Linking Skills to Recruit, Onboard and Develop for Better Business Outcomes

Build the next generation of HR with delivery of actionable insights utilising our leadership in cognitive solutions and expertise in behavioral science.

Highlights:

- Understand objectively what 'good looks like' in each job role across industries.

- Assess to identify and acquire candidates like your top performers in critical job roles.

- Drive quality of hire and reduce recruitment cost and time.

- Provide targeted onboarding and set realistic job expectations to engage and retain new hires.

- Develop your current workforce to meet the demands of the future and drive business performance.

IBM understands that the following are the top 5 challenges for many businesses today:

- Not understanding how to acquire and retain the talent needed to meet business objectives both now and in the future.

- Increased percentage of organisations that do not have or know all the skills they need within the business to be successful.

- There is a sense of urgency for global organisations to invest in talent management programs to meet their expanding people and business needs.

- Understanding how to quickly address the constant changes in workforce is critical with over 30% of workforce being over the age of 50 and instances of high turnover.

- Closing skills gaps of critical capabilities within businesses to drive business success.

How IBM Can Help

Identify

Use **IBM Competency Frameworks** to identify which skills, knowledge, abilities, and behaviours are required to perform in specific jobs across industries, with clear expectations of what good looks like in the role.

IBM has an extensive skills library with 30 years of results and data. Consulting teams can tailor the library to meet the needs of the specific organisation.

Assess

Assess talent using **IBM Predictive Assessments** that measure against what good looks like, key competencies and skills within job families. These assessments can be part of recruitment to predict future job performance, assess for leadership potential or to support skills gap analysis for development of talent.

In combination **IBM Competency Based Interview Guides** can be used to continue rigor of hire, by assessing whether a candidate has the ability to do the job against the competencies being measured. The automated interviews provide both the questions to ask, and the verb and pronoun structured answers that an interviewer can listen for to make a more objective hiring decision.

Onboard

Use **IBM Onboarding Assessments** to accelerate onboarding of new hires by understanding what motivates them and what their learning style preferences are, which enhances employee and organisational progression.

In combination, **IBM Onboard Accelerator Guides** can be used to help new hires understand what job expectations look like with tools (Goals, Coaching, Learning) to grow, accelerating ramp time and therefore ROI of the new hire. This is a significant driver in engagement and retention.

Develop

Develop talent using both **IBM Competencies** and **IBM Predictive Assessments** to conduct gap analysis to understand the skills gap between the job incumbent's current level of proficiency and what the proficiency level for the role should be. This insight will help with development and align learning with job-relevant skills, knowledge, abilities and behaviours to target individualised training and development activity, as well as with closing the skills gap across the organisation.

Consolidation of workforce and financial business metrics can be used within the IBM Talent Analytics solution to explore further insights and address common questions such as:

- Which competencies drive increased business outcomes in top performers in key job families?

- How to objectively support assessment, performance, succession, and recruitment strategies against consistent and organisationally aligned skills needs?

- How to create focused learning and development plans for the competencies required for individual and organisational success?

- How to make more objective hiring decisions using competency profiles and measure success?

Benefits

- Utilise the industry-leading standardised competency library to identify who in the organisational pipeline is the best fit for each position based on the current competency profile.

- Use predictive assessments to objectively measure competencies to ensure internal and external candidates are fit for the role.

- Utilise the onboarding assessment data and onboarding guides to help in directing new hires' training goals for the first phase of employment.

- Assists employee in the individual development process by providing a gap analysis and development plan of how to be successful (competent) in a current and/or future position.

- Use IBM Talent Analytics to explore and predict relationships between competencies against HR metrics and predict which competencies drive business success to support talent management strategies.

Why IBM

We want to help you take the guesswork out of hiring, engagement, retention—and anything else that affects your workforce. By applying workforce science, we can help you predict and improve individual and organisational performance. Simply put, we bring precision to the human side of work.

People and business are distinct—and so are our solutions. From measuring entry level skills to assessing leadership potential, each person's skills, talent and fit are key to the success of your business. Our offerings provide a deep and powerful, distinct solution across job roles, industries and the many functions in between.

We understand that potential candidates may not be in your back yard—in fact, they may be in another country. That is why we have fashioned our assessments with a global reach. We have consultants located around the world, support staff available at each hour, and a library of languages to help support your organization.

IBM can accommodate the uniqueness of your organisational needs, and can support virtually all types of assessments, including in-person, remote, pencil, paper, desktop, Internet and mobile. We strive to make the experience for each person—from the hiring manager to the test taker—easy, flexible and fun.

For more information

To learn how to build a smarter workforce, visit:
ibm.com/smarterworkforce

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