Prepare for the jobs and skills of the future with IBM Watson Talent Frameworks

For more info: ibm.biz/talentframeworks
Is your organization ready today for business tomorrow?

Cybersecurity threats, disruption, digital transformation, reduced budgets, mergers/acquisitions, and changing regulations are challenges your organization faces today. What will tomorrow bring? And will your employees be ready?

A company’s most valuable asset is its human capital. Securing, developing and retaining the right talent with the right skills is as critical as your organization’s bottom line, if not more. Employees’ knowledge and skills must be defined and leveraged to truly drive company success. But, how do you know which skills are needed to optimize your workforce in an ever-evolving landscape?

Implementing a standardized skills and competencies framework can improve employee and organizational success. Additionally, this framework can accelerate the success of your AI projects.

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Define and optimize employee talent — and pave the way for AI-powered HR transformation

**IBM Watson Talent Frameworks**
Establish talent benchmarks across your organization. Curated over 30 years, Watson Talent Frameworks is a ready-to-use library of general and industry-specific job profiles with job descriptions, key responsibilities, technical competencies with behavior-based proficiency descriptions, and additional skill-focused content curated with the help of Watson AI. Watson Talent Frameworks also provides a data foundation that allows you to quickly implement AI applications.

**IBM Watson Talent Frameworks Publisher**
Personalize your skills data and identify skills gaps at the pace of today’s dynamic shifts. Watson Talent Frameworks Publisher is a complete cloud-based skills management solution allowing you to add, edit and customize jobs and skills content and then inventory employee skills against these benchmarks to explore gaps at individual, departmental and organizational levels.

**Need additional support?**
Focused on accelerating job design and competency mapping processes, IBM consulting experts are trusted advisors in helping you integrate customized jobs content, specific to your organization, with applications like SAP SuccessFactors, Cornerstone OnDemand, Workday and more.
Focus on the right skills for your industry

Click the icons below to see how Watson Talent Frameworks can help

**Banking & Financial Services**
Are your employees proficient in driving and supporting mobile banking?

**Construction**
Are you attracting and retaining the best bid managers?

**Consulting Services**
Are well-defined career paths in place for consultants and engagement managers?

**Customer Services**
How do managers coach to improve web-based customer service?

**Education**
Does your organization communicate active learning and classroom management expectations to teachers or instructors?

**Energy**
Are specifications in place to assess capabilities of new field operations staff?

**Foundational Competencies**
What are the core skills required for business success?

**General Corporate Functions**
Do you know which critical skills and organizational knowledge will be lost to retirement in the next 3 to 5 years?

**Healthcare**
Do nurses understand their potential career progression within your organization?

**Hospitality**
Are managers establishing best practices for service excellence and coaching peers on how to exceed customer expectations?

**Information Technology**
Does your team have the skills to manage future cybersecurity threats?

**Insurance**
As agents retire, do you know which employees are ready to take their place?

**IT Hardware**
Are chip developers focused on creativity as much as chip design itself?

**Manufacturing**
Do existing employees have skills that can be developed to support 3D printing practices or robotics?

**Media & Publishing**
Are media managers appropriately focused on addressing customer needs, effectiveness measurement and producing results?

**Pharmaceutical**
How are key skills for compliance specialists defined with your organization?

**Retail**
What interview questions do managers use when hiring seasonal employees?

**Software**
How does your organization identify key skills required for Product Managers focused on new business initiatives?

**Telecom**
Are employees properly skilled in competitive capability, continuous transformation and cross-team integration?

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