Predict Workforce Performance and Potential

Integrated assessments and talent consulting from IBM

Pre-hire Highlights:

- Reduce recruiting costs and time to hire

- Concentrate interviewing efforts on high-potential candidates

- Drive organizational performance by increasing quality of hire

Post-hire Highlights:

- Identify the mission-critical talent needed to increase business performance

- Identify and develop potential leaders

- Optimize individual and team performance for current and future needs

IBM® understands that the best differentiator an organization has is its workforce. We also know that hiring and developing the right people has always been, and continues to be, a challenge. Candidate selection can be slow, time consuming and imprecise. Hiring the wrong candidate, selecting the wrong leaders or developing the wrong talent, can be detrimental to the organization. On the other hand, selecting and developing the right talent means better engagement, improved time-to-productivity, lower turnover and greater success for the organization.

Our goal is to help organizations take the guesswork out of their talent decisions, from hiring the right people, to career development, to leadership identification. IBM Kenexa assessments combine the deep expertise of more than 20 years of behavioral science practice with one of the largest content libraries in the industry, to create the right solutions for our clients.

With IBM workforce science and talent consultants, predicting who will be your ideal candidate or who will be your next great executive is no longer a challenge. IBM Kenexa assessments can identify mission-critical talent that you need to develop, help you make data-based hiring decisions, and remove the gut decisions from workforce planning. Our assessments follow industry best-practices and regulation standards, so you can use them with confidence and know your results are not only reliable, but defensible.

Predicting performance is what we do.

The foundation of the IBM talent consulting practice is based upon the individual — what that person has done (skills), what that person can and will do (traits), and what that person wants to do (fit).
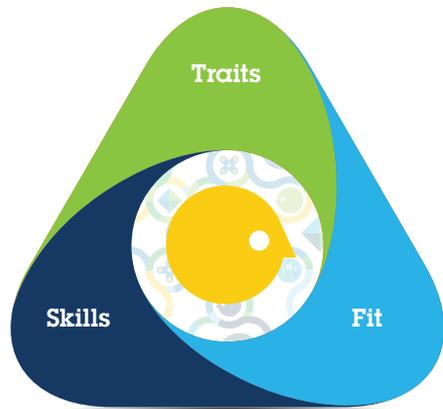
Understanding the individual holistically helps guide what true performance looks like. Assessments predict how the individual fits with a job, team and organization. They also provide guidance on how to best enable individuals and teams to work together across the organization.

IBM offers an expansive portfolio of assessments that assess traits, skills and fit for individuals, managers and leaders. IBM employs a broad spectrum of traits, skills and fit measurements, to develop an appropriate assessment solution for both pre- and post-hire needs.

Pre- & Post-Hire

Groups Types	Measurement Types		
Leaders/Executives	Situational Judgment	Values	Simulations
Managers/ Professionals	Knowledge	Minimum Qualifications	Cognitive Ability
	Motivation	Competencies	Culture Fit
Individual Contributors	Skills	Interests	Personality

The Process

IBM follows a standardized process to develop, deploy and optimize an assessment solution. This process is driven by a dedicated project manager and consultant, to ensure a best-in-class solution and client experience.

Most importantly, IBM strives to understand what success in a given job looks like by studying the individual talent, the job, and the environment. To deliver a best-in-class assessment program that truly impacts business outcomes, IBM provides strategic consulting, technical reports, quarterly adverse impact studies, continuous instrument refinement, yearly business outcome studies, and 24/7 help desk support.

Technology & Integration

IBM assessments are cloud-based, and can be deployed as stand-alone, or integrated with IBM Kenexa Talent Suite (including IBM Kenexa BrassRing on Cloud), or multiple third-party providers. The highly configurable assessment platform offers excellent user-interface, seamless digital experiences, a substantial content library, more than 40 language selections, and intuitive reporting. Integrating assessments into recruitment or talent development technologies can greatly improve outcomes.

Big Data, Analytics & Assessments

Data is becoming the world's new natural resource and the basis for an organization's competitive advantage. Many companies today have generated millions of data points; however, they don't have the right tools or processes to use that data effectively and efficiently. Perhaps the largest amount of valuable data left unutilized is talent data. IBM is committed to helping organizations transform the way decisions are made through descriptive, predictive, and prescriptive analytics, enabling data-driven insights. By utilizing an organization's assessment data combined with other data assets, IBM can help answer critical questions like:

- What is our retention profile?
- How can we improve new hire productivity?
- Where should we invest recruiting budget?
- How should we staff our new location?
- Do we have the right talent to grow our business?

HR can now come to the table armed with these types of insights, to help drive fact-based strategic decision making.

The ultimate goal is to build an assessment that helps select more people like existing top performers and to fully understand the profiles of existing employees for workforce development. Every solution is designed to put the right talent in the right roles to drive business performance.

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 organizational 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. The depth of our offering runs deep and provides a powerful, distinct solution across job roles, industries and the many functions in between.

We understand that potential candidates may not be in your backyard—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 organizational 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