



**An adaptive
HCM solution
that works
for everyone**

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Effectively managing your people means always having the right people with the right skills in the right positions as often as possible. This means supporting individual employees and managers as they complete tasks and actions related to your people and providing a foundation of planning and analysis for your organization. With the Cornerstone HCM platform, you can improve efficiency, engage your people, and give your HR teams the tools to make HR a strategic part of your organization.

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Focus on business impact with a single people solution

Cornerstone HCM is a solution that meets today's people challenges. Whether that's fast and effective hiring, seamless onboarding and fast time-to-productivity, or building a foundation for learning and people growth, you can easily balance individual wishes and company needs, while carefully planning for skills gaps and changing organizational needs.

In order to achieve this, you can use Cornerstone HCM to:



Create an end-to-end view of the employee life cycle

It's important to ensure you have a comprehensive, real-time view of your people.



Recruit the best

Ensure that you can find and attract the best candidates for your team — ones that fit your company culture and have the skills you need.



Transform your people growth experience

In an extended period of change, you need to ensure your employees are always developing new skills and sharing knowledge. Develop a learning environment to grow and engage your people for whatever comes next.



Maximize team productivity

In order to foster individual development, internal mobility, and future workforce planning, you need to know how everyone is performing. Reward teams how and when you want and use performance insights to fill your future talent pipeline.

A unified HR and talent management self-service portal

Coping with various payroll systems, languages, currencies and multiple HRIS solutions is common for an international organization. More often than not, these complex tech eco-systems are a reflection of our business and the differentiated needs of our people. Organizations, who aspire to be agile and aligned, need to manage employee information in a consolidated and secure way, centralising the data coming from different systems in order to make better decisions.



With Cornerstone HCM, you gain:

- ✦ **Quality** – Enabling self-service systems will empower your people and reduce admin time for HR. Data validation features help increase the quality of your data.
- ✦ **Security** – For organizations where security is paramount, our cloud applications offer the highest level of data security including ISO data compliance.
- ✦ **Privacy** – Regulations like GDPR mean there must be trust between employees, candidates and employers. Organizations need to be able to fine-tune data access and roles to guarantee confidentiality.
- ✦ **Agility** – With an easy-to-use and fully customizable Employee Portal, you can configure and adapt the solution to your brand, according to your needs and expectations.
- ✦ **Accessibility** – Centralising company data within a cloud-based HCM suite can provide employees with convenient access to people and processes anywhere, anytime, using mobile technology.

Analyse employee data across all HR processes

HR analytics is an underestimated but very powerful tool for HR. Your team can use it to analyze performance, manage process efficiency at an individual and company level, and plan for the future.

With the help of Cornerstone HCM analytics, your HR team can benefit from:



Historical reporting

Access process-specific reports to analyse evolutions over time and report on all your data.



Business intelligence and benchmarking

Get intelligence behind the data and answer concrete questions, such as compensation fairness or performance-driven teams.



Predictive analytics

Anticipate trends and act before problems occur by making big data analysis a must have tool for your HR department. Analytics that mix CHR data with talent data provide a richer data set due to more HCM process coverage.



Workforce planning

Plan for the future by putting skills at the centre of your talent strategy to avoid skills shortages that could compromise your strategy and performance. Workforce planning is the most difficult task for European HR leaders according to many research reports and Cornerstone HCM.

Adapt and evolve your HCM solution to impact your business faster

An HCM strategy involves changing the way you manage employee information, data and reports. An optimal solution from a trusted partner allows you to achieve tangible time and cost savings through technology consolidation.

- ✦ **Dedicated client success services** – Work with a reliable supplier who can work on your HR business priorities, identify areas of improvement and optimize your system configuration.
- ✦ **Minimise project risk** – Use a flexible, global solution that unifies the entire HR ecosystem, providing a one stop shop for learning, performance, recruiting and HR processes.
- ✦ **Phase your HCM solution roll out** – Use cloud technology to phase the deployment of your Cornerstone HCM solution starting with whichever HR process is most impactful to your business.
- ✦ **Deploy your HCM in hybrid architectures** – Cornerstone HCM is ideal for complex organizations that require hybrid integration scenarios.



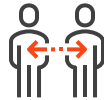
Grow your people and business more effectively

Learning & Development is at the core of a successful innovation culture. Cornerstone Learning helps accelerate skills development through connected learning experiences across the employee lifecycle — from onboarding to performance and talent mobility — helping your workforce skill for any future. With Cornerstone Learning, you can access the integrated, purpose-built AI to guide, curate and customize a personal learning experience for every member of your organization.



Learning management system

Create an environment of successful continuous learning with the most reliable and engaging learning platform.



Connect

Foster knowledge sharing and recognize your people's talents with user-generated content.



Insights

Use the power of predictive analytics to anticipate compliance risks and optimize your learning strategy.



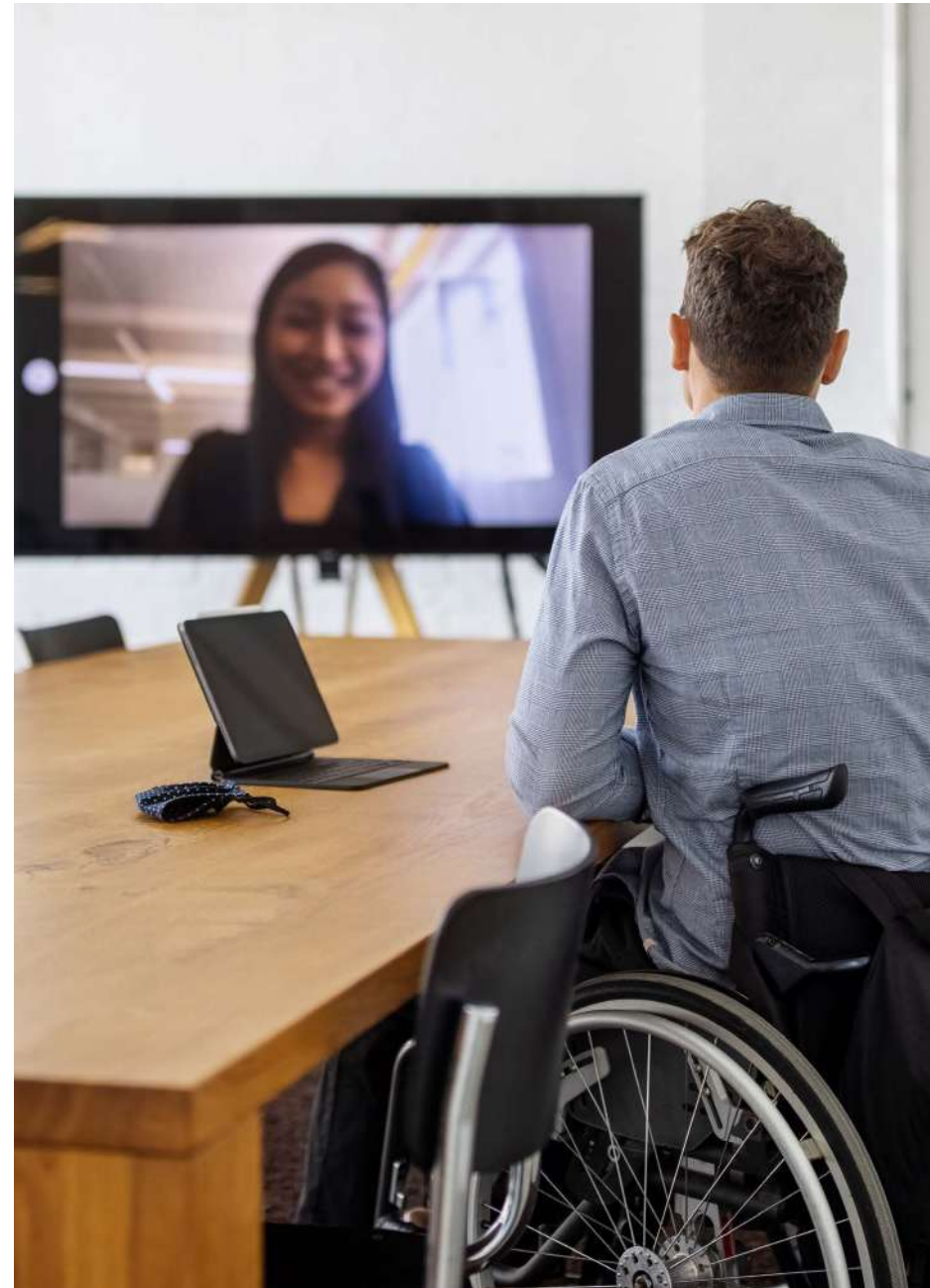
Extended Enterprise

Include partners, resellers and supply chain in your learning strategy to increase sales and improve universal knowledge quality.

Align your people and business strategy to maximise output

Investing in your employees means you need to be sure they give their best and get useful feedback to improve and stay engaged. With Cornerstone Performance, you can evaluate your teams, support managers and foster mobility.

- ✦ **Performance** – Improve performance and enable employees to control their own professional development with continuous feedback and intuitive goals.
- ✦ **Compensation** – Automate compensation planning and give managers an intuitive way to reward their teams with pre-defined budget and integrated help.
- ✦ **Succession** – Build your talent pipeline by teaching relevant skills and providing growth opportunities for the next challenge.
- ✦ **Engage** – Measure your employees' motivation and identify engagement drivers.
- ✦ **View** – Visualize data at a company level to help managers and HR make business decisions based on performance and compensation analysis.
- ✦ **Career** – Provide in-context feedback to grow managers as leaders and develop employees into high performers, while showing them what paths could lie ahead.





Recruiting software to hire smarter

Finding the right talent when you need it can be critical for your business. Empower your recruiting efforts to drive both external referrals and internal mobility, while cutting the time to fill positions and increasing the quality of your hires.

- ✦ **Recruiting** – Enable an easy recruitment process and generate engagement with a one-stop-shop system for HR, recruiters, managers and candidates.
- ✦ **Onboarding** – Speed up time to competency as soon as the contract is signed.
- ✦ **Campus recruiting** – Capture candidate information and offer a seamless experience with the ability to apply to vacancies “on the go” and self-schedule interviews through custom-branded landing pages.
- ✦ **Internal mobility** – Identify the right candidate profiles with our AI matching system for better management of internal mobility.

Make learning easier for your people

Often, HR departments get bogged down in administration and various transactions. Cornerstone HCM allows you to focus on the things that matter, like talent strategy, employee experience, long-term growth and more.

With Cornerstone HCM, you can address each of these areas:



Skills

Detect, map, assess and review your employees' skills to align the right development actions and training activities to fill in your organization's skill gaps.



Content

Create, curate, manage, distribute and assign all types of learning content based on your preferred modalities, like virtual, on-site, microlearning, certifications, curriculum and many more.



AI and machine learning

Leverage artificial intelligence and machine learning to dynamically recommend learning activities that make the most sense for your employees and accelerate the adoption of their learning objectives.



People experience

Provide your people with an exciting user experience that adapts to their specific areas of focus.

HR software to adapt, grow and succeed

Cornerstone HCM is your solution for gaining a centralized vision of your workforce and building trust around employee data management. With advanced analytics to help you develop your HR strategy across a single UI, you can build a system that works for everyone in your organization. Optimise your legacy systems and improve HRIS efficiency with Cornerstone HR.

- ✦ **Cornerstone CHR** – Quickly and cost-effectively centralize employee data, improve workforce reporting and gain insights to make better data-driven decisions. The personalized, user-friendly global system also ensures your people are equipped with self-service capabilities that work.
- ✦ **View** – Visually explore your HR data to make better workforce decisions and gain new perspectives on how to improve and drive better business results.
- ✦ **Planning** – Create, manage and execute detailed headcount plans through a simple and intuitive design. Generate accurate forecasts, visualize cost impacts and identify future talent gaps, ensuring the right people are in the right roles at the right time.
- ✦ **Workflow builder** – Easily manage and control all of your HR processes and eliminate the costs and risks of the errors associated with manual management.
- ✦ **Benchmark** – View in real time your workforce, learning and recruiting data through interactive visualizations to make important organizational decisions. Compare your internal data to gain true insight into the effectiveness of your processes.





Get more out of your investment with Cornerstone Edge

Cornerstone Edge simplifies integrations between your Cornerstone HCM platform and other workforce applications to maximize your investments and increase organizational agility.

- ✦ **Faster and easier integrations** – Expand your Cornerstone features with applications such as Broadbean, HireVue, CyberSource, GoTo Meeting and many others.
- ✦ **Quick implementation** – Easily configure and integrate directly into multiple systems from one place.
- ✦ **Draw data simply** – Enjoy the simplified importing of your historical people data.
- ✦ **Convenience and flexibility** – Use prebuilt integrations, intuitive configuration tools and flexible APIs to increase your organization's agility.

Recruit, train and manage your people to power the future ready workforce

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For Cognita Schools, Cornerstone’s functionality has proven indispensable when it comes to collecting and storing medical information. Using one platform to collect and store this sensitive data, where information is inputted directly by the employee, has not only saved time from an HR administration point of view but also made the storage and updating of this information far more efficient, secure and compliant.”

— **Alan Shorrick**

Global HR Operations/HRIS Consultant,
Cognita Schools

“

We needed to integrate all our processes into a single platform that would allow us to streamline our tasks. Employees now have greater accessibility, simplicity, agility and autonomy when making queries, all through a single, centralised access.”

— **Cristina Hernández**

Head of Talent Acquisitions & Employer
Branding, GMV

“

A global, centralised strategy has brought many benefits to Symphony RetailAI. Using Cornerstone’s platform both cuts down on time-consuming administrative tasks, while also giving employees an easy and intuitive way to interact with HR on various levels to improve their experience.”

— **Samantha Sheriff**

Chief People Officer, Symphony RetailAI

Learn how you can
bring all the benefits
of Cornerstone HCM
to your organization
when you talk to one
of our dedicated
customer success
team members.

[Schedule A Demo](#)