



Bridging the Gap to Workforce Readiness

19 August 2026





Keynote

The Intelligence Era of Talent starts now

Mike Baker

Senior Vice President
Europe, Middle East, Africa

Cornerstone

Welcome and...

Thank YOU

to our customers



The following is intended to outline our general product direction. It is intended for information purposes only and is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions.

The development, release and timing of any features or functionality described for Cornerstone's products remains at the sole discretion of Cornerstone.



Safe Harbour

Learning
doesn't die.
It **evolves.**



A woman with dark curly hair, wearing a yellow ribbed sweater, is shown from the waist up. She is looking upwards and to the right, with her right hand reaching out to touch a glowing digital interface. The background is a vibrant, abstract composition of orange, yellow, and purple light streaks and geometric shapes. Overlaid on the scene are various digital elements: a network diagram with hexagonal nodes and connecting lines, several floating rectangular panels displaying charts, graphs, and data points, and numerous numerical values such as 743.06, 993.28, 451.91, 49.65, 411.08, 536.85, and 641.52. The overall aesthetic is high-tech and futuristic, representing the intersection of human talent and artificial intelligence.

Talent, skills and learning
will look very different in the

AI ERA

Are we losing our minds to AI? 

Economy
SO, ABOUT
THAT AI
BUBBLE...

AI agents
don't need to
navigate the
web like we do

**ChatGPT use
linked to
Cognitive Decline:
MIT Research**

**You built it
with AI.
Now run it
with AI.**

AI is wiping out
entry-level jobs.
Here's how
to surf the wave
and not get
crushed by it.

How AI
could affect
jobs

AI is
Changing
ERP, not
Replacing it

**College
students are
changing course
in search of
'AI-proof'
majors**

What's the
Future
for AI?

Job seekers
are using AI
during
interviews

AI alone won't
take your job.
Someone using
AI will.

**30%
worry that
AI will make
their jobs
obsolete**

Are we losing our minds to AI?



Using too many
AI tools at once can actually
make you
less productive
and cause 'brain fry', study
finds

He couldn't
land a Job
Interview. Was
AI to Blame?

**Job apocalypse?
Not yet. AI is creating
brand new
occupations.**

**Closing AI
learning gaps
between leaders
and employees**

Mastering the
Most Valuable
Professional
Skills of 2026

AI is still booming.
But the business
model is changing.

Fault lines
Will AI make
college
obsolete?

Success • Careers
**Microsoft researchers
have revealed the
40 jobs most exposed
to AI – and even
teachers make the list**

Fear Index

CEO of AI Company
says Gen Z needs to
get ready for 30%
Unemployment

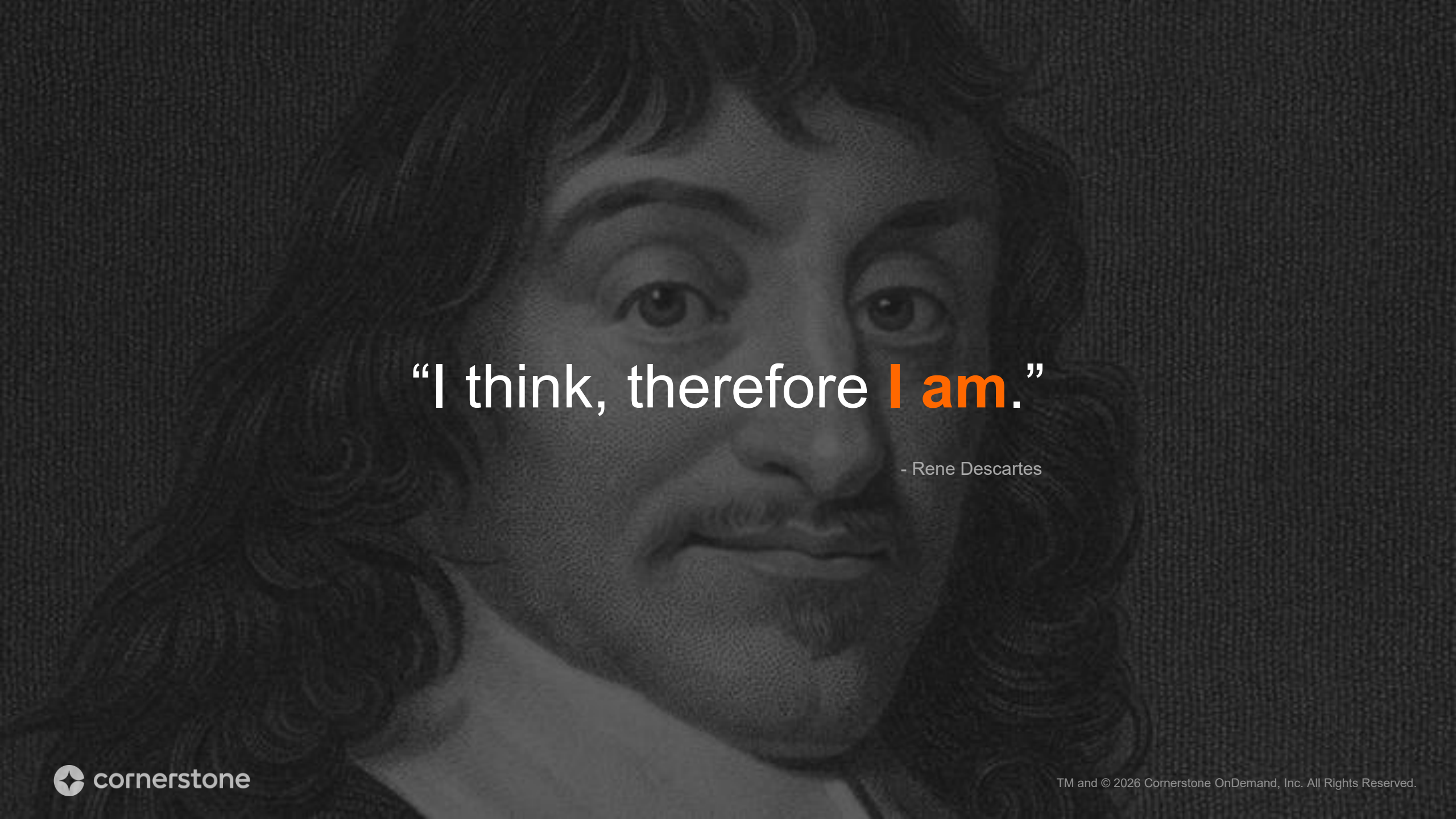
**AI is driving a
redesign of jobs
rather than wholesale
replacement. Here's
what new data
from Indeed suggests.**

The jobs most
vulnerable study
predicts 9 million
American workers
to be displaced by
bots in 5 years

The Shakeup of the
HR Function is at
hand (and needed)

You





“I think, therefore **I am.**”

- Rene Descartes



The world your workforce strategy was built for no longer exists

63%

of employers identify skills gaps as the biggest barrier to business transformation – the top barrier globally

80%

of employers say the skills their workforce needs today have shifted since those people were hired

70%

of business leaders say their primary strategy over the next three years is to be fast and nimble

Source: Deloitte 2026 Human Capital Trends Report,
WEF 2025 Future of Jobs Report

1st to Cloud Learning Management

Anytime, anywhere access
to learning at scale

1st to Talent Development

Performance and learning
come together

1st to Skills Intelligence

Connecting people, learning,
and skills

What comes next?

Every time the industry changes,
Cornerstone leads the way...



WITH AI AS AN ACTOR IN
HOW WORK GETS DONE,
workforce strategy decisions
have become high-stakes calls.

The challenge for organisations
now is how they lead through

CONSTANT REINVENTION.

How well can you decide, prioritise, and act to
shape a **high-performing, future-ready workforce**
when outcomes are critical?

AI ERA CHALLENGE:
**WORKFORCE
READINESS**

A full-page background image featuring a vibrant aurora borealis (northern lights) in shades of purple, pink, and orange against a dark, starry night sky. In the foreground, the silhouette of a person stands on top of a dark-colored SUV or truck, which is parked on a flat, dark landscape. The scene is backlit by the intense glow of the aurora.

Cornerstone must evolve...

Cornerstone Galaxy™ as you know it.

140M+

Users

3B+

Registrations per year

5M+

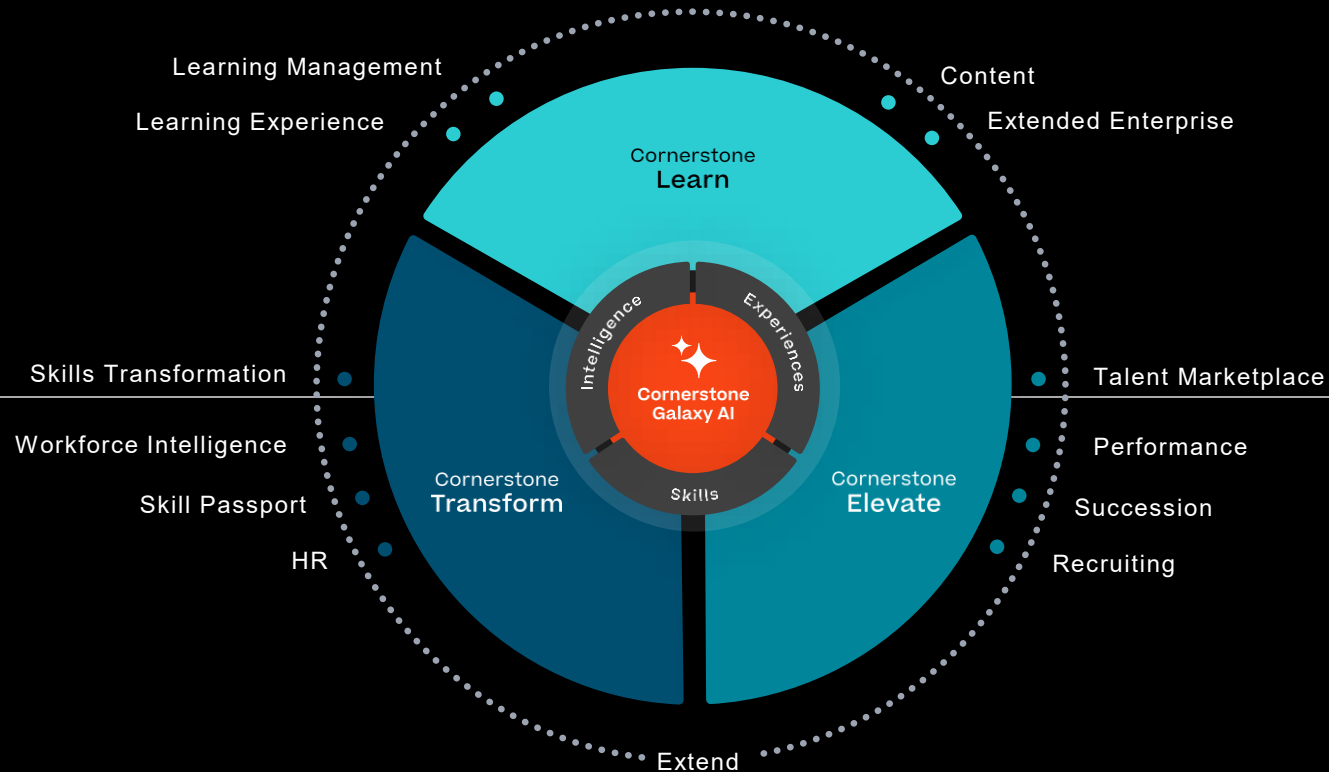
Active users per day

30M+

Learning hours per month

Every 3 seconds

a Cornerstone course gets
taken somewhere in the world



No platform
addresses the
full workforce
readiness
problem –
until TODAY.





cornerstone



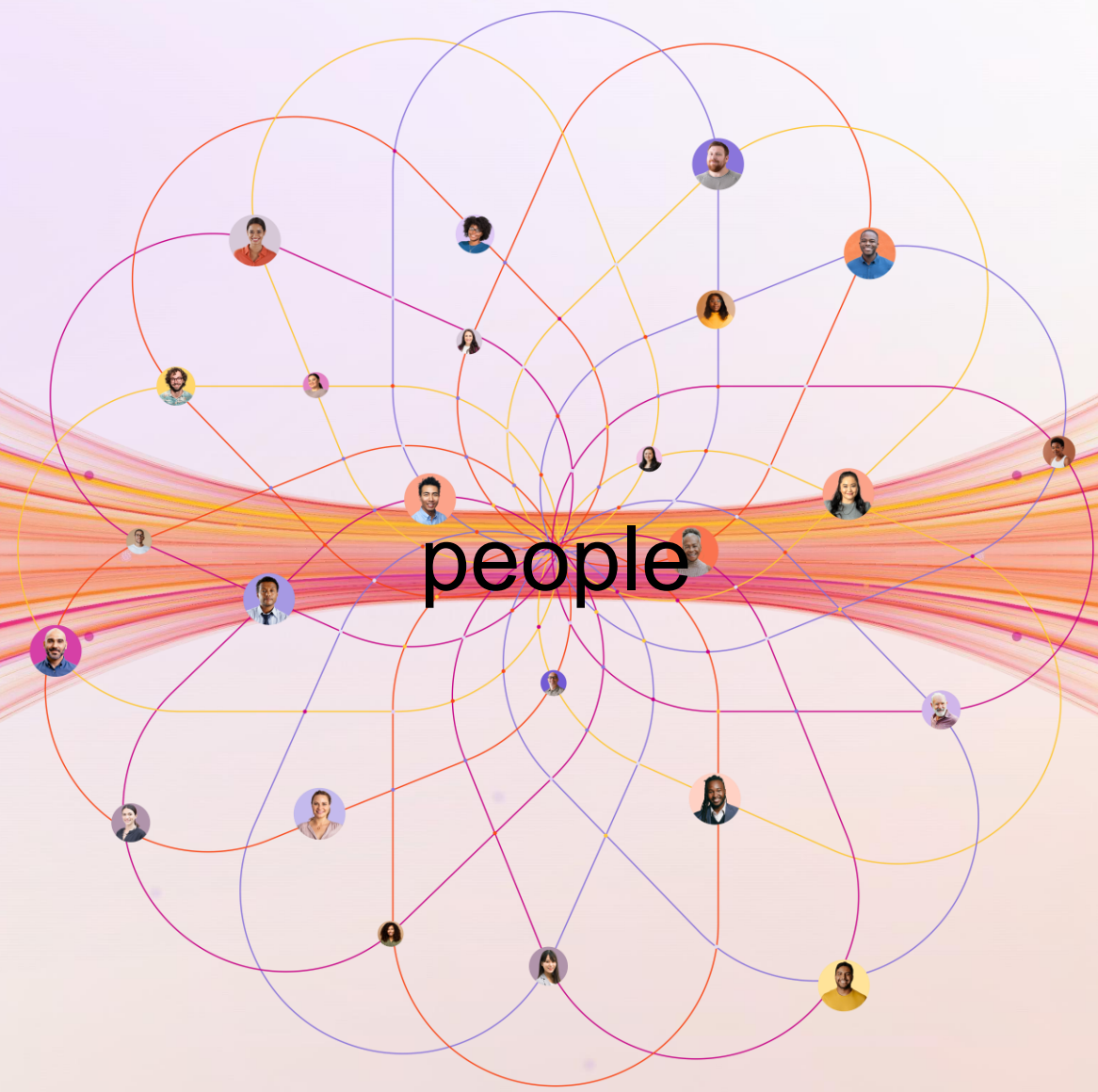
Introducing **Cornerstone Workforce AI™**



AI



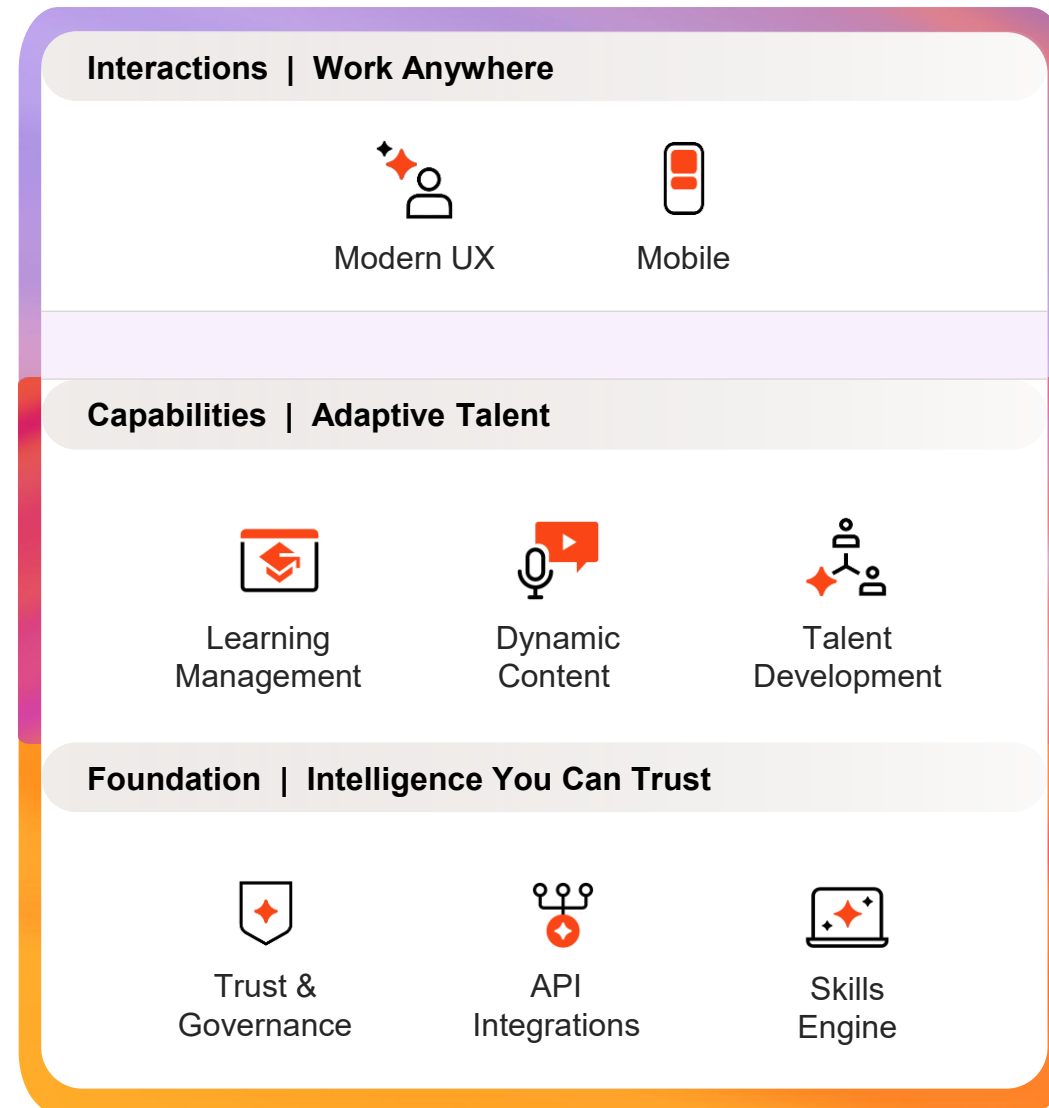
signals



people

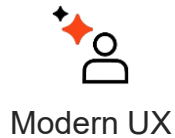
outcomes

Evolving Cornerstone • from Cornerstone Galaxy™ to Cornerstone Workforce AI™



Cornerstone Workforce AI™ • The Intelligence Platform for Workforce Readiness

Interactions | Work Anywhere



Modern UX



Mobile



Agentic Interface



Headless (MCP)

Agents: Pre-built Agent Packs | Custom-Built Agents via FDEs

Capabilities | Adaptive Talent



Learning Management



Dynamic Content



Talent Development



Skills Optimisation



Workforce Intelligence

Foundation | Intelligence You Can Trust



Trust & Governance



API Integrations



Skills Engine



People Graph



Agent Orchestration

Agent-to-Agent and
Any Workspace



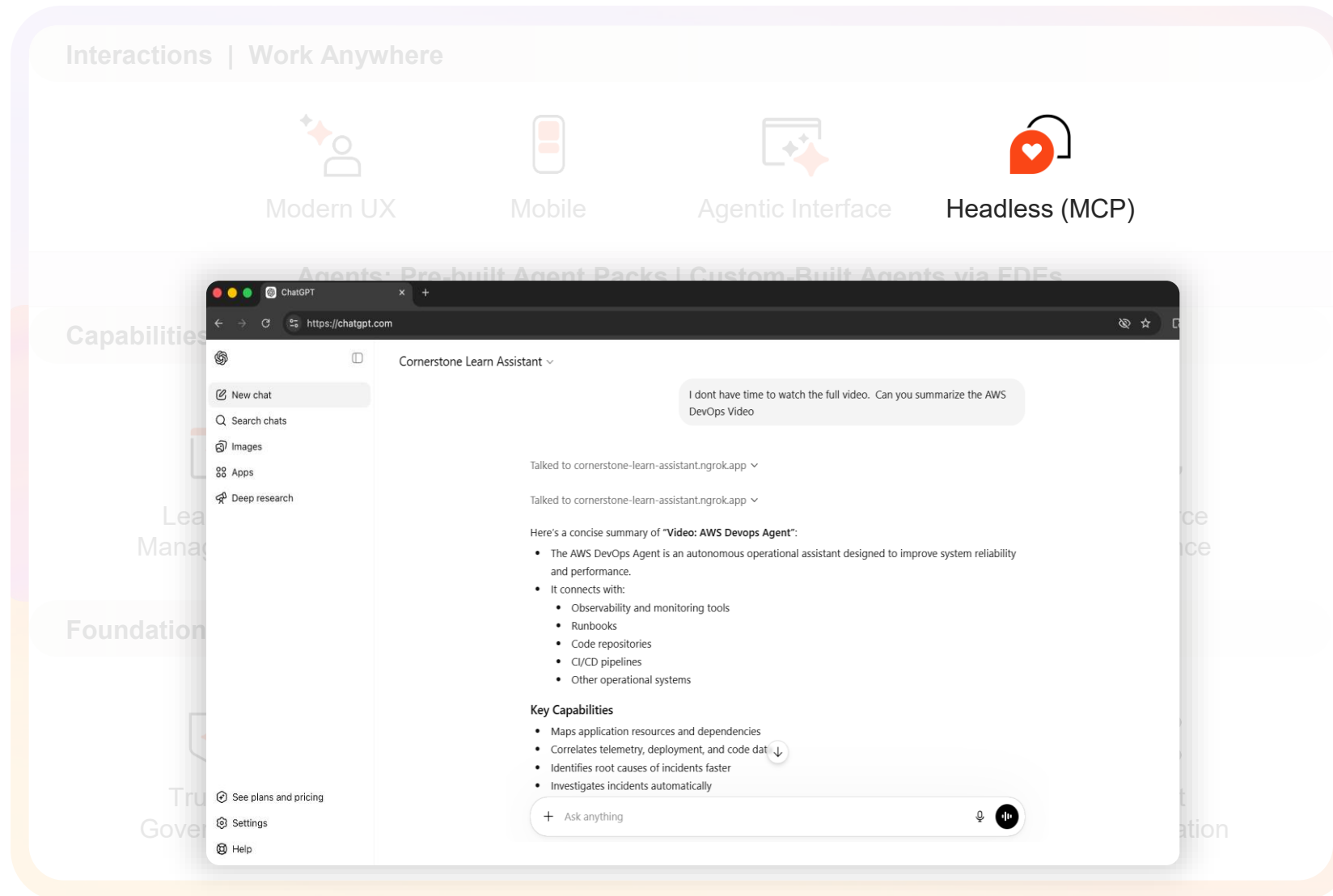
Any specialty solution



Any data source or
system of record



Cornerstone Workforce AI™ • The Intelligence Platform for Workforce Readiness



Agent-to-Agent and Any
Workspace



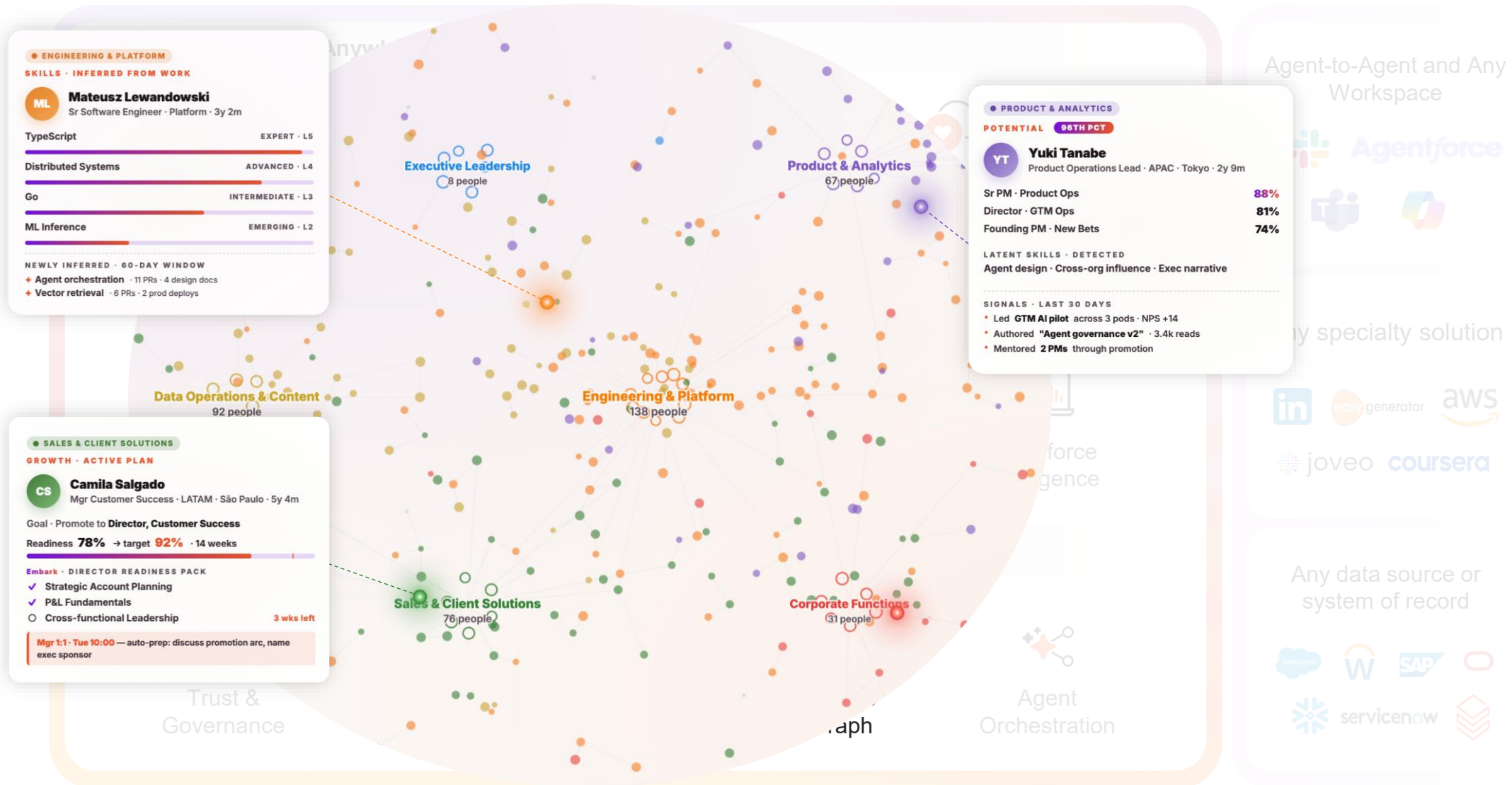
Any specialty solution



Any data source or
system of record



Cornerstone Workforce AI™ • The Intelligence Platform for Workforce Readiness



Cornerstone Workforce AI™ • The Intelligence Platform for Workforce Readiness

The screenshot displays the Cornerstone Workforce AI interface. On the left is a dark purple sidebar with navigation options: Channels (including #general, #japan-launch-team with 3 members, #sales-leaders, and #enablement) and Apps (including Cornerstone and Salesforce). The main chat window shows a conversation in the #japan-launch-team channel. Danielle Park (@Cornerstone) asks, "how ready are we for Japan now?". The Cornerstone app responds with a "Japan Team Readiness" snapshot, stating "61% ready now. On track for May 15 quota-ready milestone. Compliance readiness is on track." The snapshot includes a table of key metrics:

UPSILLING	INTERNAL MOVES	HIRE PIPELINE
21	18	7/11
progressing	underway	in pipeline

Below the table, it lists "Top internal moves":

- PO Priscilla Odom — Enterprise AE (Ready)
- TC Theresa Chang — Solutions Architect (Ready)
- CT Cameron Tse — Regional Sales Mgr (Partially)
- DY Dennis Yamamoto — Japan Country Mgr (Partially)

On the right side of the interface, there are three panels highlighting capabilities:

- Agent-to-Agent and Any Workspace:** Includes logos for Agentforce and Microsoft Teams.
- Any specialty solution:** Includes logos for LinkedIn, easygenerator, AWS, Joveo, and Coursera.
- Any data source or system of record:** Includes logos for Salesforce, Workday, SAP, Oracle, ServiceNow, and Snowflake.

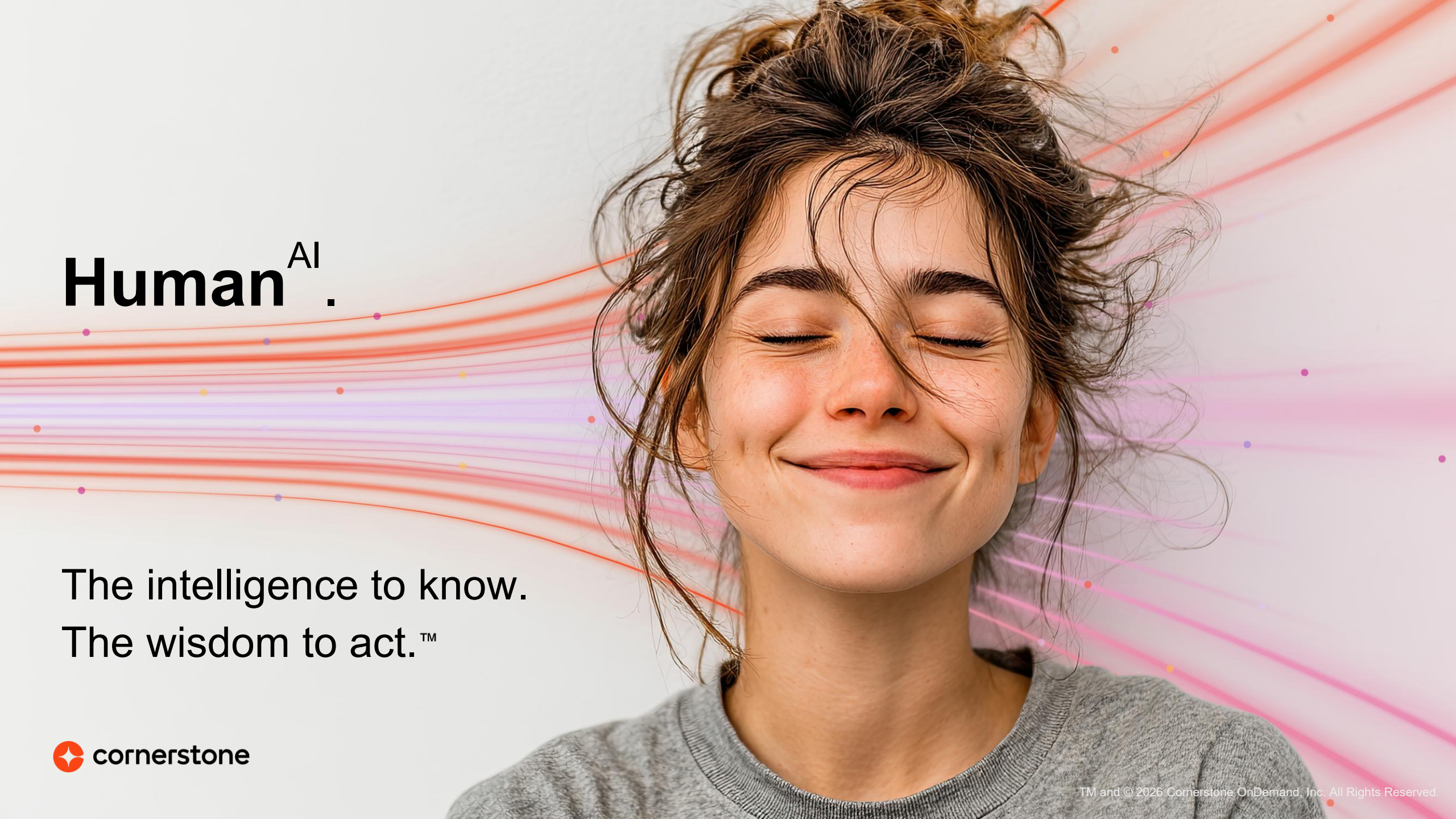


Benefits over

2.9M

humanitarian aid
and development
professionals in

195
countries



Human^{AI}.

The intelligence to know.
The wisdom to act.™



Product packages

Architecting the

Transformation

The four dimensions of **Workforce Readiness**



**Create the foundation
for learning and growth**

Operational Foundation



**Build skills aligned to
business needs**

Talent Development



**Understand what your
workforce can do**

Workforce Intelligence



**Translate insight into
action**

Adaptive Action

Offerings aligning to the four dimensions of **Workforce Readiness**



Learn+

- Learning (LM / LX)
- Content
- Extended Enterprise
- Assistants and Agents



Elevate+

- Performance
- Succession
- Talent Marketplace
- Recruiting
- Core HR (HCM+)
- Assistants and Agents



Intelligence+

- Cornerstone People Graph™
- Skills Architect



Readiness Agents

- Embark Navigator
- Internal Mobility
- Proactive Coaching
- Dynamic Goals
- Future of Work
- Workforce Value
- Workforce Insights

The four dimensions of **Workforce Readiness**



**Create the foundation
for learning and growth**

Operational Foundation



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Talent Development



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Workforce Intelligence



**Translate insight into
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Adaptive Action

Learning Roadmap

March

- Cornerstone Learning—LM + LX in a Single Architecture
- Adaptive Learning
- Course Assistant
- My Learning
- Admin dashboard

July

- Role readiness academies
- Blanchard and AWS Content
- Custom search scoring
- Assignment and compliance monitoring
- On-the-job-training (OJT) enhancements
- Social and collaborative learning

November

- Catalog health assistant
- Assessment engine
- Period-based training models

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Talent Development



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Workforce Intelligence



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Adaptive Action

Talent Development Roadmap

March

- Development Plans
- Performance Reviews Redesign

July

- Competencies to Capabilities
- Reviews Assistant
- Goals Assistant
- AI Development Plans

November

- Succession Workspace
- Task Assist
- Manager Dashboard

The four dimensions of **Workforce Readiness**



**Create the foundation
for learning & growth**

Operational Foundation



**Build skills aligned to
business needs**

Talent Development



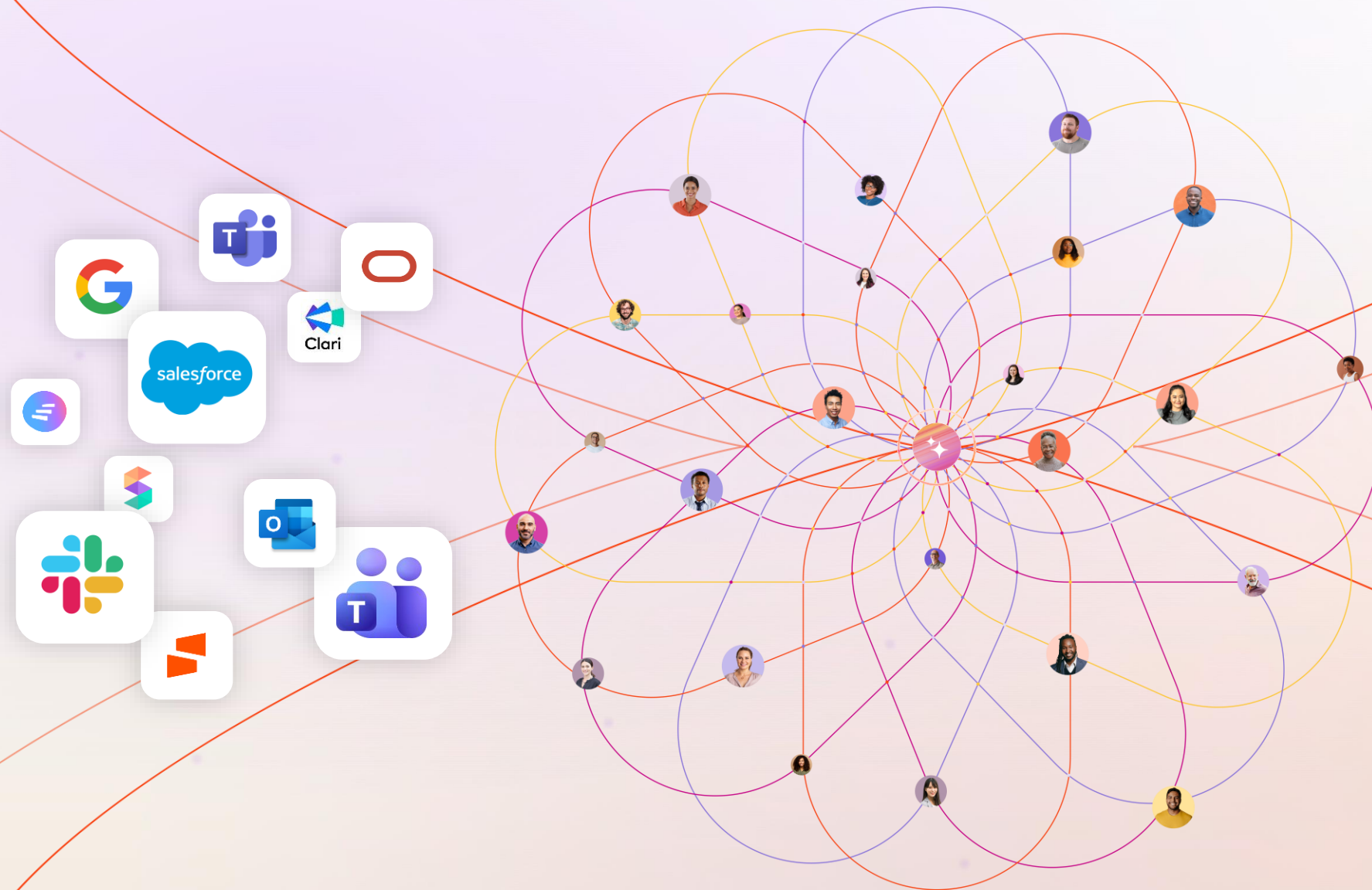
**Understand what your
workforce can do**

Workforce Intelligence



**Translate insight into
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Adaptive Action



28TB

Raw data
processed daily

**Labour
Market
Intelligence**

1.6B

Job descriptions

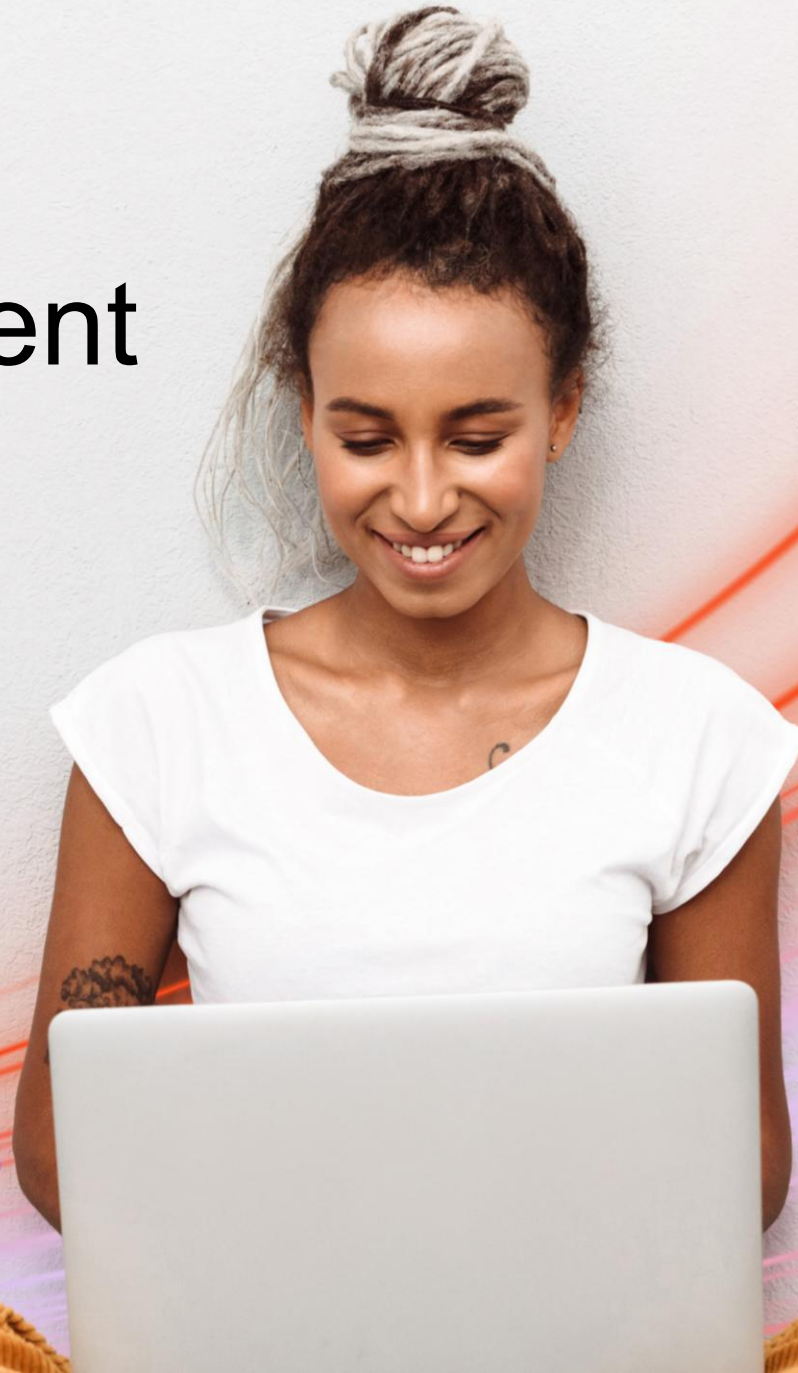
3T

Unique skill graph
combinations

INTRODUCING

Skills Architect Agent

Dynamic workforce **context.**



The four dimensions of **Workforce Readiness**



**Create the foundation
for learning and growth**

Operational Foundation



**Build skills aligned to
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Talent Development



**Understand what your
workforce can do**

Workforce Intelligence



**Translate insight into
action**

Adaptive Action

INTRODUCING

Internal Mobility Agent

Right **talent**. Right **work**. Right **now**.



Readiness Agents



Embark Navigator



Dynamic Goals



**Future
of Work**



Skills Architect



**Workforce
Insights**



Workforce Value



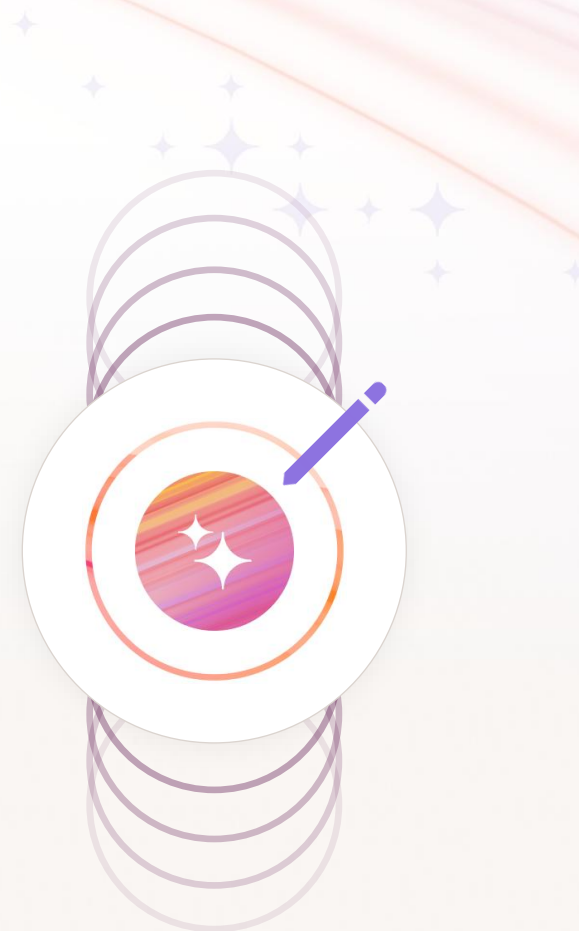
Internal Mobility



**Proactive
Coaching**



And more...



Custom Agents
for everything else



The four dimensions of **Workforce Readiness**



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Cornerstone Packages

Learn+

Operational Foundation

In the package

- ✦ Learning
- ✦ Content Subscription (Pick One)
- ✦ Role Readiness Academies: First-time Manager, Executive Leadership, Customer Service
- ✦ Vector Database Storage (100GB/500GB)
- ✦ Cornerstone Connectors - Plus

AI experiences and assistants

- ✦ Adaptive Learning Agent™
- ✦ My Learning
- ✦ Course Assistant
- ✦ AI-Summarized Search
- ✦ Content Refresh Assistant
- ✦ Assignment & Waitlist Assistants
- ✦ Scheduling Assistant
- ✦ Compliance Monitoring Assistant

Add-ons

- ✦ Content Partner Subscriptions
- ✦ Premium Role Readiness Academies
- ✦ Catalog Health Assistant
- ✦ Extended Enterprise+
- ✦ Additional Vector Database Storage
- ✦ Cornerstone Connectors - Universe
- ✦ Embedded Work
- ✦ Skills Architect

Enhanced by Intelligence+

Elevate+

Talent Development

In the package

- ✦ Learn+
- ✦ Performance Management
- ✦ Succession Planning
- ✦ Talent Marketplace
- ✦ Core HR
- ✦ Cornerstone Connectors - Universe

AI experiences and assistants

- ✦ Reviews Assistant
- ✦ Succession Assistant
- ✦ Goals Creation Assistant
- ✦ Development Plan Assistant
- ✦ Check-in & Feedback Summary
- ✦ Talent Pool Assistant
- ✦ Position-based Skill Recommendations
- ✦ Learning Recommendations
- ✦ Resume Parsing & Candidate Matching

Add-ons

- ✦ Recruiting
- ✦ Content Partner Subscriptions
- ✦ Premium Role Readiness Academies
- ✦ Additional Vector Database Storage
- ✦ Extended Enterprise+
- ✦ Embedded Work
- ✦ Skills Architect

Enhanced by Intelligence+

Intelligence+

Workforce Intelligence

In the package

- ✦ **Cornerstone People Graph™** — unified view of your workforce across work, learning, and performance signals
 - **Live Work Signal Capture** — continuously keeps workforce data current (what people do, learn, and achieve)
 - **Open Access Layer** — pushes data in and pulls insights out across any system or tool
- ✦ **Skills Architect** — build and maintain your job architecture and know how your people can close skill gaps at the individual, team, and org. level.
- ✦ **Headless access** — Connect to wherever employees already work (e.g., Teams, Slack, Salesforce, ServiceNow, your intranet)

Can be purchased with or without Learn+ or Elevate+

Readiness Agents

Adaptive Action

Agent packs (purchased individually)

Pre-built solutions that continuously drive specific business outcomes

- ✦ Embark Navigator
- ✦ Dynamic Goals
- ✦ Proactive Coaching
- ✦ Internal Mobility
- ✦ Workforce Insights
- ✦ Workforce Value
- ✦ Future of Work

CUSTOM — Built by Cornerstone engineers with the customer. Every engagement is unique.

Requires Intelligence+
Sold as individual agent packs
Can be purchased with or without Learn+ or Elevate+

Our offerings to simplify customer journeys towards **Workforce Readiness**

**Continuous
Workforce
Readiness**

**Saba
SumTotal
(Evolve Program)**

Our offerings to simplify customer journeys towards **Workforce Readiness**

**Continuous
Workforce
Readiness**

**Cornerstone
LMS**

Our offerings to simplify customer journeys towards **Workforce Readiness**

**Continuous
Workforce
Readiness**

**Cornerstone
Learning
(LM/ LX)**

Our offerings to simplify customer journeys towards **Workforce Readiness**

**Continuous
Workforce
Readiness**



Learn+

- Learning (LM/LX)
- Content
- Extended Enterprise
- Assistants and Agents

Our offerings to simplify customer journeys towards **Workforce Readiness**

**Continuous
Workforce
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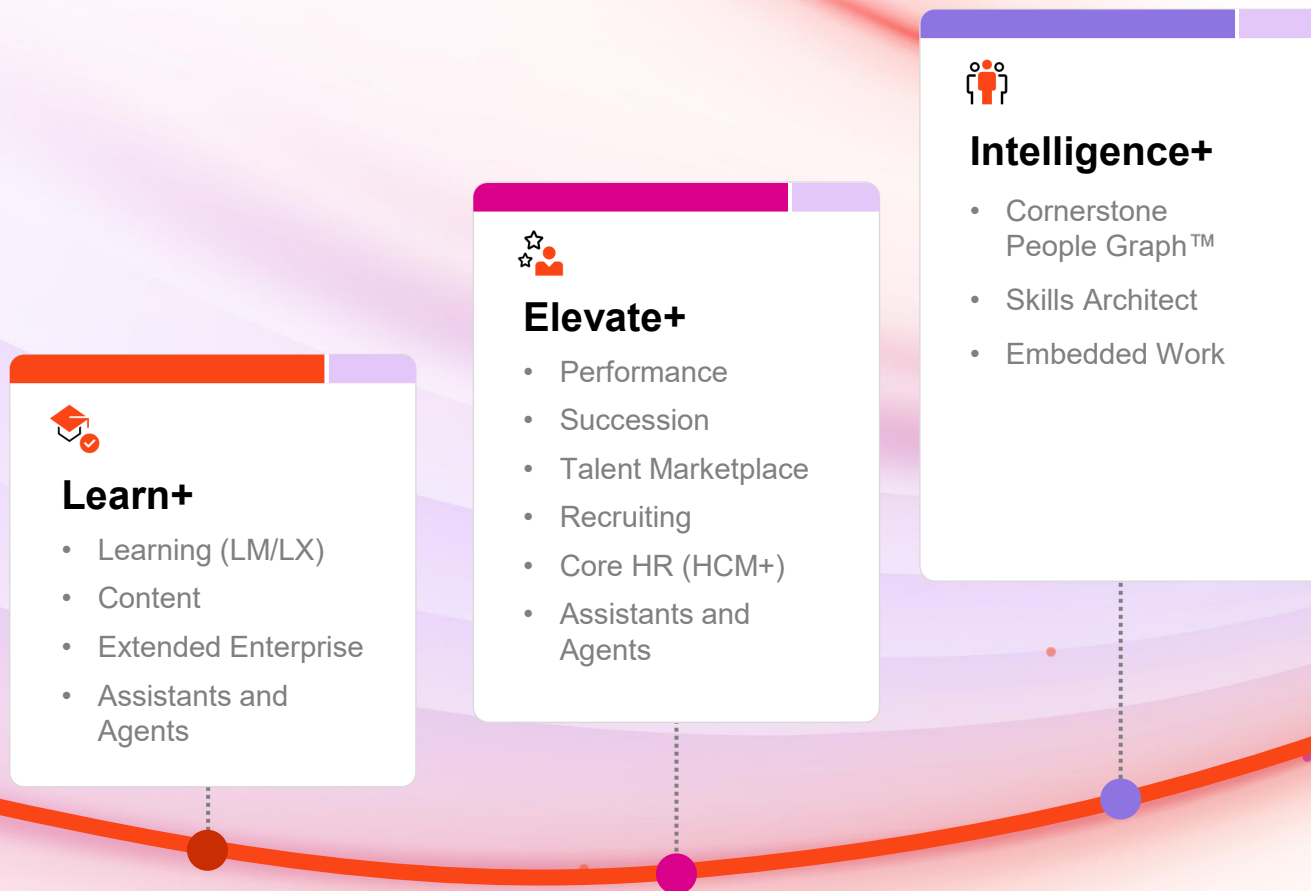


Elevate+

- Performance
- Succession
- Talent Marketplace
- Recruiting
- Core HR (HCM+)
- Assistants and Agents

Our offerings to simplify customer journeys towards **Workforce Readiness**

Continuous Workforce Readiness



Our offerings to simplify customer journeys towards **Workforce Readiness**



Learn+

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Intelligence+

- Cornerstone People Graph™
- Skills Architect



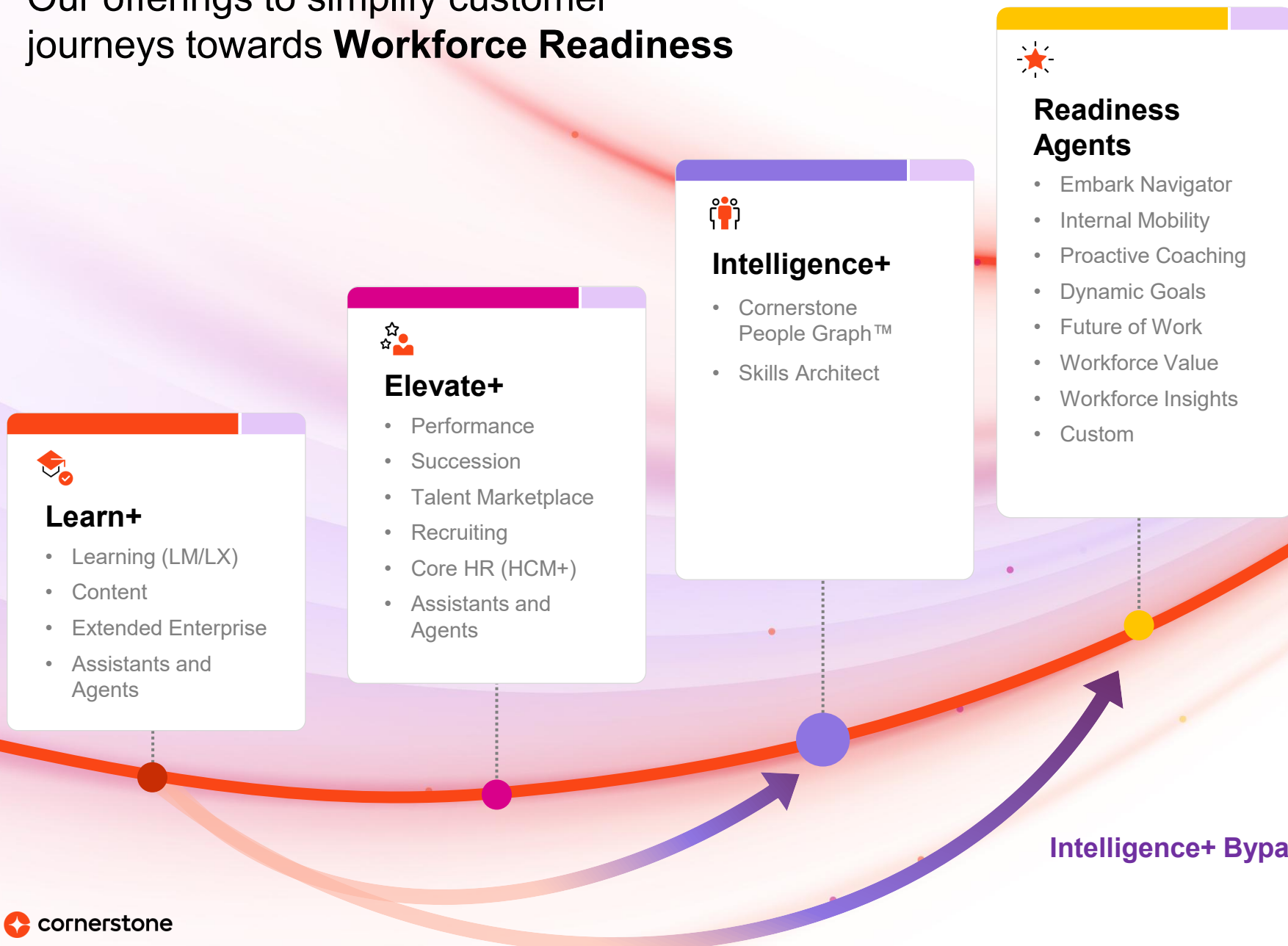
Readiness Agents

- Embark Navigator
- Internal Mobility
- Proactive Coaching
- Dynamic Goals
- Future of Work
- Workforce Value
- Workforce Insights
- Custom

Continuous Workforce Readiness

Intelligence+ Bypass

Our offerings to simplify customer journeys towards **Workforce Readiness**



**Continuous
Workforce
Readiness**

**New logo customers
can start directly at
Intelligence+**

*(Learn+ and Elevate+ are not
required for new customers)*

Building a long-term **partnership**



Supporting our customers **every step** of the way



Thank you

