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## Highlights

- 90% of organizations believe they do not have the skills for the future.
  - Define the skills you need and what 'great' looks like for every job. They all impact results.
  - Don't waste time becoming competency experts; use the largest industry benchmark of job skill profiles.
  - On average, content development requires more than 40 hours per job title, saving you hundreds or thousands of dollars across an organization.
  - Engage employees in performing their job better with tools and resources that enhance that experience.
  - Increase adoption by publishing in your existing Talent Management tools.
  - Implement a workforce analytics architecture that benchmarks what you need your workforce to do.
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# IBM Kenexa Talent Frameworks

*The blueprint for your workforce*

In order to build a repeatable process or reliable product, you need a design, a pattern, or a blueprint. The same is true when building a workforce. Yet, developing a competency-based skills framework is often avoided because it is deemed too hard, too time consuming and too expensive.

## What is IBM Kenexa Talent Frameworks?

IBM Kenexa leads the field in competency-based, job-specific, functional skills profiles. The IBM Kenexa Talent Frameworks provide a benchmark library that defines job roles and critical skills. It enables you to drive better business outcomes by quickly and clearly communicating what 'great' looks like as the expectation of performance. The IBM Kenexa Talent Frameworks provides an open data architecture of key data elements including: job descriptions and responsibilities, behavioral-based proficiency statements, core competencies and functional technical skills along with skill-specific Coaching Tips, SMART Goals, Interview Questions and Learning References.

## Let our content and trusted advisors help you

The IBM Kenexa Talent Frameworks is a ready-to-use skills infrastructure allowing you to focus on iteration and validation in aligning this to your organization, rather than developing content on your own. On average, skills content development requires more than 40 hours of HR resources' time per job title. Utilizing the IBM Kenexa Talent Frameworks saves you time and money.



Our IBM consulting experts are your trusted advisors to help you simplify current jobs, incorporate any existing content, apply organization-specific goals and establish plans to consistently manage content that can be used across multiple platforms and throughout the employee life cycle.

### Consistent experience throughout the employee lifecycle

The IBM Kenexa Talent Frameworks provides the most current, off-the-shelf resource of skills-based job profiles that can help your employees and managers:

- **Attract the Right Candidates** - Set expectations of success in the job
- **Smarter Hiring Decisions** - Make interview decisions based on capability to do the job rather than gut assumptions
- **Faster Onboarding** - Improve success and retention with accelerated time to productivity
- **Support Management** - Engage in better development discussions with tools to improve trust and performance
- **Increase Engagement** - Provide a clear view of career mobility across the organization
- **Effective Performance Management** - Provide clear and specific criteria for evaluation and growth
- **Target Development** - Deliver prescriptive learning to target actual skill gaps
- **Accurate Compensation Plan** - Quantify pay- or performance with better job descriptions and market benchmarking

*90 percent of organizations do not have all the skills they need to be successful'*

### Delivering Impact within your Organization

The Business Impact of using a Competency Framework has been proven (from Aberdeen Group, IBM & Bersin by Deloitte):

- 17% improvement in Quality of Hire
- 14% improvement in Employee productivity
- 10% reduction in Overall Turnover
- 12% reduction in Recruiting Costs
- up to 189% improvement in Learning
- More efficiency Compensation Budgets through linking pay to Skills & reduced job titles
- Faster and more efficient Onboarding accelerating revenues, customer satisfaction and ROI on headcount

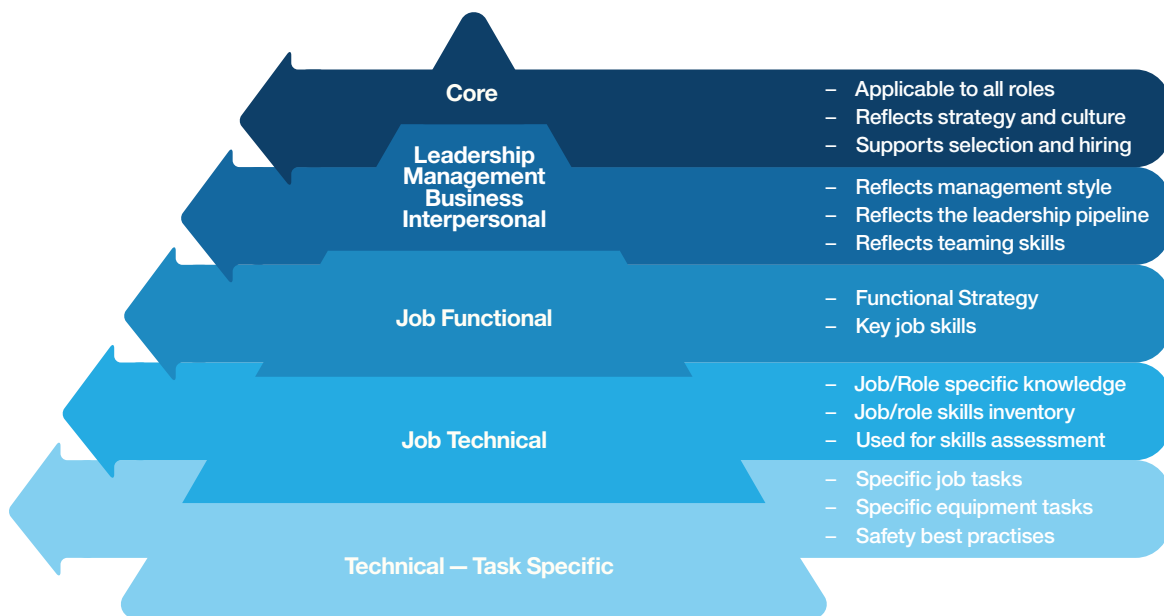
### Maintaining and Keeping it Current

Each Framework goes through a comprehensive annual review to identify changes and enables IBM to add or enhance our content and keep your organization current. There are many key influences that trigger a change or review of a job and skills:

- Organizational Development trends
- New disciplines, job functions, job roles or competencies
- New talent requirements driven by business dynamics, competition, etc.
- External influences such as regulatory changes or new competitors

Through our Update program, these changes are distributed to our clients ensuring that their enterprise is kept up-to-date with the influences and change impacting their talent.

The IBM Kenexa Talent Frameworks library outlined below in Fig A, provides an end to end resource to align and define the skills your organization needs to be successful and the tools to enable your HR and Operational groups engage and optimize the performance of your workforce.



- General Corporate Functions (e.g. HR, Finance, Sales, Legal, etc)
- IT Operations (Agile, Cloud, Mobile, Security, etc)
- Banking and Financial Services
- Call Center Customer Services (CRM)
- Consulting
- Construction
- Education
- Energy
- Healthcare (Admin and Clinical)

- High Tech Hardware Manufacturing
- High Tech Software
- Insurance
- Manufacturing
- Media and Publishing
- Pharmaceutical
- Real Estate
- Retail
- Telecommunications



## For more information

To learn how to build a smarter workforce, visit:  
[ibm.com/KenexaTF](http://ibm.com/KenexaTF)

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Produced in the United States of America  
October 2016

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