

IBM Kenexa Talent Frameworks



Defining the skills you need to build your talent blueprint.

Companies typically struggle with...



Skill gaps in current talent



Retaining the best and brightest



Losing business to competitors



Defining a clear HR strategy

...and we can help with that by:



Providing value throughout the employee life cycle that leads to better business outcomes



Providing industry-specific skills linked to jobs that serve as your organizational blueprint



Engaging with our consulting experts to streamline processes, connect functional groups and link skills to your specific jobs'



Ability to integrate the content with any HR system such as applicant tracking, performance management and learning

Why IBM?

Content

Ensure that workforce skills align with business needs by utilizing our skill-based, industry-relevant job role libraries to understand your talent capability

20
Libraries covering specific industries and general corporate functions

↑ 2,800
Ready-to-use job role descriptions across 184 job families

↑ 2,100
Job-specific competencies with content accelerators

6
types of skills including job-specific technical skills



Consulting

Quickly build organization specific libraries by linking roles to key competencies within the IBM-based content

↑ 30 years
Research combining both quantitative and qualitative data to ensure validity and reliability of content

Trusted Advisors
Help you through the process, turning a daunting task into something achievable

↑ 100
Best-in-class consultants and I/O Psychologists

Train-the-Trainer
Share knowledge and guidance on process to help manage the infrastructure

The Results

Talent Framework programs directly impact business success

Financial and Retail Banking Institution

55,000

Employees

50%

Decrease in job levels to streamline the compensation structure

\$25 Million

Saved in hiring costs

Healthcare Company

600

Employees

20

Different countries

80%

Decrease in job titles to streamline org processes

35 Days

Reduction in time to fill

Global Insurance Provider

60,000

Employees

170

Different countries

96%

Decrease in global job titles

189%

Increase in learning engagement



Learn more.

www.ibm.com/kenexaTF