



Learning and Development in one place. Share your vision, values and brand with the entire organization.

The Cognition Learning & Development suite is a **future-edge upgrade** to knowledge delivery, performance management and talent forecasting as we know it. As one, **entire solution platform** or a system add-on to what you currently have in place, **catapult your workforce ahead.**



EASY TO USE

Streamlined interfacing puts the spotlight on your training and creates effortless administration



FLEXIBLE

Features, branding, and experiences tailored to your organization's unique needs



PROMOTES ACCOUNTABILITY

Built in transparency and insights give learners and administrators peace of mind



Learning Management

Our LMS system **auto-magically goes above and beyond** to collaborate in the design and execution of systems that **turn learners into fully engaged, info-masters.** Everyone gets the training they need, exactly when they need it.



All Of Your Learning In One Place

Capture all the learning that goes on in your business. From digital content, classroom training, or mentoring sessions.



Compliance Made Simple

Stay on top of compliance standards with automatic certifications and secure digital acknowledgment. Run real-time reports to review acknowledgment records.



Our Team Is Your Team

Literally. You get a dedicated band of brainiacs to walk with you from implementation to rollout to future strategy planning at no extra cost. Because friends don't let friends pay for things that should be included.



Experience On Your Side

We've been there and done that, so you can go there and do that. We have over 25 years of experience to share and we're excited to see what we can learn from you too.

Performance Management

Cognition's Performance Management suite inspires individuals to chase their potential, **ignite growth**, **evaluate success** and discover opportunities to go further.

A **simple user interface**, **clearly achievable goals**, and **social collaboration tools** means there are no surprises. But the icing on the cake is **real-time**, **data capture magic**. Secret recipe. But we'll share it with you.



S.M.A.R.T Goals That Are... Well, Smart

Goal templates lead users to achievable goals and drive users toward attainable, time-bound actions steps.



A Crystal-Clear View

At the end of the day, you want to reflect on the facts rather than struggling to remember elusive details. Documenting goals and milestones as you go, creates transparency and takes the guesswork out of the process.



Team Up

Motivate your teams with our interactive tool for real-time connection. Give users a comprehensive spot for progress tracking, guidance and feedback.



Harness The Power Of Cascading Goals

Through cascading goals, individuals become part of something bigger. Every team makes a unique contribution toward one common mission.



Introducing Progressive Development

Transform your employee documentation process into a **powerhouse of progress**. Easily collect clear, consistent information with customizable templates, provide support for managers during disciplinary meetings, and recognize associates who go above and beyond.



A Future Proof Plan

Organize, visualize, and prepare for future changes in your organization. Talent Review ensures you are ready for every which way the wind blows.



A Diamond In The Rough

Once you start mining through the data, who knows what you'll find. Our data-mining tools make identifying a candidate pool easy as searching Google.



A Collaboration Invitation

Invite team members to take part in the Talent Review conversation. Give your managers a process that streamlines and normalizes assessment criteria. You'll send a message about the value of personal and organizational growth.



Succeed At Succession

Create loyalty and find the perfect candidates by promoting from within. It'll save you time and money.

Talent Management

Cognition's Talent Management system allows you to **collect** learning, performance, and resume data in one place, **collaborate** during the review process and **strategically plan** for succession. It's the **closest your leaders can get to a crystal ball**.