

Three steps to optimizing your talent development strategy



Respond to today's disruption by building and maintaining a resilient workforce with a focus on your most important asset, your people.

Today, hiring and training are not your only options. Create the agile workforce you need through engaging and developing your current employees. Reskilling the workforce and adapting current roles to support new ways of working will be crucial to building a fit and future proof workforce, one that is resilient and agile.

How to get started:

1

Understand current skills and future strategic skills.

Solution

Identify the skills that are currently in the organization then enhance and enrich the employee experience through AI-enabled methodologies that allow accurate data to drive future skilling strategies.



Results

3-4x

increase in learning consumption. Offering open digital credentials (badges) can keep a workforce engaged and inspired. IBM has experience rolling out +3.5M badges to employees providing visible, verifiable evidence of acquired skills.



2

Close the skills gap. Unlock your internal mobility.

Solution

Design an employee experience that drives engagement while delivering personalized learning and opportunities for reskilling to engage, retain and grow talent.

Results

30 - 50%

higher employee engagement and retention rates for businesses with a strong learning culture as compared to those without one.

3

Use skills data to drive workforce planning.

Solution

Apply automation and AI to increase the speed of identifying and growing the needed skills of the workforce - from acquisition, teaming, career coaching, and retention to meet business growth objectives.



Results

40%

reduction of cost of learning investment (vendors, content, administration and operations) through skills powered decision making.

Ready to get started growing your employees and building engagement? Visit ibm.com/talent-management and begin the journey to developing an agile workforce for tomorrow.

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