple review formats





WHY COGNOLOGY?

- Higher engagement and better alignment with goals
- Greater ROI on development investment
- We always provide dedicated HR support from first point of contact
- Our product is customisable, and changes with you
- Easy to use (really)
- Efficient installation and fun and friendly training for HR



Jon Windust



Aaron Greeno



Con Sotidis



Kristy Lane

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