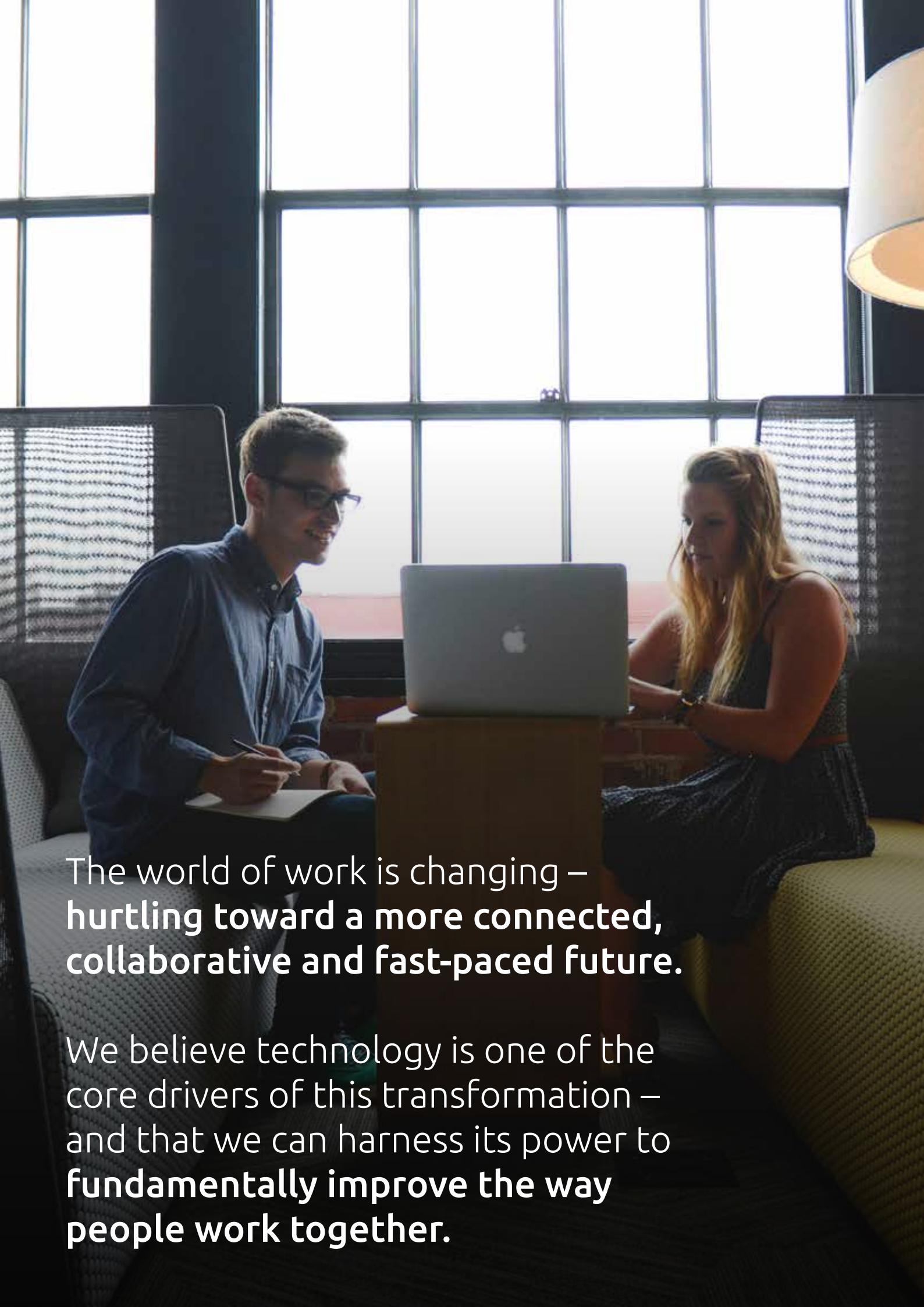


Our software makes outstanding people management easy.

Onboarding | Performance Management | 360 Degree Feedback
Competency Assessment | Learning Management | Enterprise Social
Talent Management | Profiles



The world of work is changing –
**hurtling toward a more connected,
collaborative and fast-paced future.**

We believe technology is one of the
core drivers of this transformation –
and that we can harness its power to
**fundamentally improve the way
people work together.**

Welcome to Cognology



Who we are

Cognology builds software to make outstanding people management easy.

We're a team of HR professionals, software developers and problem solvers, brought together by a passion for technology which empowers people to collaborate more seamlessly, productively and successfully.

We work tirelessly to tailor a solution to every client's unique needs, and our dedicated HR consultants are only ever a phone call away.

We'd love to hear about your opportunities, challenges and needs – and to help you bring your people together and achieve great things.

Our platform

The Cognology platform empowers you to design and implement cutting edge talent strategy across your entire employee lifecycle – from onboarding, performance management and learning through to talent profiling and retention.

Our solution is modular, cloud-based and completely configurable to your needs.



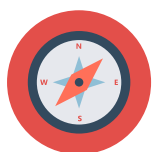
Onboarding

Get your new employees off to a great start, and automate all the admin.



Performance Management

Help your people to succeed with feedback and recognition that's more regular and relevant.



360 Degree Feedback

Make the most of your feedback process and get a bigger picture perspective.



Competency Assessment

Understand your organisational capabilities and identify development gaps.



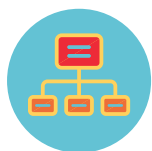
Learning

Browse, book, learn and confirm – all in one place.



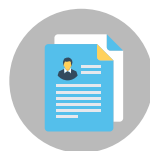
Social

Build a more open, connected culture of recognition and collaboration.



Talent Management

Analyse employee performance and potential, and build your talent pipeline.



Profiles

Visually map qualifications, compliance certification, experience and much more.

Onboarding



Cognology Onboarding takes the hard work out of providing exceptional onboarding experiences for new employees.

Take the paper and work out of paperwork.

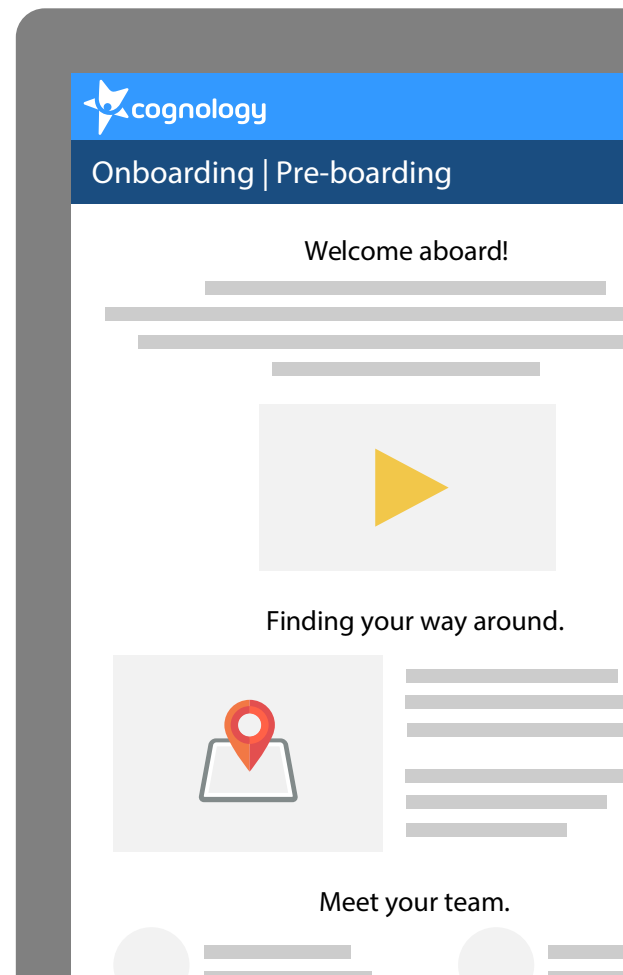
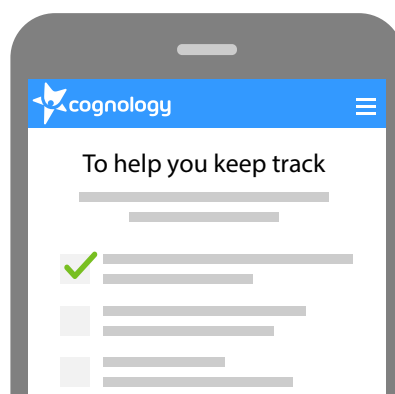
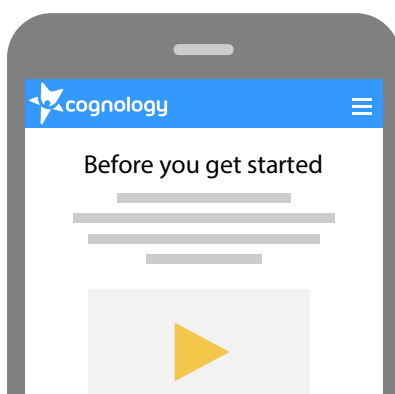
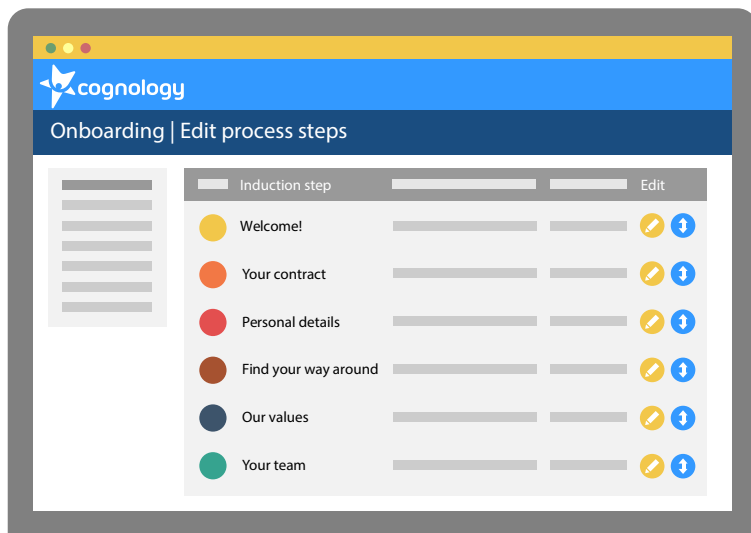
Photocopying contracts, chasing up tax forms, processing superannuation details – with our centralised form management workflow, paperwork is a thing of the past. Let us handle the admin, so you can get back to the important stuff.

Turbocharged speed to productivity.

Every new employee receives a personalised onboarding dashboard, complete with company strategy, team introductions, compliance training, and everything else they need to get off to a flying start from day one.

Simple to use, and fully customisable.

Smartphone, tablet and desktop optimised. Complete drag-and-drop customisability of induction processes. At-a-glance dashboard analytics of onboarding processes across the company. Check, check, check.





An onboarding your new hires will love.

Feel welcome before day one.

How do I get to the office? What's the best way to get a parking spot? Where's the best coffee around here?

Online pre-boarding helps new employees feel like they're an office expert before they've even started.

Every form, all in one place.

Contracts, tax forms, superannuation – Cognology Onboarding can handle it all.

Employees can fill and sign every form online, and everything comes back to HR in one place, easy to find and ready to use whenever it's needed.

And your HR team will adore.

An onboarding that's truly yours.

With just the right mix of structure and flexibility, you can design the perfect onboarding process for your needs.

Take inspiration from our collection of best-practice templates, or start from scratch with our intuitive drag-and-drop design interface.

Breeze through compliance.

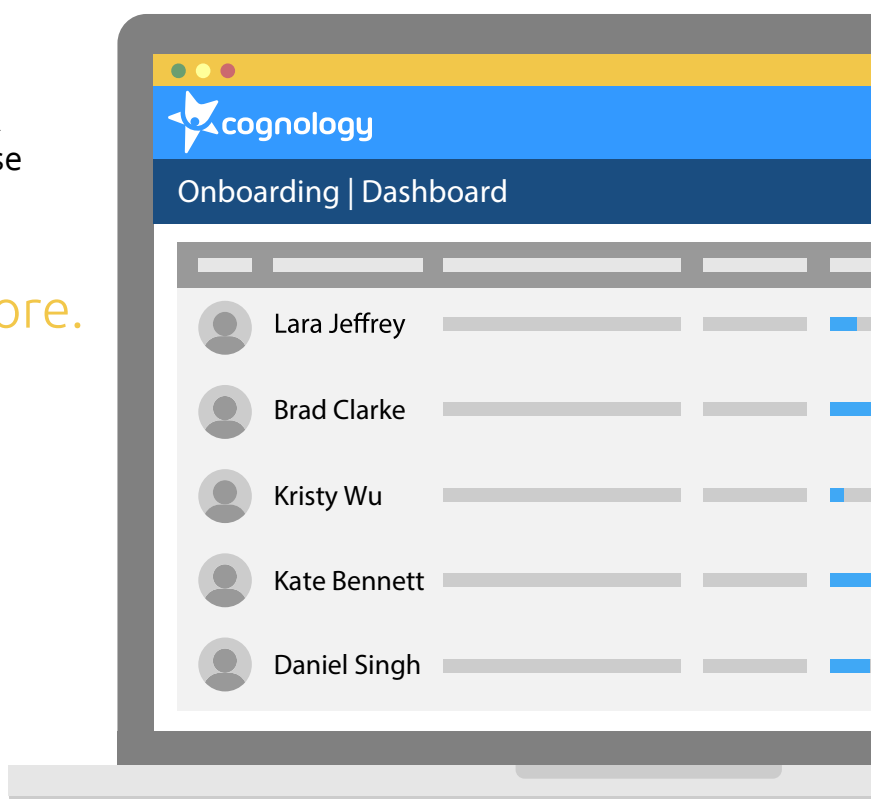
You'll never need to worry about compliance training and assessment again.

With seamless incorporation of custom e-learning modules, policy acknowledgements, and much more – if it feels like the future, that's because it is.

Off to a running start, every time.

Bring your new hires up to speed with company strategy, role expectations and everything else they need to know, with a rich array of engaging multimedia content.

Kickstart team engagement by introducing new hires to the people they'll be working with, and provide the contact details they need to say hello.



A birds eye view.

A single dashboard brings together everything you need to know about how all your new employees are getting settled.

Zoom out for a comprehensive overview of the organisation, or zoom in to see how a particular team or individual is tracking.

Performance Management



An agile performance management platform for a more agile world.

Empower your people to succeed, with feedback and recognition that's more regular, more social and more relevant.



The agile approach.

Cognology brings together traditional performance management processes with the agile performance management approach to peer feedback, social recognition, and regular feedback and competencies tracking – so you can see the whole picture.



Turn insights into action.

Intelligently generated reporting in one click, and seamless integration with our Learning Management System. So you can identify development needs, act on them, and measure the professional growth outcomes all in one place.



Completely flexible.

Measure the dimensions of performance that matter most to you. Design the feedback and review processes that make sense for you. Draw upon our library of best practice frameworks, or build your own from scratch – whichever works best for you.



Simplicity and mobility.

Forget photocopying endless reams of performance review forms. Cognology provides one central place to collect, store and analyse all your performance and development data. Always there when you need it – optimised for smartphone, tablet and desktop.



A comprehensive and responsive set of capabilities.

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 or copy objectives across individuals and through the hierarchy
- Agreement and sign-off for performance plans
- Fully configurable response fields, for rating, scoring or commenting on achievements

Competencies review

Review competencies, values or behaviours, to get a clear view of individual and group capabilities.

- Library of competencies and behaviours
- Custom sets of competencies for each individual position
- Ratings, comments and free text questions
- Display evidence and development activities inline

Feedback diary

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

- Feedback, recognition and file upload
- Shared or private entries
- Link to competencies
- Beautiful integration with Cognology Social

Overall performance result

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

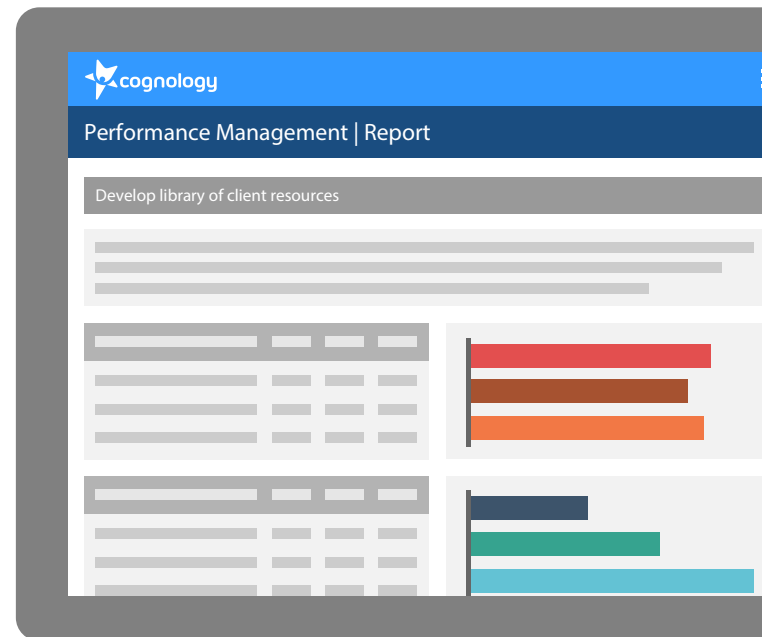
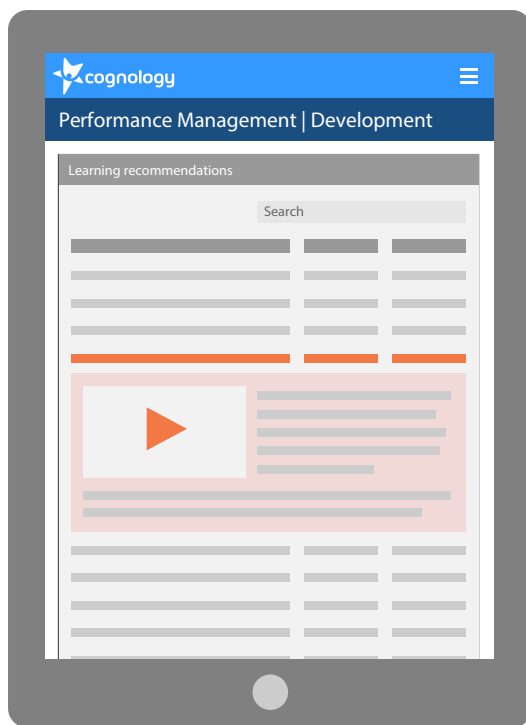
- Calculated or manager chosen result
- Multiple team member view
- Group average
- Highly configurable forms and workflows
- Individual and group reporting



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 comparisons



Development planning

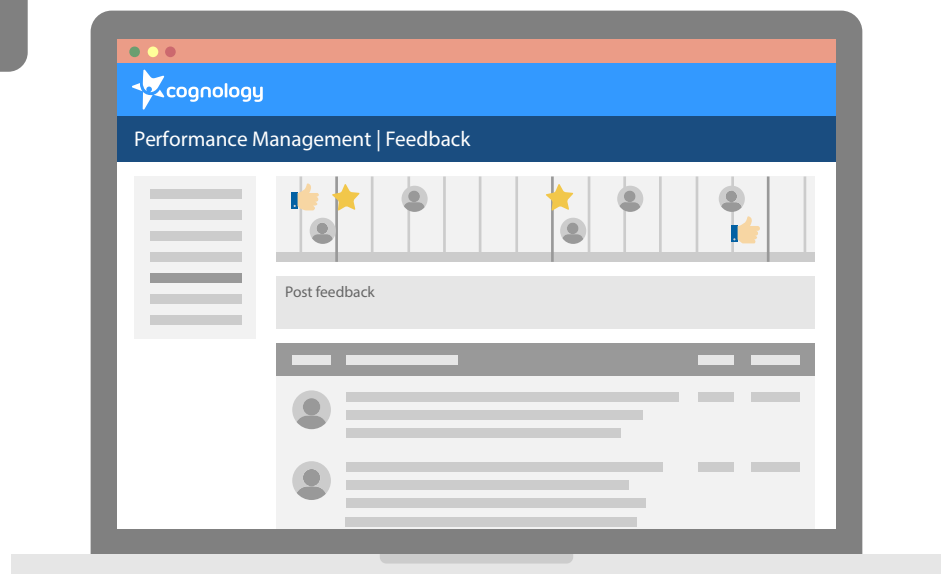
Plan, track and report on development. Build a library of courses, books, videos, online material and coaching tips that managers and employees can use for development.

- Library of learning resources
- Highly configurable workflow and forms
- File upload
- Link to competencies
- Seamlessly integrate with Cognology Learning
- Individual and group reporting

Career planning

Plan, track and report on career progression.

- Highly configurable workflow and forms
- File upload
- Link to competencies
- Seamlessly integrates with Cognology Learning



360 Degree Feedback



Get the bigger picture perspective, effortlessly.

Build a culture of self-awareness and peer feedback. Seek input from team members, managers and customers – to highlight strengths and development needs for both individuals and groups.

Complete configurability

Measure what you want to, how you want to. Using our easy-to-use survey designer:

- Draw upon our extensive library of templates, or build your own
- Invite responses as scores, ratings, comments or free text

Simple to use

Cognology streamlines and automates the entire feedback process:

- One place to collect, store and analyse all your data
- Custom nomination of respondents and automated survey distribution
- Seamlessly integrate with Cognology Performance Management

Actionable insights

Intelligently generated reporting at the click of a button, with:

- Actionable insights at individual and group levels
- Anonymity of feedback respondents

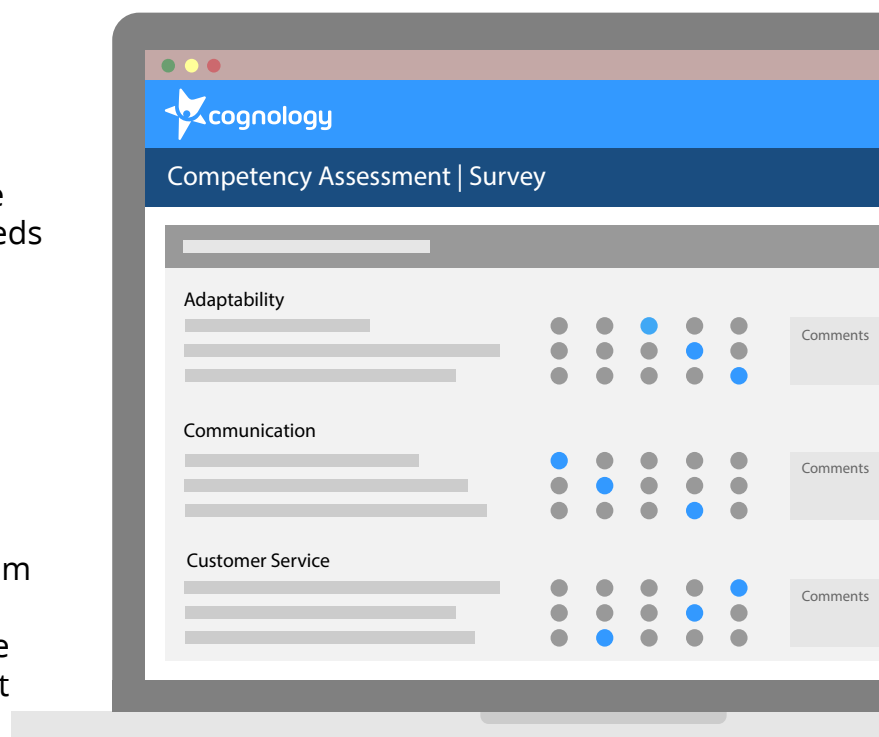
Competency Assessment



Understand your people and capabilities better.

Smart software to help profile employee competencies, identify development needs and build your talent pipeline.

- Full configurability of assessable competencies and behaviours
- Extensive template library of values, competencies and behaviours
- Full survey and data workflow automation
- Intelligently generated individual, team and organisation level reporting
- Seamlessly integrate with 360 Degree Feedback, Performance Management or Learning Management modules



Learning

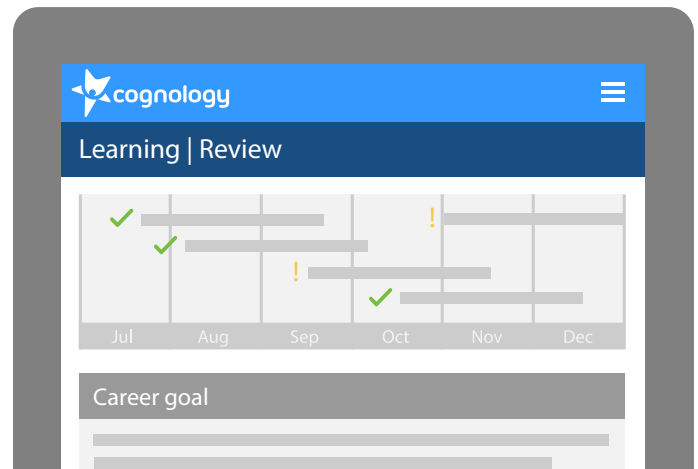


Browse, book, learn and confirm – all in one place.

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 date courses and programs offered by our online training partners, e3Learning and GRC Solutions.

- Integrate with Performance Management for tailored learning recommendations and learning history
- Personal Learning Timeline to view learning history, and manage and access learning resources



- Training requests and session bookings
- eLearning hosting and management
- Provider and session management
- Highly configurable workflows for requests, approvals and reminders
- Individual and group reporting

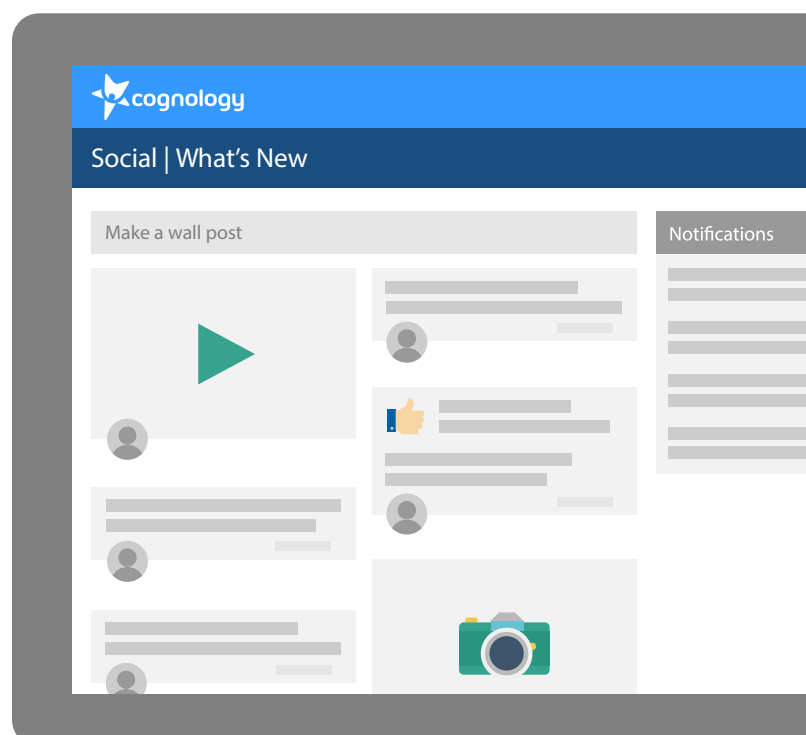
Social



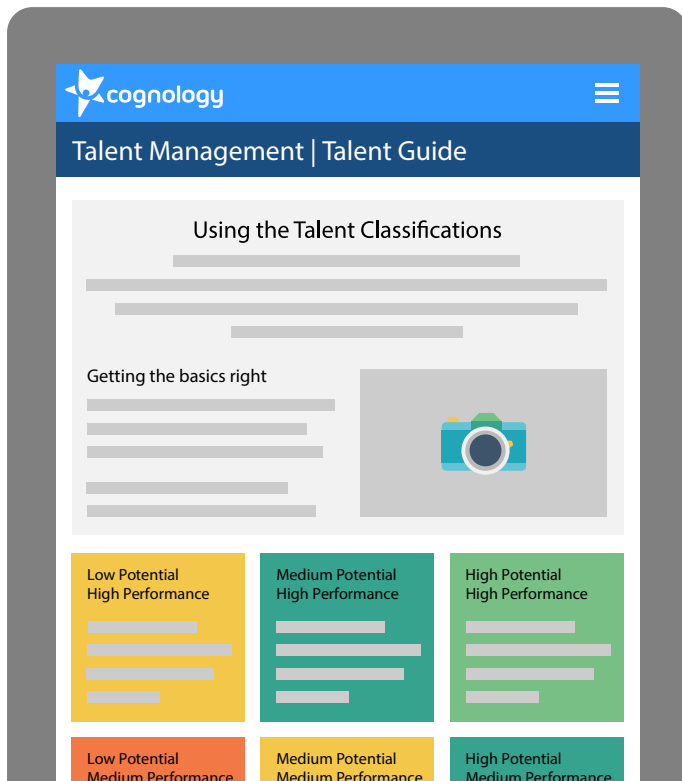
A fresh perspective on workplace communication.

Break down silos, encourage cross-team collaboration and creativity, and build a culture of recognition and sharing. Achieve more, with a more social approach to organisational communication.

- Peer recognition and award nominations
- Request, provide and discuss crowd-sourced peer feedback
- Shared walls for teams, departments and the organisation
- Privacy and approval settings
- Seamlessly integrates with Learning, Performance Management and Profiles



Talent Management



Identify top performers and future leaders.

Ensure your retention and succession programs are on track, with clear insights into which employees have the greatest leadership potential or performance.

- Intelligent mapping of employee performance relative to potential
- Fully customisable measures of performance and potential
- Best practice survey templates, along with full design configurability
- Guides to help managers understand and adapt to different talent profiles
- Integrates seamlessly with 360 Degree Feedback or Performance Management

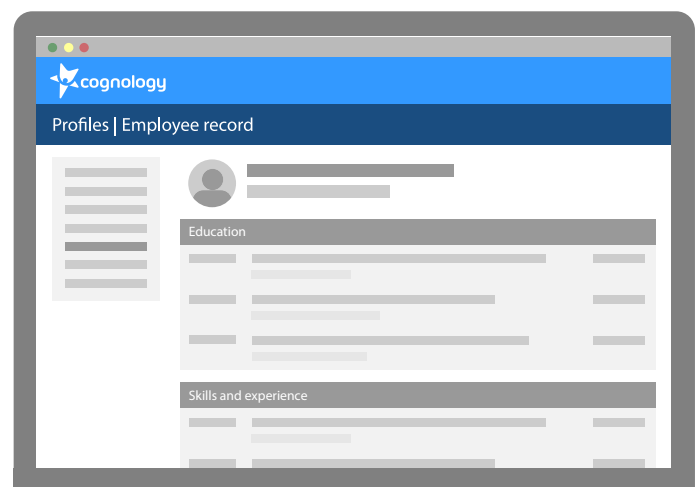
Profiles



The modern approach to employee records.

Drop the spreadsheets and filing cabinets, and bring together all your employee records in one powerful and streamlined online system. Locate people with a particular skill or qualification in seconds, get a big picture view of your organisational profile, and stay one step ahead on compliance with automated certification expiry reminders.

- Record skills, experience, qualifications, certifications, licenses and more
- Powerful search and filter capabilities
- Automatic notification of upcoming and past certification expiries



- File upload and archiving
- Integrates seamlessly with Cognology Social or Talent Management
- One click profile export to PDF or print
- Extensive group reporting



“Cognology’s **expertise and customer service** went beyond all expectations.”

Inspector Daryl Clifton

Human Resources Development Department, Victoria Police

We’d love to hear from you.

Interested to learn more about how the Cognology platform can help your people succeed?

Our friendly team are always up for a chat – get in touch today!

Give us a ring at **+61 3 9001 0848**,
drop us a note at **service@cognology.com.au**,
or visit us at **cognology.com.au**.

