

what's

new

THE LATEST NEWS IN COGNOLOGY ENTERPRISE



Align people to corporate goals

- **Create unity.** Use Strategic Themes to align objectives to corporate goals.
- **Visit the library.** Use the objective library to give managers and employees access to pre-written goals. You can cascade goals throughout the organization, and remove tedium for managers by giving them the ability to copy objectives from team member to team member. You can now copy or link to the objective library.

Key Result Area	Customers
Strategic theme	Customer and Market Insight
Objective	Customer and Market Insight Growth Operational Excellence

Collaborate and Share

- **Share files.** Managers and employees can now upload and share files. Files can be uploaded to the Performance Plan, Development Plan and Performance Diary.
- **Collaboration.** Employees and managers can collaborate on a Performance Plan and provide their electronic sign-off to agree on goals or the final performance review.

Link to other systems

- **Integrate with the programs you rely on.** You can already link directly to your payroll or HR system. Now you can link to other data sources. A person's performance objectives can be linked to measures in other systems, for example financial, sales, service and customer related performance data. Cognology Enterprise also lets you link development plans to learning resources.
- **Easy access.** The new Universal Login feature let's your people access the system using their network login. So there's no extra passwords to remember.



Handle probationary, graduate and other reviews

- **One system.** Cognology Enterprise now automatically takes care of probationary reviews. The needs of graduates, leadership programs, and other types of reviews are also handled.



Turn on workflow

- **More power.** Cognology Enterprise is now able to handle even more of the workload. Like multiple review schedules. And automatic placement of new employees in different review types depending on their group.
- **Unlimited flexibility.** Any number of emails can now be scheduled to be automatically sent. There's also enhanced manager and role tracking and the option to automatically add two-up managers to reviews.



"COGNOLOGY IS ALL ABOUT GIVING YOU THE TOOLS
TO GET YOUR PEOPLE ALIGNED AND ENGAGED"