



Bluewater Learning and Cornerstone: Using Technology to Drive Strategic Talent Management

As the competition for great talent increases, so does the need for a better way to recruit, develop, and retain this talent. For HR, this means transforming previously siloed talent management processes into a unified *strategic* one.

Yet even the smallest HR change often starts, not with action, but with long meetings, headaches, and second-guessing.

It doesn't have to be this way.

One of Bluewater's most powerful offerings—Bluewater Assurance—helps organizations transform their learning and talent management system from siloed to strategic—efficiently, cost effectively, and without all the headaches.

Bluewater Learning and Cornerstone: Aligning Technology and Talent Management to Drive Powerful Business Outcomes

As a Cornerstone partner, Bluewater helps you use your Cornerstone solution to solve business problems, achieve HR goals, and drive platform ROI. Together with Cornerstone, we've helped Kohler, ADP, Bank of America, Toyota, State Farm, and more than 350 other clients leverage the power of the Cornerstone platform to effectively select, implement, and optimize the right talent management strategy to build your dream workforce.

Whether selecting a new system or reconfiguring your existing Cornerstone system to meet new business demands, Bluewater can help. The **Bluewater Assurance** offering is designed to fill the gaps in your team to help you get maximum value from your investment in a system. It's the expertise you need, *when you need it*.

At the core of **Bluewater Assurance** is the **Center of Excellence**, a collection of Business and Technical Service Areas, offered as part of Assurance or as individual projects.

Business Services

USER INTERFACE: Your ROI on Cornerstone depends on people using it. Let Bluewater help you drive strong, consistent user adoption and engagement through improved UX and UI. We can configure and brand your interface, design workflows, and provide ongoing upgrades and maintenance to align with your changing brand.

CONTENT: Learning and engagement depend not just on how content is delivered but how well it meets the needs of employee and organizational goals. Bluewater Learning can help you design a content blueprint and strategy, map competencies, and build programs. We'll also create, curate, maintain, and repair your content, all in service of driving greater engagement, retention, and productivity.

REPORTING: Keeping your workforce competitive, engaged, and aligned with your organization's goals takes not just information but insight. Bluewater's reporting services increase visibility into every aspect of your workforce. We'll help you design custom reports, access analytics, and use Cornerstone's wealth of data to plan for a stronger future and achieve your goals.

PROCESS: Every successful journey starts with a map. Implementing and deploying a talent management platform

is no different. Bluewater's process services are designed to help you create a practical, actionable, customized plan to drive your learning, performance, succession, governance, and change management changes to success now and later.

Technical Services

ADMINISTRATION: Free your staff to focus on value-added HR work, like analysis, strategy, and ensuring today's—and tomorrow's—workforce can meet business demands. Let Bluewater manage those time-consuming Cornerstone administration tasks, from administrator training and enablement, to file loading, configuration, and more.

DATA: Better decision making starts with better data. Bluewater's data services help you take care of your most valuable source of insight. From dashboard development to consulting, cleanup to review, we'll help you make sure you get the most from your Cornerstone data.

TECHNOLOGY: Cornerstone's incredible power comes with a price: complexity. Bluewater's technology services help you effectively leverage Cornerstone capabilities so you can direct your IT resources toward more strategic projects. We'll manage configuration, security and accessibility, issue and feature reviews, releases and upgrades, integration, webservices, and system optimization.

About Bluewater

What if you had the resources and expertise you need to actually solve company business problems with your learning and talent management system? With experts spanning across user experience, content, administration, process, technology, data, and reporting, Bluewater has you covered. We fill the gaps to provide you all the people and talent you need to optimize and maintain the system of your dreams - without adding staff. We can be as involved as you need in making your system a success – from advising, to guiding you through the process, to doing the work you need so that you can keep your learners on track. Since 2003, organizations have put their faith in Bluewater for learning and talent solutions that develop their people further, and drive their business forward.

About Cornerstone

Cornerstone is a global leader in cloud-based SaaS solutions that empower companies to make smarter workforce development decisions at every phase of the employee lifecycle. From recruiting to succession, Cornerstone's unified talent management suite enables stronger, more data-driven choices to help build more impactful teams and address the needs of an evolving global workforce.



Cornerstone OnDemand is the global talent management software provider that is pioneering solutions to help organizations realize the potential of the modern workforce. csod.com/marketplace/bluewater

