

Meet NovoEd

Founded in 2012 out of the Stanford Social Algorithms Lab, NovoEd is an enterprise talent development technology provider that enables organizations to scale high-impact learning, mentoring, and practice. Built on proven learning science, the NovoEd Platform drives engagement, collaboration, and skill application to develop a future-ready workforce.

NovoEd was acquired by Boston-based private equity group Devonshire Investors in 2018. In Devonshire, NovoEd found a financial partner who shares our passion for collaborative learning and our commitment to the corporate learning and development market.

The resources provided by the Devonshire acquisition allows NovoEd to continue our innovation in advancing product functionality, providing full-service customer support, and growing market reach, strengthening our position to deliver on tailored talent development for today's organizations.

Global enterprises rely on NovoEd to foster deep capability-building and continuous workforce transformation at scale – helping them to transform their workforce into their organizations' strategic advantage. Visit NovoEd.com to learn more.



Our Products

Our comprehensive talent development platform enables enterprise organizations to develop employees and retain talent across global workforces.

The NovoEd Platform unites three powerful solutions, each purpose-built to address key talent development areas:

Learn+

Combines real-world practice, collaborative learning, and AI-powered insights to help you build future-ready talent and drive workforce agility.

Mentor+

Empowers organizations to easily integrate highly impactful mentoring initiatives into broader talent development strategies.

Practice+

Equips learners with structured opportunities to practice and improve, while AI-powered feedback and peer input make scaling and managing skill development simple.

These products can stand alone to address specific needs, or work together to unlock greater efficiencies and insights across the talent development ecosystem through shared data, integrated workflows, and a cohesive user experience.

Our Awards

NovoEd is one of the world's top companies disrupting and transforming digital learning and workforce skill development – and is recognized as such by more than 170 industry and analyst awards.



Our Leadership Team

NovoEd's leadership team has broad experience in the enterprise learning and development and technology industries. Our shared passions include organizational transformation and collaborative, high-impact corporate workforce development.



Scott Kinney

Chief Executive Officer, Chairman of the Board

Scott serves as the Chief Executive Officer and Chairman of NovoEd, which was acquired by Devonshire in October 2018. He also leads the education technology team for Devonshire Investors, the private investment arm of Fidelity. Before joining Devonshire in 2017, Scott was the president of Capella University and has served as the chief executive of three other technology services businesses since the late 1990s. Scott is passionate about the potential for innovation and technology to aid the transformation of learning at all levels, particularly for the enterprise and the mid-career learner.

In addition to the field of education technology, Scott enjoys history, photography, and Nordic ski racing. Scott holds a B.A. in geology from Dartmouth College and an MBA from Stanford University.



Farnaz Ronaghi

Co-Founder, Chief Technology Officer

Farnaz designed and built the first version of the NovoEd platform in 2012 at Stanford's Social Algorithms Lab. The project was part of her PhD thesis on collaborative learning at scale, and her research focused on incentives and motivators in online learning environments.

She is passionate about building the next generation of effective, engaging online learning experiences at scale.

Farnaz holds a B.S. in computer science from Sharif University of Technology and an M.S. and Ph.D in management science and engineering; information science and technology from Stanford University.



Todd Moran

Chief Commercial Officer

Todd Moran a learning strategist, business transformation evangelist, and digital workplace expert with more than 20 years of industry experience. His passion and expertise lie in educational technology, digital customer experience, organizational change management, and employee engagement.

His professional career has spanned start-ups to non-profits and large multinationals, and his current role at NovoEd as the Chief Learning Strategist. From the megatrends in learning and enterprise collaboration, to technology evaluation and implementation, to the 'people' side of organizational change and talent development, he covers the gamut of understanding what it takes to enable a successful digital workplace and deep employee engagement.



Derek Sullivan

Chief Operating Officer, Chief Financial Officer

Derek joins NovoEd as a 14-year veteran of parent company, FMR LLC, where he's served in roles of increasing responsibility, including advising the Chairman and CEO of NovoEd, investment decision support activities focused on corporate development, minority investment management process, and the launch of alternative asset management products.

He was also the Head of Global Finance for Pembroke Real Estate, an international real estate advisor for its two principal investors FMR LLC and FIL Ltd, and the Head of Distribution Finance for FIAM LLC. Prior to joining FMR in 2008, Derek held both finance and business roles at several investment management firms in the Boston area.



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