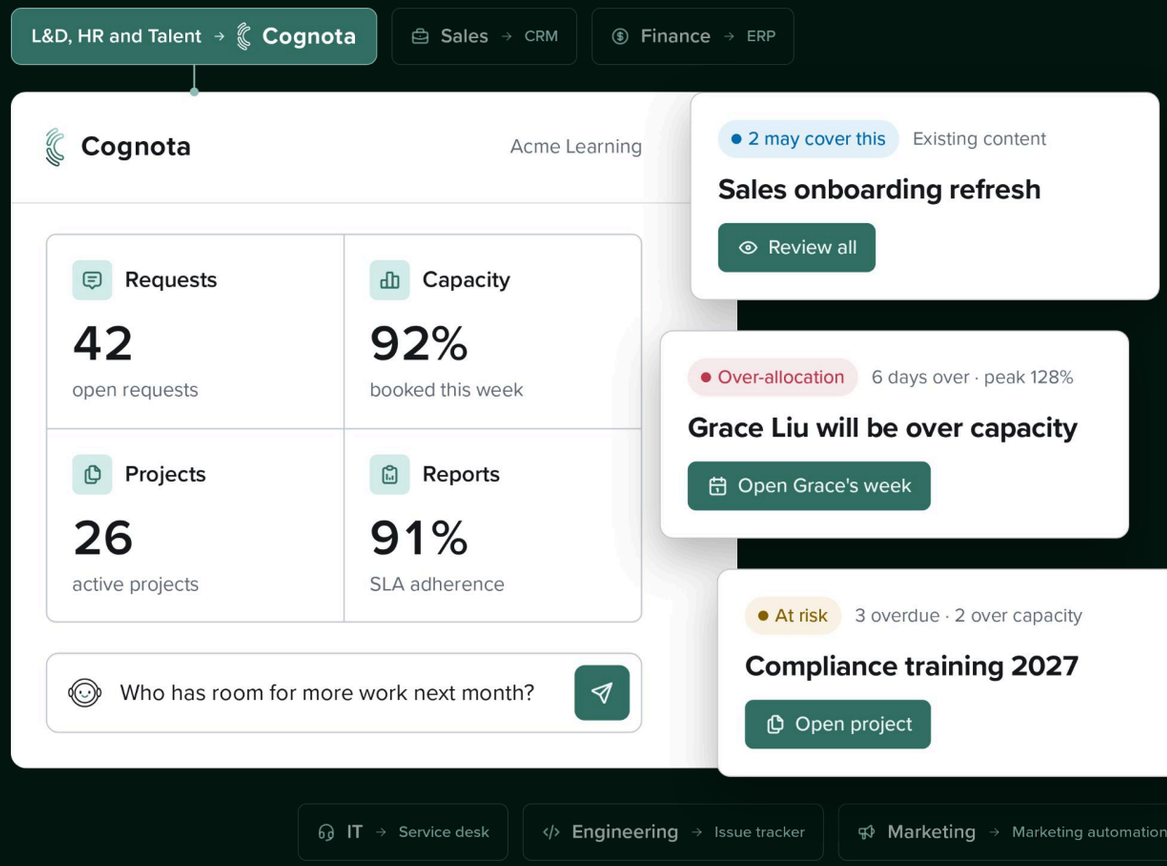
COGNOTA

INFORMATION BOOKLET

The Operating System for Workforce Enablement Teams

Every other function has an operating system. Now L&D, Talent and HR teams do too.



COGNOTA

Every other function has an operating system.

Sales has RevOps. IT has a service desk. L&D, Talent and HR got spreadsheets and generic tools, so leaders can't clearly see the work, the people or the money.

83%

use 3 to 8 tools to run operations

69%

want to bring those tools into one

When work is spread across tools, AI can't help and the signals leaders need disappear.

THE BLIND SPOTS

Strategic alignment

Assumed, not visible.

Prioritization

Slow and hard to defend.

Delivery risk

Shows up after a deadline slips.

Business value

Measured by activity, not impact.

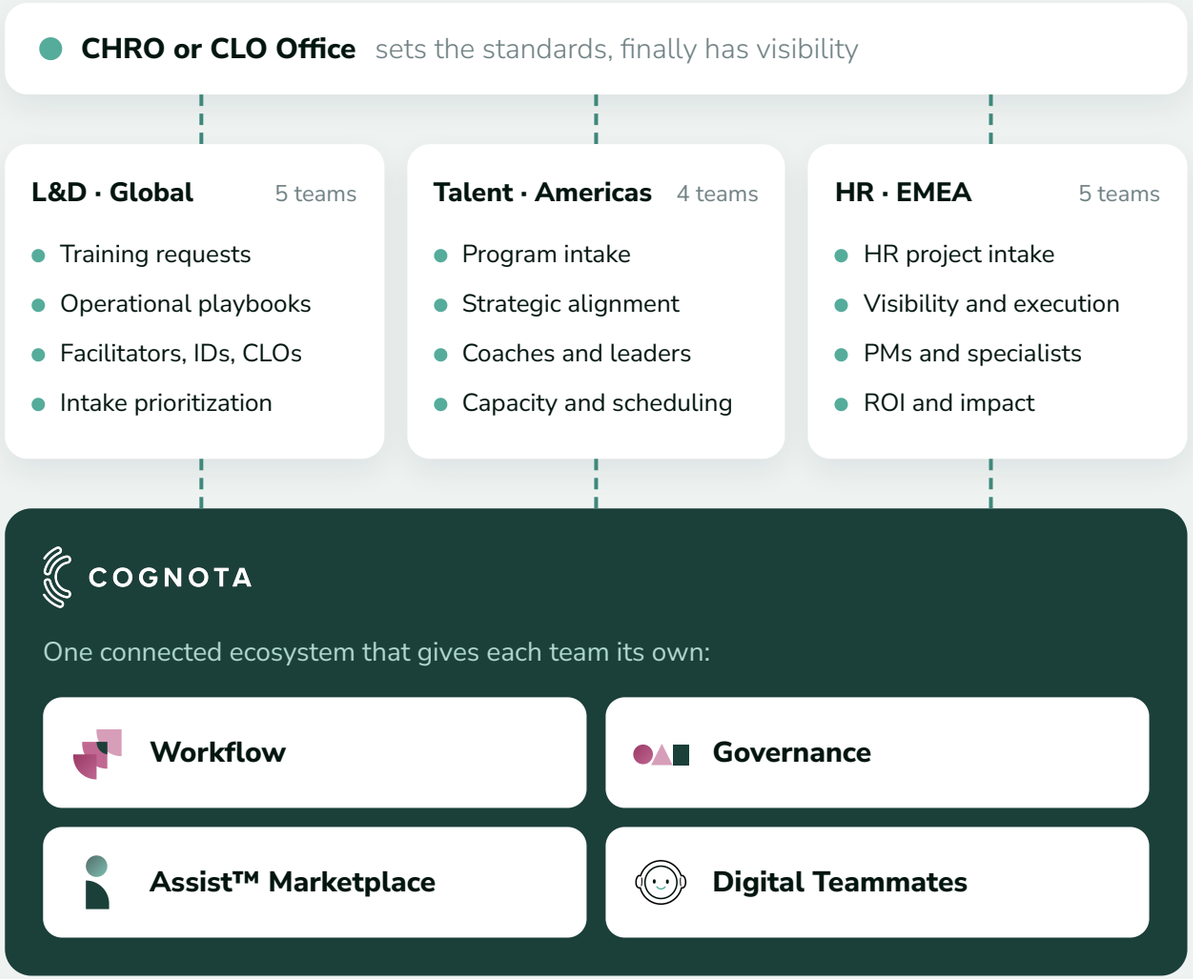
COGNOTA

VISIBILITY TO LEAD. SIGNALS TO EXECUTE.

Everything your teams run on. One ecosystem.

Take in requests, set priorities, plan people, budget and AI, and show impact. Each team gets its own workspace, set up the way it works. Cognota connects them all.

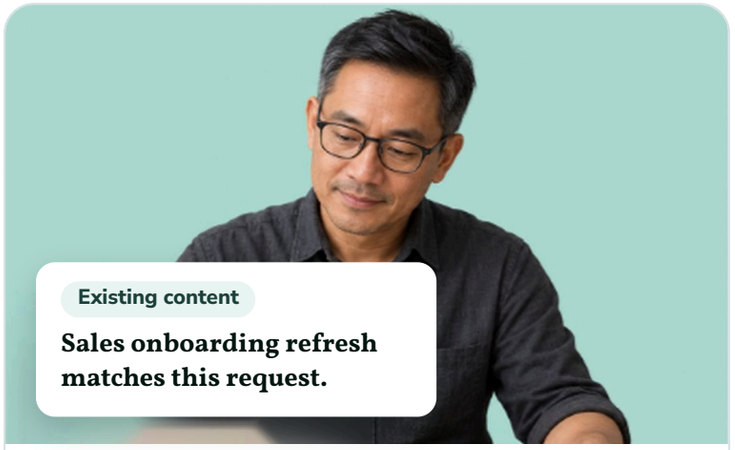
Cognota doesn't replace your HRIS or LMS. It's the operating layer between them, and it replaces the shadow spreadsheets.



COGNOTA

One ecosystem. Three operations.

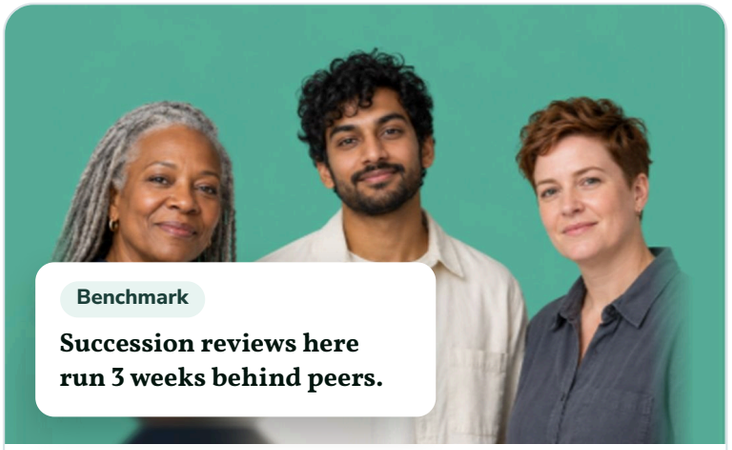
LearnOps®, TalentOps and HR Ops each run in their own workspace. Cognota connects them.



LearnOps®

Move from reactive order-taking to strategic delivery.

Run L&D end to end, from the first request to the impact it delivers. From the team that created the LearnOps® category.



TalentOps

Deliver every talent program on time and on budget.

No more shadow programs. Run performance, leadership and succession programs with clarity and ownership.



HR Ops

Maximize the business impact of HR investments.

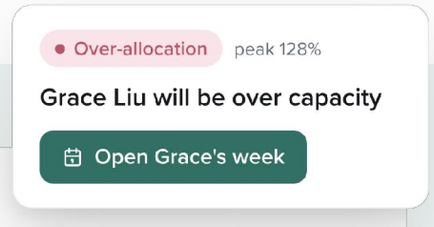
Every HR request, approval and project in one place. Manage vendors and spend, with headcount kept in check.

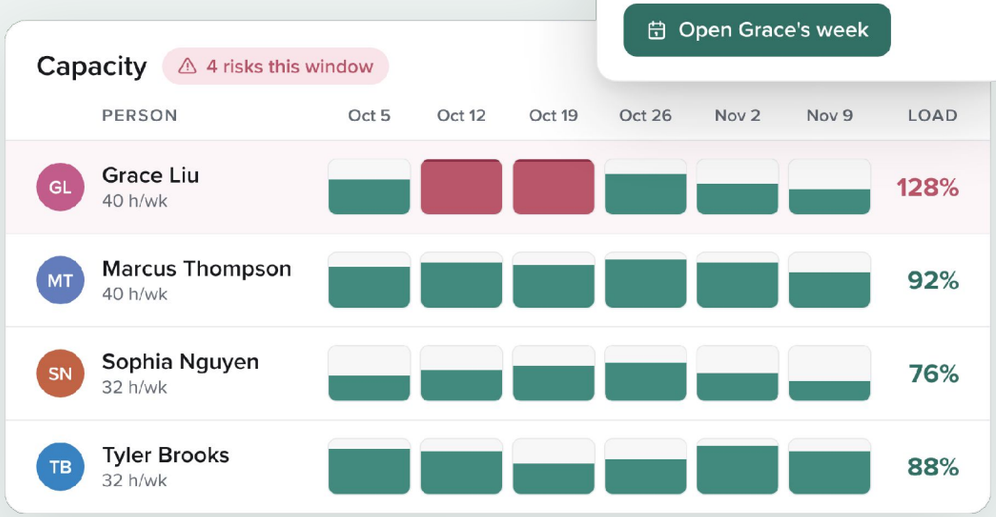
COGNOTA

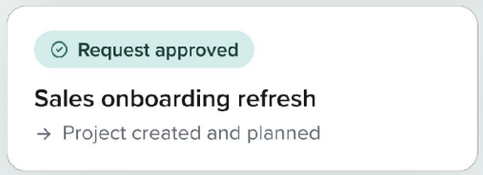
Workflow

You lead. Cognota runs the process.

- Requests scored on business priority
- Capacity planned before work starts
- Risk flagged before deadlines slip



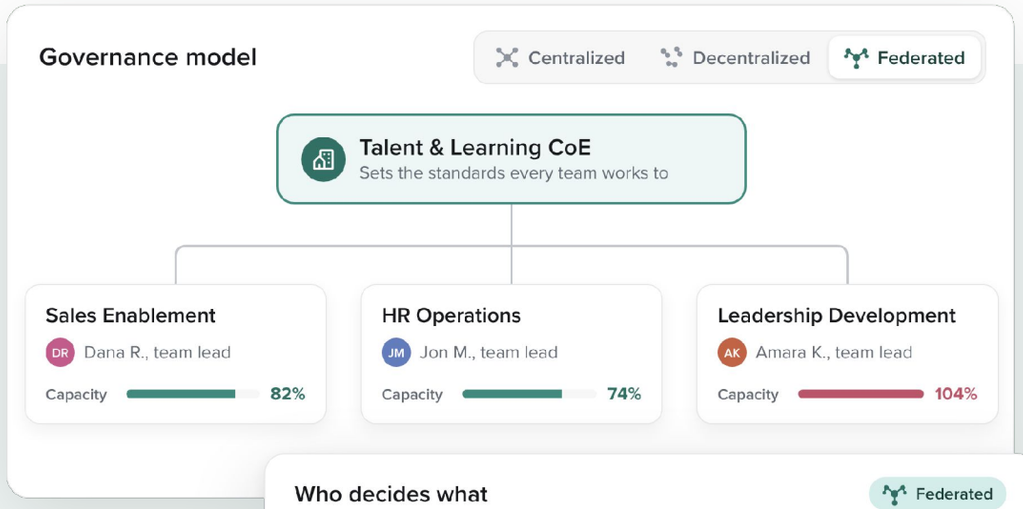


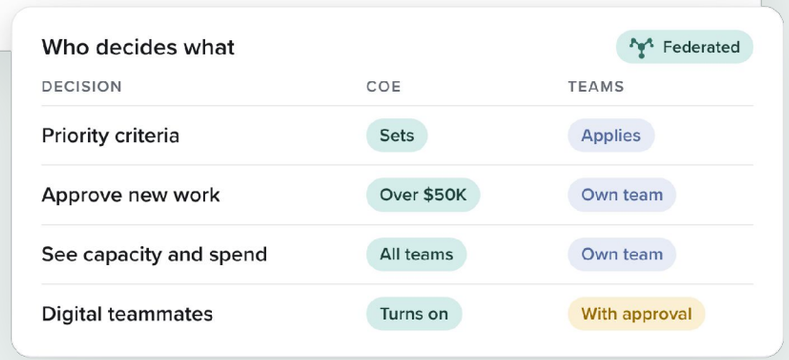


Governance

Governance for people and AI, at any scale.

- Centralized, federated or decentralized
- Decision rights by team, role and spend
- AI works under the same rules as people





COGNOTA

Assist™ Marketplace

Add capacity without adding headcount.

- 3,000+ vetted experts in learning, talent, HR and AI
- Ready in 72 hours, no SOW
- Pay only for the hours you approve

Ready in 72 hours

Priya S., instructional designer

Find vetted experts in learning, talent and AI

Instructional Design | Facilitation | AI Transformation | Measurement & ROI

PS	DK	ML
Priya S. ☆ 4.9	Daniel K. ☆ 5.0	Maria L. ☆ 4.8
Instructional designer	Facilitator	AI transformation lead
Request intro	Request intro	Request intro

3,000+

vetted experts, no SOW

Digital Teammates

Human and digital teammates, working as one.

- AI agents purpose-built for L&D, HR and Talent
- Turned on by role, at your pace
- Works in Claude and ChatGPT today

Reporting Teammate

Which programs are behind plan this quarter?

I'll check health, progress and overdue work across your programs, then build a one-page report.

Plan — Needs your approval

1. Pull health and overdue work for 8 programs
2. Compare progress to each target date
3. Rank the ones behind, with the cause
4. Build a one-page report

Approve | Deny

Uses your permissions. Reads only what you can see.

Report ready

3 of 8 programs behind plan

Manager essentials	14 days late
Product knowledge S2	9 days late
CRM proficiency	5 days late

COGNOTA

One framework for every team.

Visibility becomes signals. Signals become decisions. Decisions become outcomes.

Align

Are we working on what matters most?

Every request is scored against business priorities before work starts.

Three requests land. One ties to a Q3 priority and moves to the top.

Plan

Where is my team's time going?

A connected view of work, people and demand, so plans match the team you have.

Rachel is overallocated by 18%.

Execute

Which programs are at risk right now?

Signals flag risk, duplication and misalignment early, with options to fix them.

Flagged before it's a missed deadline. Two tasks move to Marcus.

Measure

What changed for the business?

A clear view of what each program delivered, and the capacity it freed.

The deadline holds, and the capacity freed is logged.

Optimize

How do we compare, and what should change?

Benchmarks and AI turn each cycle into a better plan for the next one.

Next quarter's plan starts from Rachel's real capacity.

COGNOTA

Results leaders can see.



StateFarm™

"We had no clear line of sight into volume, capacity, or business impact. It was impossible to plan or execute with confidence."

Lacee Cantu, Learning Leader, State Farm

Brandon Hall Group Gold, Best Advance in Emerging Learning Technology

100% of delivery target hit 6 months early through better prioritization

$200K in productivity and time savings in year one*

-25% project cycle time, speeding up impact and decisions

*The financial calculations are estimates. Actual ROI may vary.

Sun Life

10+ tools → 1

Replaced a scattered stack with one connected view of capacity and delivery.

Delta Community CREDIT UNION

ROI leaders can see

More output, same team. 20%+ savings found in operational improvements.

COGNOTA

Most teams are reactive. The best teams adapt.

Fewer than 5% of teams have reached the Adaptive stage, where AI handles the routine work and people own the judgment calls. **Most sit between Managed and Strategic.**

Where does your team stand?

Get your free Maturity Score at cognota.com/maturity-assessment



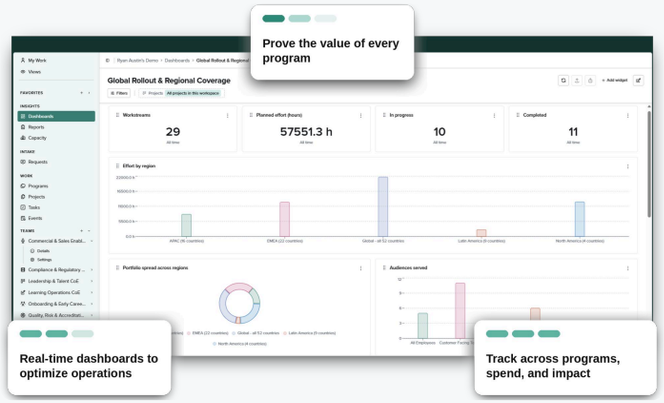
COGNOTA

More than an operating system.

A trusted ecosystem.

Software, experts, peers and training, all built around how workforce enablement teams work.

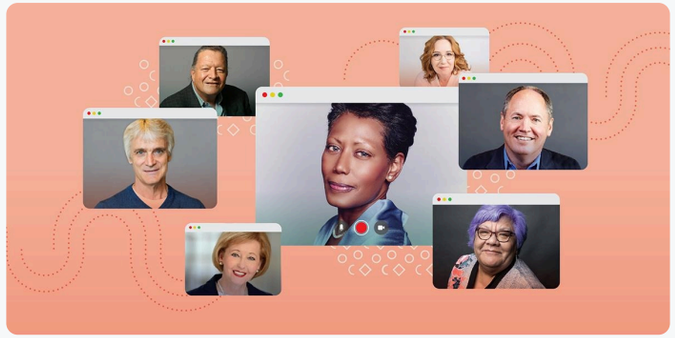
Workflow



cognota.com

The operating system for L&D, Talent and HR.

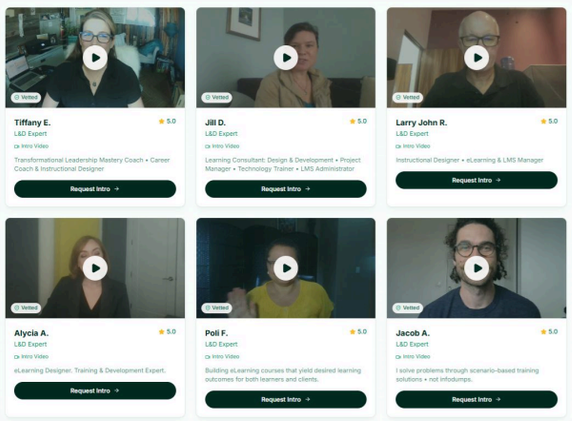
Community



learnops.com

A free peer network with discussion boards and events.

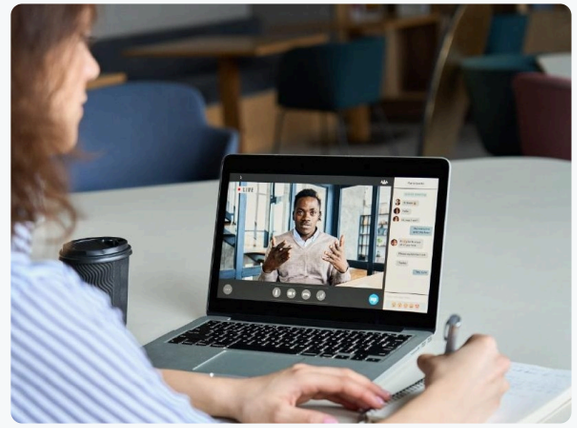
Marketplace



learnexus.com

3,000+ vetted experts, ready in 72 hours.

Academy



learnops.academy

Free IACET-accredited micro-certifications, taught by CLOs.

Visibility to lead.
Signals to execute.

Book a demo

Scan the code, or visit
cognota.com

L&D, Talent, and HR professionals are remarkable, developing people and driving workforce transformation. But operational demands keep growing, and the tools haven't kept up.

That's exactly why we built Cognota.

We created the operating system for workforce enablement teams to spend less time managing work and more time doing what they do best. The visibility to lead. The signals to execute. The infrastructure to scale. The intelligence to drive real business impact.

Workflow. Governance. Marketplace. Digital Teammates. One platform, purpose-built for you.

The future of workforce enablement is operational and Cognota is here to help you lead it.

info@cognota.com · cognota.com

COGNOTA