

# Solution Provider Profile

## NovoEd

February 2026



Company At-a-Glance	
Headquarters	San Francisco, CA
Year Founded	2012
Geographic Coverage	Global
Industries	Enterprise organizations in all industries
Website	<a href="http://www.novoed.com">www.novoed.com</a>

## NovoEd Overview and Value Proposition

NovoEd is a comprehensive talent development platform designed to help organizations develop critical capabilities, foster mentoring relationships, and enable skills practice at scale. The company’s integrated platform addresses the full spectrum of talent development through three interconnected products: Learn+, Mentor+, and Practice+, all powered by NovoAI capabilities.

### Company Overview

Founded in 2012 at Stanford’s Social Algorithms Lab, NovoEd continues its mission to “unlock human potential by connecting people to real learning and each other.” After experiencing challenging growth periods in recent years, the company achieved its strongest first-half performance in company history in 2025, with balanced growth from both expansions and new logo acquisitions, including Takeda, Kohler, Caltech, and The Center for Leadership Studies.

NovoEd’s commitment to excellence has been recognized through numerous awards and accolades, including:

- More than 70 Brandon Hall Group™ Excellence in Technology Awards for best-in-class learning platform and innovative solutions.

- More than 50 Brandon Hall Group™ HCM Excellence Awards representing the company's work with leading organizations across industries.
- Chief Learning Officer Magazine Learning in Practice Awards.
- Gartner Cool Vendor in Learning and Development for an innovative approach to collaborative learning.

## **NovoEd's Platform and Solutions**

NovoEd's talent development platform has evolved significantly, now offering an integrated suite that supports the entire employee development journey. The company's core offerings include:

**Learn+:** The foundational collaborative learning platform that enables cohort-based experiences, fostering community and peer-to-peer learning. Learn+ supports programmatic learning at scale with features including AI-powered content creation, multi-language support through AI translation, skills tracking and development dashboards, and seamless integration with Microsoft Teams and Zoom for blended learning experiences.

**Mentor+:** Launched in December 2024, Mentor+ addresses the critical need for scalable mentoring programs. Built in partnership with the Center for Mentoring Excellence and Lisa Fain, it provides automated matching algorithms, built-in guidance frameworks, session planning tools, pulse checks for relationship effectiveness, and integration with collaboration tools. The platform has already secured notable wins, including Takeda replacing an existing mentoring solution.

**Practice+:** Integrated within Learn+, Practice+ enables scenario-based learning and skill application through iterative practice opportunities. Features include video-based practice scenarios with AI-powered instant feedback on metrics like speech rate and filler words, peer review capabilities, skills-based evaluation, and unlimited practice attempts in a safe environment.

**NovoAI:** The platform's AI layer enhances all products with capabilities, including:

- AI Creation Assistant for automatic course and activity generation from uploaded content.
- AI Learning Assistant for learner support.
- AI-powered feedback and insights across discussions and submissions.
- Automated translation supporting global deployment.
- AI role-play scenarios for dynamic practice (planned 2026).

## Value Proposition

NovoEd's integrated talent development platform offers significant benefits for enterprise organizations:

- **Platform efficiency.** Single technology stack replacing multiple point solutions, reducing administrative burden and technical complexity while providing unified analytics and reporting across all talent development initiatives.
- **Scale and global reach.** AI-powered translation capabilities supporting multiple languages, enabling global organizations to deliver consistent experiences across diverse workforces. The platform successfully scales from programs with hundreds to tens of thousands of participants.
- **Measurable business impact.** Analytics dashboards tracking skills development, engagement metrics, and program effectiveness. Organizations report improved retention rates and accelerated time-to-productivity.
- **Reduced administrative burden.** AI-powered content creation reduces course development time, automated matching for mentoring programs and integrated facilitation tools streamlining program management.

## Target Marketing and Positioning

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### Ideal Customer Profile

NovoEd targets enterprise organizations with 10,000+ employees, though their sweet spot remains larger enterprises. Key characteristics include:

- Culture of continuous learning with published learning goals.
- Mature learning organizations with dedicated L&D teams.
- Leaders who drive rather than just execute learning initiatives.
- Need for organizationally led, high-touch, high-impact programs.

### Use Cases

NovoEd excels in strategic, high-value learning initiatives, including:

- Leadership development.
- Employee onboarding (especially for distributed workforces).
- Sales enablement.
- Functional upskilling and rapid reskilling.

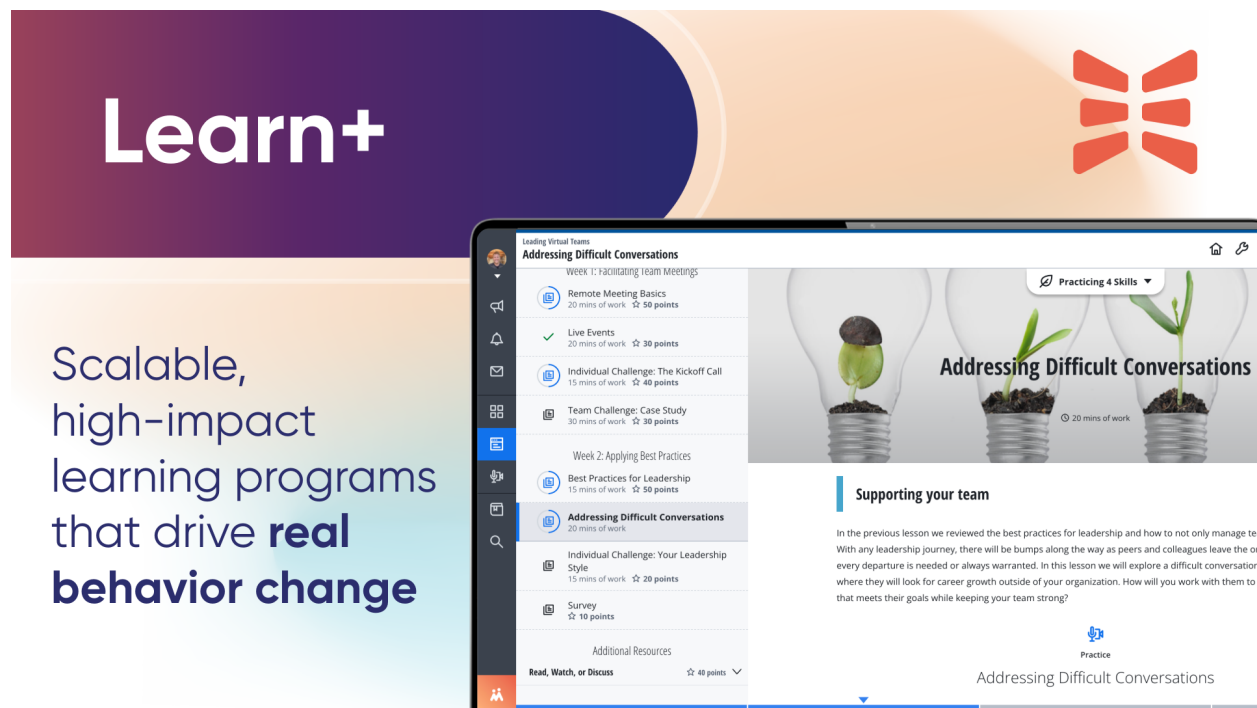
- Innovation and design thinking.
- Digital transformation initiatives.
- Diversity, equity, and inclusion programs.

## Recent Performance and Growth

NovoEd demonstrated strong momentum in 2025:

- Best first-half performance in company history
- 87% gross retention rate
- Over 100% net retention rate
- Successful multi-product deals that demonstrate market acceptance of the platform strategy

## Screenshots



**Learn+**

Scalable, high-impact learning programs that drive **real behavior change**

**Addressing Difficult Conversations**

Week 1: Facilitating Team Meetings

- Remote Meeting Basics 20 mins of work ☆ 50 points
- Live Events 20 mins of work ☆ 30 points
- Individual Challenge: The Kickoff Call 15 mins of work ☆ 40 points
- Team Challenge: Case Study 30 mins of work ☆ 30 points

Week 2: Applying Best Practices

- Best Practices for Leadership 15 mins of work ☆ 50 points
- Addressing Difficult Conversations 20 mins of work
- Individual Challenge: Your Leadership Style 15 mins of work ☆ 20 points
- Survey ☆ 10 points

Additional Resources

Read, Watch, or Discuss ☆ 40 points

Practicing 4 Skills

**Addressing Difficult Conversations**

© 20 mins of work

**Supporting your team**

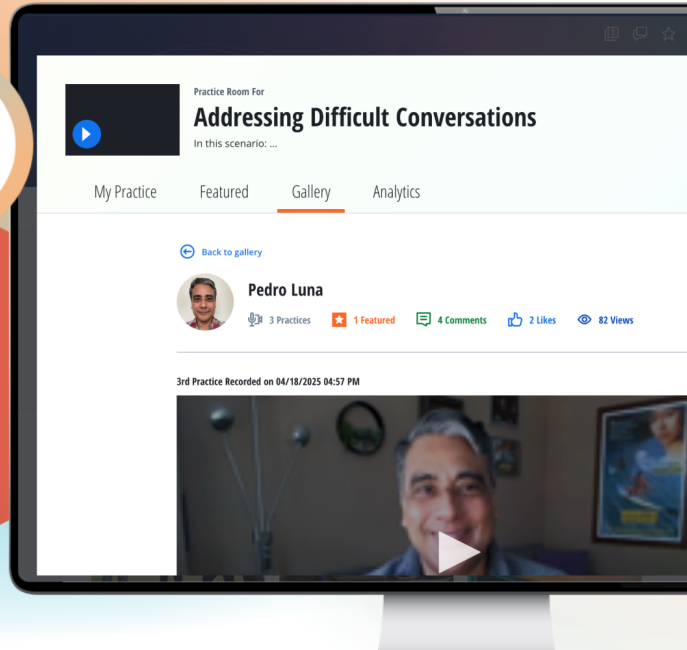
In the previous lesson we reviewed the best practices for leadership and how to not only manage tea With any leadership journey, there will be bumps along the way as peers and colleagues leave the or every departure is needed or always warranted. In this lesson we will explore a difficult conversation where they will look for career growth outside of your organization. How will you work with them to that meets their goals while keeping your team strong?

Practice

Addressing Difficult Conversations

# Practice+

Learning and Skill application through **video-based practice scenarios**

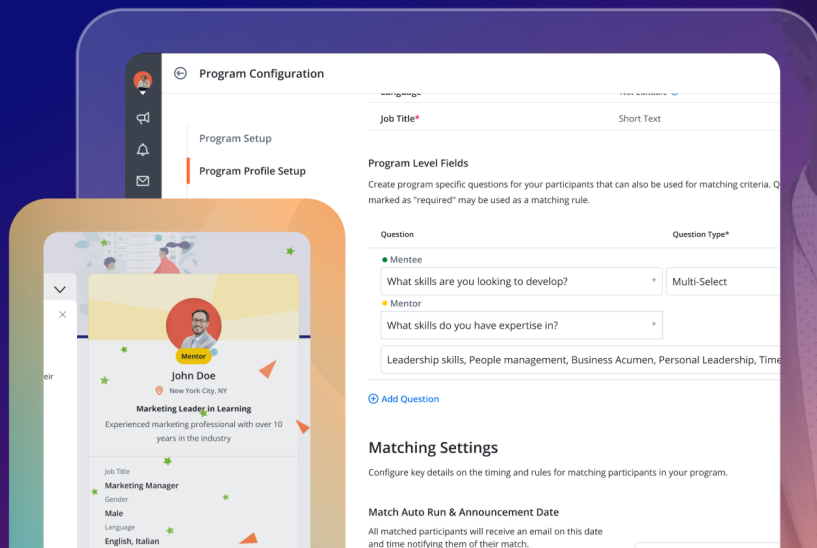


# Mentor+



**Foster development  
Boost engagement  
Cultivate leaders**

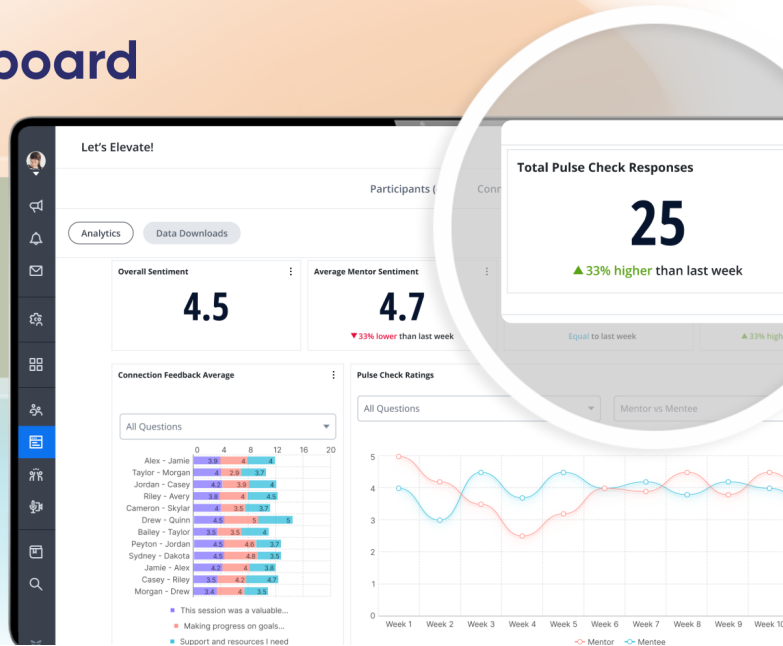
**Your people, more  
connected with  
Mentor+**



# Analytics Dashboard

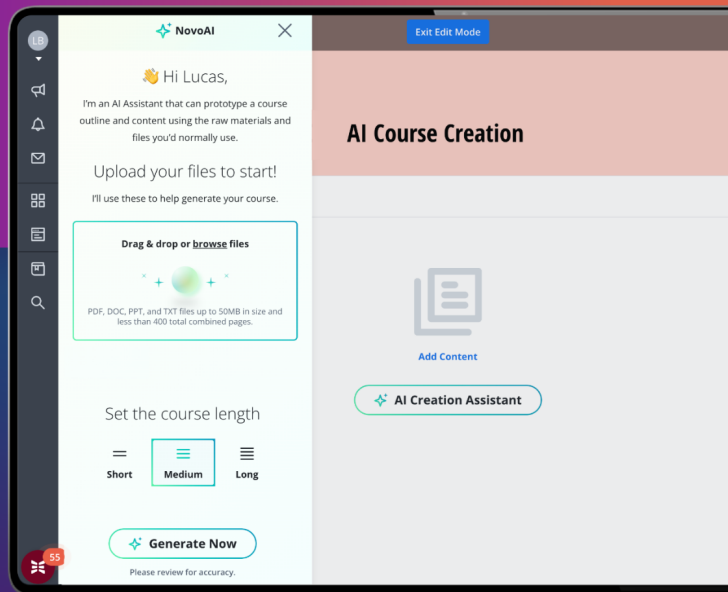
Real-time Analysis >>>

Monitor and adjust programs to align with goals



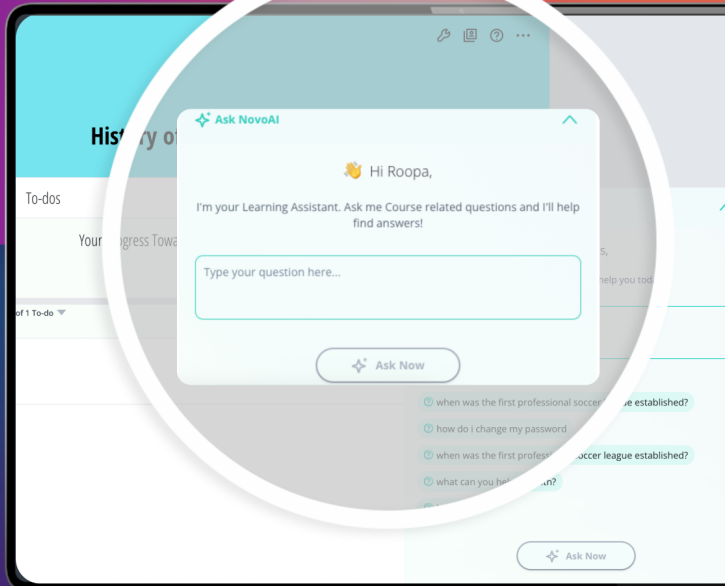
# AI Creation Assistant

Accelerate course design with AI support



## AI Learning Assistant

Adaptive AI helper to keep learners on track



Instant translations for global impact



## AI Translation

All screenshots provided by NovoEd.

## Analysis by Brandon Hall Group™

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### Situational Analysis

Learning technology is rapidly evolving at a time when organizations desperately need capabilities like those offered through NovoEd's Learn+, Mentor+, and Practice+ products. Organizations face mounting pressure from multiple directions:

- The rapid advancement of AI creates both opportunities and competitive threats.
- Budget constraints are driving consolidation of technology stacks.
- The persistent challenge of proving learning's impact on business outcomes.

Traditional approaches to learning, whether through LMS, LXP, or cobbled-together point solutions, are proving inadequate for the pace and scale of change required.

The market is experiencing a critical shift from knowledge transfer to capability development. Organizations are recognizing that traditional e-learning completion certificates don't translate to performance improvement, creating demand for solutions like Practice+ that verify actual skill application.

Similarly, the war for talent has elevated mentoring from a nice-to-have program to a strategic imperative for retention and development, yet most organizations still manage these relationships through spreadsheets and email — a gap that Mentor+ is designed to address. The need for programmatic, cohort-based learning experiences that Learn+ enables has become particularly acute as organizations struggle to maintain culture and connection in hybrid work environments.

### Challenges to the Business

The fragmentation of learning technologies forces L&D teams to juggle separate systems for different needs — an LMS for compliance, an LXP for self-directed learning, point solutions for mentoring, and specialized platforms for skills practice. This fragmentation is precisely what integrated platforms combining Learn+, Mentor+, and Practice+ capabilities aim to resolve.

The challenge of scale versus quality presents another critical pain point. Organizations can deliver e-learning to thousands but struggle to maintain engagement and ensure application. Instructor-led training delivers quality but can't scale economically. Solutions like Learn+ that enable cohort-based learning at scale, enhanced by Practice+ for skill verification, offer a potential resolution to this long-standing trade-off. Meanwhile, high-value development programs like mentoring remain stubbornly manual and limited to small populations, even as platforms like Mentor+ demonstrate that relationship-based development can be scaled without losing the human element.

Organizations see the potential for AI to revolutionize learning but struggle to move beyond pilot projects. They need AI capabilities embedded throughout the learning experience — from content creation in Learn+ to feedback in Practice+ to matching in Mentor+ — rather than as standalone tools requiring separate implementation and governance.

## Implications for the Business

Organizations maintaining fragmented learning systems face escalating costs and declining L&D productivity. Every hour spent integrating systems, reconciling data, or managing vendor relationships is an hour not spent on strategic talent development. Platforms that combine Learn+, Mentor+, and Practice+ capabilities into a unified experience can redirect these resources toward value creation.

The inability to scale high-impact development approaches has profound talent implications:

- When mentoring programs like those enabled by Mentor+ remain limited to high-potentials, organizations miss opportunities to improve retention and engagement across broader populations.
- When skills practice remains confined to expensive simulations or risky on-the-job training, organizations face quality issues and customer satisfaction challenges that Practice+ scenarios could prevent.
- When collaborative learning experiences that Learn+ enables remain boutique offerings for senior leaders, organizations fail to build the broad-based capabilities needed for transformation.

Perhaps most critically, organizations that cannot demonstrate learning's business impact face budget pressure and credibility challenges. Without integrated analytics across learning, mentoring, and practice activities, L&D struggles to show how development investments translate to performance improvement. The data fragmentation from managing separate systems makes it nearly impossible to track an individual's complete development journey or measure program effectiveness holistically.

## Questions to be Answered by the Business

To navigate this complex landscape and evaluate integrated solutions effectively, organizations must address several questions about their readiness for platforms that combine NovoEd's Learn+, Mentor+, and Practice+ capabilities:

- **How integrated does our talent development approach need to be?** Can we continue managing separate initiatives for learning, mentoring, and skills

practice, or do we need the synergies that come from platforms where Learn+ courses incorporate Practice+ scenarios and Mentor+ relationships reinforce both?

- **What is our true capacity for scaling high-touch development?** If we could deliver cohort-based learning through Learn+ to thousands instead of dozens, or manage mentoring relationships through Mentor+ at enterprise scale, how would that change our talent strategy?
- **How critical is skills verification versus knowledge confirmation?** If our competency requirements demand proof of capability, not just completion, do we need Practice+ environments where learners can demonstrate proficiency before high-stakes situations?
- **Can we justify maintaining multiple specialized systems?** When platforms can combine Learn+ for programmatic learning, Mentor+ for relationship development, and Practice+ for skill application, what is the rationale for maintaining separate point solutions?
- **How will AI transform our L&D operations?** As AI capabilities become embedded in platforms — from content creation in Learn+ to intelligent matching in Mentor+ — are we prepared to reimagine L&D roles and processes, or will we resist this transformation?
- **What level of global consistency versus local flexibility do we need?** Can platforms with AI-powered translation in Learn+ and cultural adaptation in Practice+ scenarios meet our global needs, or do regional differences require separate solutions?

The answers will determine whether organizations can achieve the scale, impact, and efficiency that modern talent challenges demand.

## **NovoEd as the Answer**

NovoEd's emergence as a comprehensive talent development platform directly addresses the convergence of critical market forces: the demand for technology consolidation, the need for measurable business impact from learning investments, and the imperative to scale high-quality development experiences globally. By integrating programmatic learning, mentoring, and practice capabilities with embedded AI throughout, NovoEd offers a unified solution that eliminates the friction and inefficiency of managing multiple disparate systems.

## Learn+: Redefining Programmatic Learning at Scale

Learn+ represents the evolution of NovoEd's core collaborative learning platform, but its current capabilities extend far beyond traditional cohort-based learning. The platform's ability to support programs ranging from intimate leadership cohorts to massive global deployments of 20,000+ participants addresses a critical gap in the market where organizations struggle to maintain quality and engagement at scale.

The AI Creation Assistant changes the economics of course development. As demonstrated in an engagement with Baptist Memorial Healthcare, L&D teams can upload existing PowerPoints, documents, and recordings, and the AI generates complete learning experiences with appropriate pedagogy, activities, and assessments. The AI understands instructional design principles and creates interactive elements that promote application and peer learning. The September 2025 release, adding automatic activity generation, further reduces the time from concept to deployment.

Critical for global enterprises, the AI-powered translation capabilities enable true democratization of learning. Organizations like 3M no longer need to create separate programs for different languages. Learners can engage in discussions where participants contribute in their preferred language, with real-time translation maintaining the collaborative experience.

The skills tracking and analytics capabilities address the C-suite demand for demonstrable ROI from learning investments. Unlike traditional completion-based metrics, Learn+ tracks skill progression at the individual and organizational level, connecting learning activities directly to capability development. The platform's analytics dashboards provide insights into content effectiveness, engagement patterns, and skill gaps, enabling data-driven iteration and improvement.

The integration with Microsoft Teams and Zoom transforms Learn+ from a destination to an embedded experience. Live sessions automatically sync with calendars, attendance is tracked without manual intervention, and recordings flow back into the platform with AI-generated transcripts and summaries. This reduces the administrative burden that often undermines program success.

For buyers, Learn+ offers compelling advantages:

- **Reduced development costs.** AI-assisted creation can reduce course development time by 60-70%, allowing L&D teams to focus on strategy rather than production.
- **Global scalability.** Single programs can serve multilingual audiences without multiplication of effort or cost.

- **Improved engagement.** Cohort-based structure with peer interaction shows 2-3x higher completion rates than self-paced e-learning.
- **Business alignment:** Skills-based tracking directly connects learning investments to capability development priorities.

## **Mentor+: Scaling Relationship-Based Development**

Mentor+ addresses one of the most challenging aspects of talent development: creating and managing mentoring relationships at scale. Launched in December 2024 with general availability in May 2025, the platform has already demonstrated market traction with wins like Takeda choosing to replace their existing mentoring solution.

The partnership with the Center for Mentoring Excellence and Lisa Fain provides crucial differentiation. Rather than simply matching mentors and mentees, Mentor+ embeds best practices and guidance frameworks that ensure relationship success. This includes structured session templates, goal-setting tools, and conversation guides that address the common failure point where matched pairs don't know how to make the relationship productive.

The matching algorithm sophistication goes beyond simple attribute matching. Administrators can weigh multiple factors (department, skills, experience level, geography) and specify whether matches should be within or across these dimensions. The platform supports traditional one-to-one mentoring and innovative models like mentoring circles and reverse mentoring. It handles the administrative complexity of managing hundreds or thousands of simultaneous relationships.

The pulse check system provides unprecedented visibility into program effectiveness. Rather than waiting for end-of-program surveys, administrators receive real-time feedback on relationship health, enabling intervention when relationships aren't progressing. This data also feeds into program improvement, identifying which matching criteria and program structures yield the best outcomes.

Integration with the broader platform creates unique value. Mentoring can be embedded within leadership development programs, with mentors having visibility into their mentees' learning progress and assignments. For buyers, Mentor+ delivers significant value:

- **Administrative efficiency.** Automated matching and program management can reduce administrative burden significantly compared to manual processes.
- **Scalability.** The platform can manage thousands of simultaneous relationships with the same administrative resources typically required for dozens.

- **Measurable impact.** Analytics demonstrate mentoring’s contribution to retention, promotion rates, and skill development.

### **Practice+: Bridging the Knowing-Doing Gap**

Practice+ addresses the fundamental challenge that most learning fails to transfer to workplace performance. By providing safe, repeatable practice environments with AI-powered feedback, the platform enables learners to build confidence and competence before high-stakes situations.

The video practice capabilities with AI feedback enable learners to practice presentations, difficult conversations, sales pitches or customer interactions and receive immediate feedback on verbal and non-verbal performance. The AI analyzes speech patterns, filler words, pacing, and even emotional tone, providing coaching that would typically require expensive human observers.

This 2025 product enhancement enables AI identification of key phrases and concepts to avoid adds sophisticated scenario management. For example, in compliance training, the system can verify that learners mention required disclosures while avoiding problematic statements. This moves beyond simple completion to verified competence.

Peer feedback capabilities create powerful learning moments. Unlike traditional role-plays limited to small groups, Practice+ enables asynchronous peer review at scale. Learners benefit from seeing multiple approaches to the same scenario, while reviewers develop critical evaluation skills. The skills-based feedback framework ensures reviews are constructive and aligned with learning objectives.

The unlimited practice attempts with progress tracking address the reality that skill development requires repetition. Learners can practice until confident, with the platform tracking improvement over time. This is particularly powerful for high-stakes skills like leadership conversations or technical procedures where mistakes in real situations carry significant costs.

Integration with Learn+ and Mentor+ multiplies impact. Practice scenarios can be embedded within courses, with performance data informing personalized learning paths. Mentors can review practice attempts, providing targeted coaching based on observed performance rather than self-reported challenges.

### **For buyers, Practice+ offers compelling ROI:**

- **Accelerated proficiency:** Structured practice with feedback reduces time-to-competence for complex skills.
- **Risk mitigation:** A safe practice environment prevents costly mistakes in customer interactions, compliance situations, or safety procedures.

- **Scalable coaching:** AI feedback provides consistent, objective evaluation without human resource constraints.
- **Performance verification:** Unlike traditional training, Practice+ provides evidence of capability, not just completion.

## **NovoAI: The Intelligence Layer Transforming Everything**

NovoAI isn't a separate product but an intelligence layer that enhances every aspect of the platform. This embedded approach means AI capabilities are contextually aware and purposefully designed for specific L&D workflows rather than generic applications.

The AI Learning Assistant that launched in September 2025 exemplifies this approach. Rather than a simple chatbot, it understands course context, learner progress, and organizational objectives. It can answer questions about content, provide additional examples, and guide learners to relevant resources. Importantly, it reduces the facilitation burden on instructors who typically spend 40% of their time answering repetitive questions.

The AI role-play capabilities planned for release in 2026 will enable dynamic, conversational practice scenarios. Learners will engage with AI personas that respond naturally to different approaches, creating genuinely challenging practice experiences. With support for multiple languages and cultural contexts, this addresses the need for localized soft skills development on a global scale.

The AI's ability to generate insights from discussions and submissions provides visibility into learning effectiveness. Rather than manual content analysis, the AI identifies themes, knowledge gaps, and areas of confusion across hundreds of participant contributions. This enables real-time course correction and content refinement.

## **Platform Synergies and Strategic Value**

The true power of NovoEd emerges from the integration of these components. A leadership development program might begin with cohort-based learning in Learn+, include practice scenarios for difficult conversations, and pair participants with senior leader mentors. Data flows between components, with performance in practice informing mentoring conversations and mentor feedback guiding additional learning.

This integration addresses the market demand for fewer vendors and simplified technology stacks. NovoEd's ability to replace separate learning, mentoring and practice solutions while potentially displacing the LMS for strategic development programs offers significant consolidation opportunity.

The platform's flexibility to support both standalone and integrated deployments provides a pragmatic adoption path. For example, organizations can start with Learn+

for leadership development, add Mentor+ for high-potential programs, and expand Practice+ for sales enablement. Each addition strengthens the overall value proposition while maintaining unified administration and analytics.

For enterprise buyers, NovoEd represents an opportunity to fundamentally elevate talent development impact. The combination of collaborative learning, structured mentoring and deliberate practice with AI enhancement throughout creates development experiences that drive measurable behavior change and business results. NovoEd provides the infrastructure for organizations to develop capabilities at the pace and scale their strategies demand.

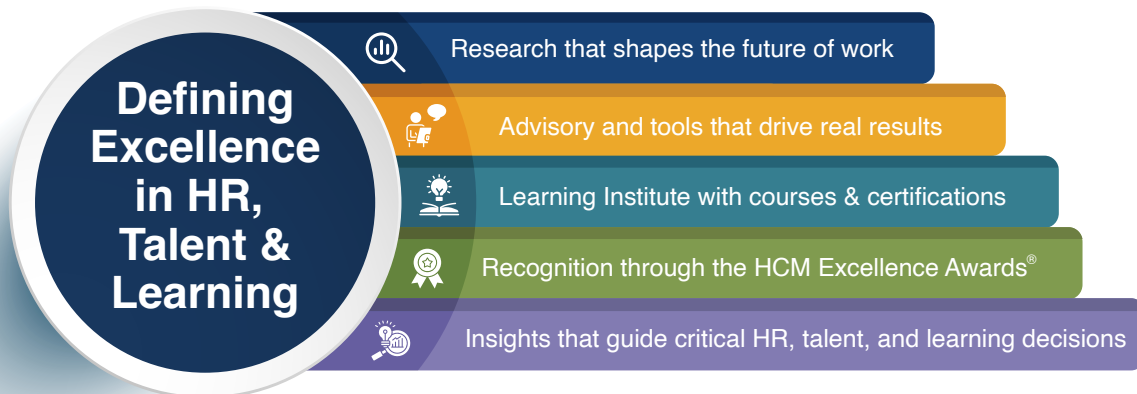
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