

Connect performance, learning, and compensation in one talent platform

TraineryHCM™ is a powerful software suite that transforms talent management. You can connect learning solutions, performance, and compensation management in one powerful, role-based platform, breaking down silos and improving organizational efficiency.

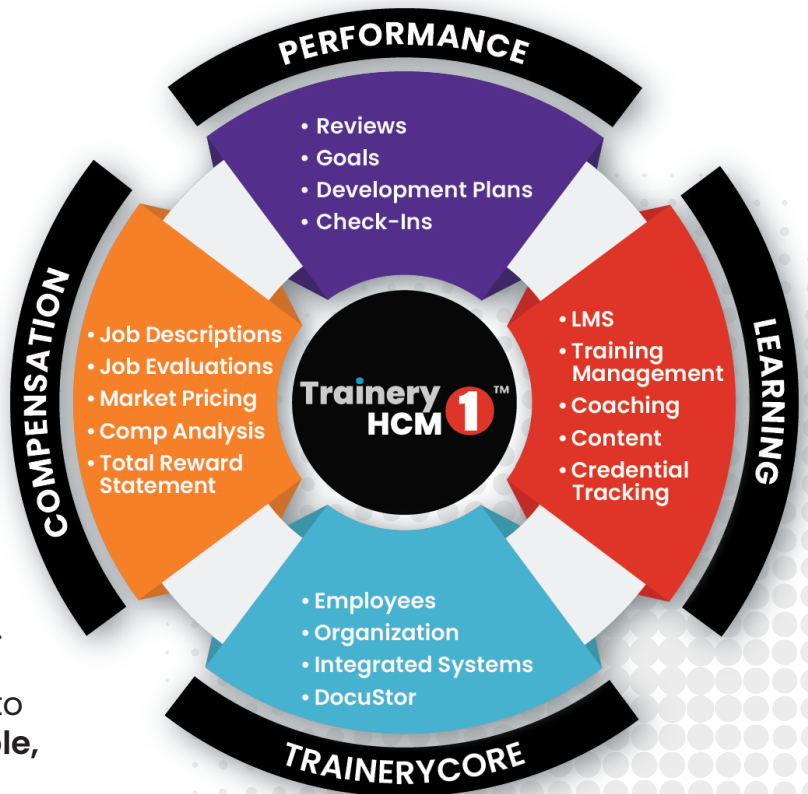


Schedule a Demo
TraineryHCM.com/
Demo

Onboard-2-Offboard

A Unified Platform for People, Performance, and Process

TraineryHCM™ is not just better software – it's about designing for better connection. Organizations that use TraineryHCM have transitioned from disconnected processes to an integrated platform that connects people, performance, pay, and growth.



Potential starts here.



Talent Management Technology to Help Businesses Grow

At TraineryHCM™, we connect talent development across software solutions to help organizations achieve and exceed their goals. We help you accelerate learning, improve performance, transform HR, and get compensation right.

Built to move as fast as you do

Get up and running in days

No internal IT infrastructure is required. Our software runs across all devices and platforms, providing 24/7 access for your workforce, regardless of where they work.

Smooth onboarding

Our onboarding process is built on experience, advancing the speed, efficiency and reliability of user adoption.

Secure & speedy delivery

Hosted on AWS, the world's largest cloud-based platform with industry leading threat intelligence & security. Data is encrypted at rest & in transit.

Continuous feature development

We are committed to continuously providing new software solutions, features, and benefits to help you stay competitive, improve employee engagement, and quickly adapt to market changes.

Reduced administrator time

Program administrators and teams can reduce manual tasks by up to 80% with AI automated operations.

Scalable to your needs

Start with one or more modules and add solutions as you need them.

Integrated AI: Centralized Platform, Modular Assistance



- ✓ **Enhance performance management**, with competency mapping, skills development, action plans, and tone checks
- ✓ **Personalize employee experiences** with tailored development paths and goal recommendations
- ✓ **Help managers** with individual recommendations to improve daily and long term decision making
- ✓ **Adaptive learning support** with tailored user suggestions to help users achieve greater success
- ✓ **Optimize compensation strategies** with fair, competitive, pay models across roles & markets
- ✓ **Connect systems & workflows** to streamline operations and eliminate data silos

Potential starts here.

Turn performance reviews into growth, development, and pay decisions

PerformSpark helps your employees grow faster, stay longer, and achieve more, all from a unified talent management platform.



Performance reviews can act as key operational triggers for a larger process: a continuous growth cycle that links learning, development, and compensation. Reviews highlight strengths, gaps, and ambitions. Learning addresses specific skill gaps. Compensation fosters growth, turning results into retention and motivation. When part of a unified workflow, each element not only functions independently but also supports the others.

Growth is a process, not just an outcome



Let's make performance reviews work

When people know their effort leads to real growth and reward, they stay motivated. PerformSpark helps you move from process management to growth architect. It's about designing connections, moving from disconnected processes to an integrated platform that links people, performance, learning, reward, and retention.

- ✓ **Reviews aren't one-and-done.** They kick off learning journeys and promotion paths.
- ✓ **Learning isn't random.** It's based on performance insights and delivered in the flow of work.
- ✓ **Compensation isn't siloed.** It reflects clear, documented growth and the behaviors that drive impact.

PerformSpark makes managing performance reviews and employee development easy, effective, and even enjoyable

- ✓ Choose the **right review style** for your team – from 360° Reviews to quick Check-Ins and more.
- ✓ **Set and track goals** at the team and individual level.
- ✓ **Pinpoint an employee's performance vs. potential** using the powerful 9-Box Review to create effective career development plans and position your organization for long-term success.
- ✓ **Develop an organizational skills profile, identify skill gaps, and address missing links** using PIP and IDP learning and development plans.
- ✓ **Leverage AI** summaries, tone-checking, and coaching tools to improve review outcomes.
- ✓ **Reduce time and errors** with built-in reminders, role-based templates, dashboards with tailored KPIs, and real-time reports.



Trusted by HR



Manager Friendly Experience

Built for adoption, with guided prompts, AI-assisted feedback, and clear timelines to keep managers engaged, not resistant.



Faster Time to Value

Go live in under two weeks; start seeing engagement lift before your next reviews.



Proven Impact on Performance Culture

Drive 30%-50% more frequent, higher-quality conversations within the first cycle, improving engagement & retention.



Enterprise Grade Flexibility

Configure review cycles by department, manager, or level – without an engineering degree.



Future Ready

Start with the PerformSpark module and get the TraineryHCM™ centralized platform. When you are ready, integrate the TraineryLEARN module(s) and/or CompBldr® compensation management.



Integrated AI

Centralized Platform, Modular Assistance

Potential starts here.

Move from disconnected processes to a growth-oriented platform



Plan & Align



Review & Coach



Trigger & Follow-Through

- ✓ **Configure Review Types** (Annual, Check-in, IDP) by role, level, or department
- ✓ **Align to SMART Goals** or Competencies
- ✓ **Launch Cycles** with automated reminders
- ✓ **TRAI™** artificial intelligence suggests optimal review timing based on prior feedback patterns & engagement history
- ✓ **Managers** receive structured prompts, feedback examples, and progress nudges
- ✓ **TRAI™** recommends talking points based on historical reviews, goals & conversational themes
- ✓ **Past Review Summaries**, goal lookbacks, & team calibration insights
- ✓ **HR Dashboards** provide real-time visibility into completion, quality & risk areas
- ✓ **Assign Development Plans or Learning Paths** based on review results
- ✓ **TRAI™** suggests relevant courses or coaching modules from TraineryLEARN
- ✓ **IDPs** flow into L&D and performance flags routes to pay calibration in CompBldr™
- ✓ **Close the Loop** with data flowing across performance, pay, and learning – powered by TraineryCORE

PerformSpark Features

Reviews & Cycles

- ✓ 360° Reviews
- ✓ Ongoing/Check In Reviews
- ✓ Goal Management
- ✓ 9 Box Reviews
- ✓ IDP
- ✓ PIP
- ✓ Progress Reporting
- ✓ Quarterly, Annual, Custom Cycles
- ✓ Manager Collaboration
- ✓ Review Sign-Off
- ✓ AI Assisted Reviews, including Tone Check

Reporting & Analytics

- ✓ Review Style & Cycle Management
- ✓ Role-Based Reports & Dashboards
- ✓ Employee Portal
- ✓ IDP & PIP Tracking
- ✓ Skills Gap Reports
- ✓ Workflow Analytics
- ✓ High Potential & At Risk Identification
- ✓ Template Management
- ✓ Multiple Export Formats

Administration

- ✓ Drag & Drop Content
- ✓ Attribute/Competency Library
- ✓ Role-Based Participation
- ✓ Review Sign-Off
- ✓ Notifications & Alerts
- ✓ Activity & Compliance Management
- ✓ HRIS Integration
- ✓ AI Assisted Import of Historical Records
- ✓ Centralized Organization & Employee Mgmt
- ✓ Role-Based Modular Access
- ✓ Up & Running in Two Weeks or Less
- ✓ Onboarding Support

Integrations

- ✓ xAPI Integration
- ✓ Zoom
- ✓ MS Teams
- ✓ Mail & Calendar
- ✓ Zapier
- ✓ SCORM
- ✓ Job Descriptions*
- ✓ Compensation*
- ✓ Training Integration*
- ✓ L&D*
- ✓ Course Assignment*
- ✓ Coaching*

* TraineryHCM Modular Solutions



All the tools you need for fair & transparent pay structures

CompBldr® is a comprehensive, multi-module Compensation Management Software that makes your job easier with tools to automate essential functions, create job descriptions, build pay structures, and gain the competitive insight you need.



Changing the way you look at job descriptions, job evaluation, and compensation.

Create Great Job Descriptions

- ✓ Easily create, manage, and store Job Descriptions
- ✓ Access 11k+ ready-to-go Job Descriptions & editable templates in our library
- ✓ Use side by side views to quickly identify disparities
- ✓ Be confident that your Job Descriptions include the data required to form an effective compensation program

Simplify Job Architecture

- ✓ Use AI to manage titles, tailor templates, compare roles, and define competencies
- ✓ Ensure consistency & compliance with built-in logic and rule based automation
- ✓ Design fair, competitive & defensible pay structures

Build Objective Job Evaluations

- ✓ Use a proven 15 factor job evaluation/comparable worth system, without the spreadsheets
- ✓ Create pay ranges & pay grades by positions, pay vs. pay grade ranges, pay grade by job value, and more
- ✓ Get a 360° view of job descriptions, factors, hierarchies, grade levels, and bands

Build Better Workflows

- ✓ Identify, organize, and coordinate tasks
- ✓ Map and optimize workflow
- ✓ Monitor responsibilities & compliance
- ✓ Assign role-based collaborators

Make Informed Decisions Using Competitive Market Data

- ✓ Analyze real-time market surveys & multi-factor variants with point & click tools
- ✓ Skip the time eating spreadsheets. Easily manage large data sets from multiple sources for comparison & benchmarking
- ✓ Assess internal & external pay equity
- ✓ Understand Total Rewards

Data Analytics, Customizable Reports & Great Dashboards

- ✓ Analyze data by job role, location, gender & more
- ✓ Model pay adjustments to desired market position
- ✓ Access dozens of pre-configured and editable reports
- ✓ Easy to use real time KPI dashboards

Tap into the experience of nationally recognized Compensation Experts and HR Professionals.

Potential starts [here](#).

The learning platform that gives you the power to manage **every type of learning**, at **every phase of growth**

TraineryLEARN™ connects learners, training managers, administrators, and L&D teams in a centralized platform. The integrated solution provides organizations with a unified view of their learning ecosystem.



Onboard-2-Offboard



TraineryLEARN CORE Features

CONTENT ADMINISTRATION

- ✓ Build & Assign Courses
- ✓ Track Completion

CONTENT CREATION

- ✓ Add Courses
- ✓ Add Materials/Components

LEARNER MANAGEMENT

- ✓ User Activity Tracking
- ✓ Learning Record & History Management
- ✓ Scores/Grades
- ✓ Record Management & Storage

LEARNER JOURNEY

- ✓ Maintenance of ALL Learning Records
- ✓ Create & Manage Learning Plan
- ✓ Learning Matrix

- ✓ Curriculum Development

- ✓ Content & Assignment
- ✓ Learning Methodology Assignment

- ✓ Tracking, Testing, Compliance
- ✓ Record Storage

LEARNER PORTAL

- ✓ 'My Portal' for Learners
- ✓ Summary View of Learning & Upcoming Programs
- ✓ Related Learning Information Tracking

VIRTUAL INSTRUCTOR-LED TRAINING (VILT)

- ✓ Schedule & Administer VILT Programs
- ✓ Zoom & Teams Interface

SCHEDULER

- ✓ Comprehensive View of Upcoming Events
- ✓ All Learning Methodologies Across Organization

REPORTING

- ✓ Standard & Customizable Pre-Built Reports
- ✓ Flexible Terminology & Configurations
- ✓ Custom Report Development
- ✓ Real-Time, Role-Based Dashboards
- ✓ Guest Timed Access/Tracking
- ✓ Brand Customization
- ✓ Report Exports in Multiple Formats

Boundless configurability to adapt to your business needs

Your TraineryLEARN platform is customized to the modules you select

TraineryLMS®

Feature-rich LMS to close training gaps, engage learners, and deliver results

TraineryChange™

One of the most expansive content libraries in the industry since 1981

TraineryTMS™

Manage Every Style of Learning

TRAINERYCoaching

Effectively Manage the Business of Coaching

TRAKCredentials

License & Credential Management

Every TraineryLEARN™ program comes with a basic set of tools. Add the modules you need – when you need them – to deliver and manage online and offline learning, VILT, coaching, employee training, and blended L&D programs. TraineryLEARN makes managing and scaling learning programs easier as organizational needs grow.

- **The standardized processes** and user interface ensure a uniform experience across users, departments, or teams.
- **Unified data management** provides centralized tracking of progress, performance, and compliance, simplifying reporting and decision-making.
- **Automation and integration** across functions reduces administrative overhead and duplication of effort.

Potential starts here.

TraineryLMS® delivers a comprehensive ecosystem that standardizes and supports delivery, management, tracking, and measurement of online learning processes and programs, regardless of the size of the organization.

Built to succeed



Simple Organization Setup & Onboarding

Adjust your organizational hierarchy to fit stakeholder needs and access.



Flexible User Setup

Setup Learners your way with self-registration, bulk import, or manual addition.



Expert Pre-Built & Custom Management Reports

Ready-to-go tracking and management reports or customize your own.



Automate Communication

Setup automated reminders & notifications for new enrollment, approaching due dates, expiring & completed training.



Ready to Go Content Library

Select from 15,000+ courses across hundreds of HR, employee development, regulatory & sector-based topics.



Easy Course Assignment

Assign content bundles to specific groups and employees, segmenting tasks using branches.



Smart Learner Experience

Define learning paths by group, role, or individual. Learners can view their assignments & course status anytime.



Record Storage for Ease and Compliance

Learning records, credits, certificates and licenses are stored online for 24/7 access & verification.



Integration Ready

Easily transition your historical training records into TraineryLMS or export to your HRIS.



Instructor Led Training

Easily integrate and manage ongoing learning support for ILT programs.



Career Pathing

Integrate learning and performance management to create employee career paths.



Visual Dashboards

Dynamic dashboards present real-time data in visual formats that are easy-to-understand.

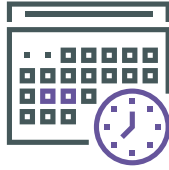
A centralized Training Management System that helps you run your entire training program

TraineryTMS™ is built for corporate internal training and L&D departments, training companies, and individual trainers to manage the business of learning.



Manage Every Style of Learning

Built for comprehensive training management, TraineryTMS gives you one place to track, manage, and report on every type of learning activity & audience.



Schedule Training Events & Resources

Schedule training events and assign instructors, location, resources, materials, and learners with easy-to-use tools and automation.



Gap Analysis Identification

Automatically identify training needs by job, date, and compliance requirements to reduce the risk of missed deadlines or fines.



Backend Training Management Control

Monitor KPIs, track training, forecast needs, create reports, and eliminate burdensome processes with intuitive dashboards for administrators, learners, and trainer activities.



Manage Your Tasks

Prioritize and manage tasks and deadlines to keep everything running smoothly. The integrated communication system includes role-based & individual deadline alerts.



Compliance Made Easy

Simplify compliance management with centralized online record management & storage of training documents, certificates, and regulatory licenses.

Potential starts [here.](#)



An all-in-one platform for managing coaching programs, coaches, and coachees.

TRAKCoaching is built for organizations and coaching companies to effectively manage executive coaching programs, coaches, and coachees.



Manage Coaches

Manage internal & external coaches, profiles, assignments, engagements, schedules & deliverables in one application. Comprehensive analytics let you know how coaches and programs are performing.



Track Coachees

Match coachee and coach, track enrollments and progress, monitor individual goals and milestones, plus store coachee profiles, including assessments, engagements and mobile notes.



Streamline Operations

Monitor KPIs, coaches, coachees, schedules, activity, compliance, clients and customers in one centralized location. Role-based access insures confidentiality and security.



Plan Programs

Create group or individual coaching plans, upload content, set up automatic reminders, and track, manage, and report enrollment, activity & progress status.



Schedule Engagements

Effortlessly schedule events, logistics, coaches, coachees, clients, and customers. Prioritize and manage tasks to keep everything running smoothly.



Mobile Application

Built for on-the-go coaching professionals, users can access the info they need from anywhere, anytime.



We Go



Where
You Go

15K+
COURSES

8
SOLUTIONS

50K+
USERS

300+
CLIENTS

TraineryHCM™ Features

- ✓ A la carte modules
- ✓ Transparent pricing
- ✓ Scalable to your needs
- ✓ No IT infrastructure required
- ✓ Continuous feature development
- ✓ Integration friendly
- ✓ Secure cloud storage
- ✓ Works on desktop, laptop, tablet and smartphone
- ✓ 24/7 accessibility

Smart Artificial Intelligence 

Outstanding Customer Service Satisfaction Rating

With every Trainery solution, you can expect:

- ✓ A smooth onboarding process
- ✓ Knowledgeable customer support
- ✓ Training on feature rollouts
- ✓ Ongoing education with demos, videos, webinars, articles, case studies, and more
- ✓ Expert HR & Compensation Consultants available
- ✓ Diamond Award-Winning Leadership, Organizational Development & Employee Training Experts

Call 800.397.5215 to find a talent management solution that fits your needs. info@TraineryHCM.com



Potential starts here.

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