



Cornerstone Unlocked

Maximising the value of your existing Cornerstone investment

LRMG | Cornerstone

19 March 2026



Workshop Outcomes



- 1 **Recognise** which Cornerstone capabilities your organisation is underutilising today
- 2 **Understand** where adoption and platform value most commonly stall - and why
- 3 **Explore** current functionality across the Govern–Curate–Assign–Engage–Evidence–Report value chain
- 4 **Identify and prioritise** your top optimisation opportunities using a structured worksheet
- 5 **Leave with** a 30-day action plan and clear next steps to sustain momentum



The Current Reality



Most organisations are using a fraction of what Cornerstone makes possible - the gap between current use and full value is where the real opportunity lives.

WHERE YOU ARE

- Platform configured for go-live requirements
- Compliance training assigned manually
- Reporting pulled on demand
- Admin effort high; adoption inconsistent
- Features discovered reactively



The
OPTIMISATION
Opportunity

WHERE YOU COULD BE

- ✓ Dynamic, automated learning ecosystems
- ✓ Compliance managed proactively with evidence trails
- ✓ Real-time dashboards driving decisions
- ✓ Admin efficiency through smart automation
- ✓ AI-assisted curation and skills intelligence active

Quick Value Check-In Poll



Before we go further, let's see where your organisation currently stands across eight key value indicators – 10min

★ Rate each area 1 (Not Started) → 5 (Fully Optimised)

1 Automated Learning Assignments & Curricula



2 Compliance Tracking with Audit-Ready Evidence



3 Self-Directed & Curated Content Discovery



4 Learner Engagement & Completion Rates



5 Manager Visibility & Reporting Dashboards



6 Skills Tagging & Competency Alignment



7 Integration with HR Systems (e.g., Onboarding, Performance)



8 Use of Cornerstone AI or Content Recommendation Features



Where Cornerstone Adoption Often Stalls



Adoption gaps are rarely about the platform - they are about how it has been **configured**, **communicated** and **continuously managed**.

1



Go-live configured but never optimised post-launch

2



Learners unaware of available content and pathways

3



Managers not using visibility and reporting tools

4



Compliance managed manually despite automation capability

5



Content libraries ungoverned — stale, inconsistent or duplicated

6



Assignments created ad hoc rather than through structured curricula

7



No feedback loop between learning activity and business outcomes

8

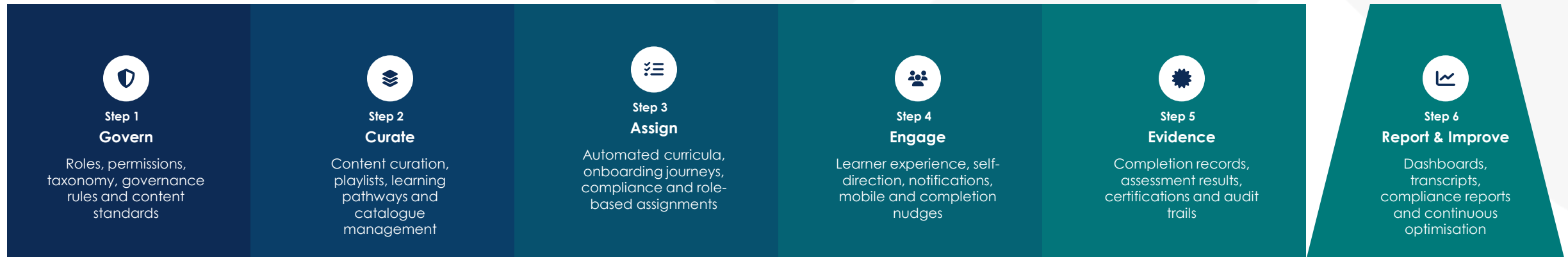


AI and new features not activated or communicated to users

The Optimisation Lens — Your Value Chain



Cornerstone's full value is realised when all six capability areas work together as a connected, governed system - not as isolated features.



Each step builds on the last - gaps in one area create drag across all

Demo Agenda

We will move through five focused demo areas - each mapped to a common pain point and a specific optimisation opportunity.

1	 Governance & Content Management Clean catalogue, permissions and taxonomy in action	0-5 min
2	 Automated Assignments & Curricula Dynamic rules, onboarding flows and compliance scheduling	5-10 min
3	 Learner Experience & Engagement Personalised homepage, playlists and nudge notifications	10-15 min
4	 Evidence & Compliance Reporting Audit-ready transcripts, certification tracking and dashboards	15-20 min
5	 AI-Assisted Features Content understanding, skills tagging and recommendations	20-25 min



AI - Reduce Friction, Not Complexity

Cornerstone AI is available now - designed to reduce the friction that slows your administrators and learners every day.



For Administrators

- AI-assisted content tagging and metadata generation
- Duplicate and stale content detection
- Automated skills extraction from course descriptions



For Learners

- Personalised content recommendations based on role and activity
- Skills gap identification and suggested pathways
- Intelligent search surfacing relevant content faster



For L&D Leaders

- Workforce skills intelligence dashboards
- Completion and engagement trend analysis
- Readiness signals aligned to business capability needs

CORNERSTONE VALUE HEATMAP

Use this worksheet to self-assess your organisation's current activation level across 13 core capability areas - your heatmap reveals where to focus first – 5min

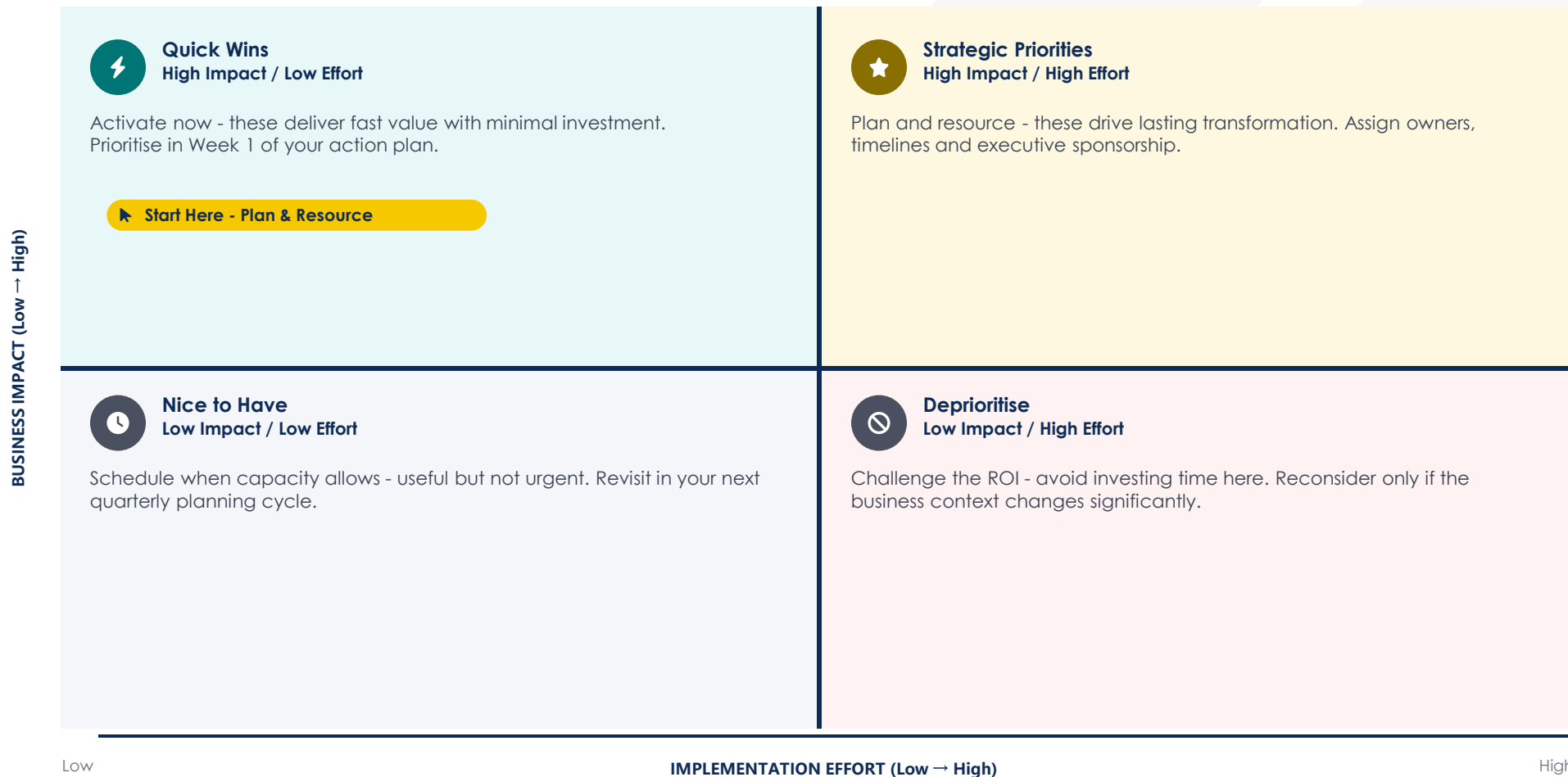
Capability Area	LOW Not activated / manual	MEDIUM Partial use	HIGH Fully optimised
1 - User & Role Governance			
2 - Content Catalogue Management			
3 - Learning Pathways & Playlists			
4 - Automated Assignment Rules			
5 - Onboarding Curriculum Design			
6 - Compliance Scheduling & Tracking			
7 - Learner Notifications & Nudges			
8 - Manager Dashboards & Visibility			
9 - Skills Tagging & Competency Alignment			
10 - Certification & Audit Evidence			
11 - Reporting & Analytics			
12 - Content Recommendations / AI			
13 - HR System Integration			

💡 Which 3 areas would most improve your outcomes if moved from Low to High?

Optimisation Prioritisation Matrix



Not everything can be fixed at once - this matrix helps your team align on where effort will deliver the greatest business impact in the shortest time – 5min



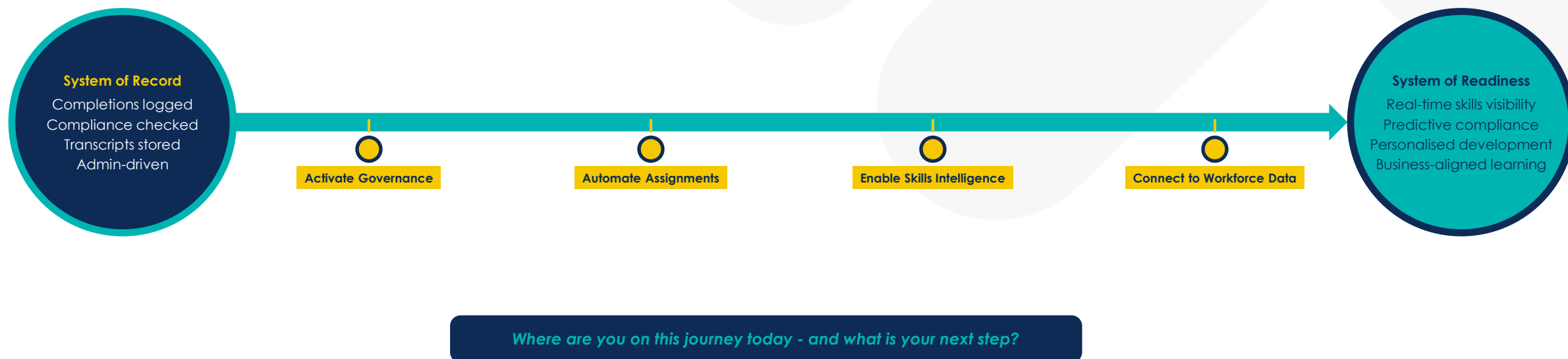
Workshop Task

Plot your top 3–5 items from the heatmap onto this matrix to agree your optimisation priorities as a team.

From System of Record to System of Readiness



The organisations extracting the most from Cornerstone have made a deliberate shift - from storing learning data to using it as a live signal of workforce capability.



30-Day Action Plan Worksheet

Insight without action is just a good conversation - this worksheet converts today's priorities into a committed 30-day sprint with named owners and dates – 5min



Week 1 Activate

Weeks 2-3 Optimise

Week 4 Measure

✓ Action

✓ Action

✓ Action

Owner

Owner

Owner

Success Indicator

Success Indicator

Success Indicator

What will you turn on or configure this week?

What process, rule or pathway will you improve?

How will you know it is working?

What Full Value Looks Like

Full value is not a destination - it is a recognised state where your platform is actively driving learning outcomes, operational efficiency and business capability.



Learners find and complete relevant content without admin intervention



Compliance tracked automatically with audit-ready evidence always available



Managers have real-time visibility of their team's learning and readiness



New starters onboarded through automated, consistent curricula



Content catalogue is governed, current and tagged to skills



L&D decisions are driven by data, not anecdote



AI features are active, reducing friction for admins and learners



The platform is a strategic asset - not just a compliance tool



Thank You - Let's Keep the Momentum Going

1 Platform Optimisation Audit
LRMG conducts a structured review of your current Cornerstone configuration against best-practice benchmarks

2 Prioritised Roadmap Session
Co-create a 90-day optimisation roadmap aligned to your business priorities

3 Hands-On Admin Enablement
Targeted training for your admin team on underutilised features identified today

4 AI Readiness Assessment
Evaluate your platform's current AI activation and define a practical enablement plan

5 Ongoing Success Partnership
Quarterly check-ins, release readiness reviews and continuous improvement support



THANK YOU!

Please get in touch with us if you need more information.



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