

IBM Talent Frameworks

Off-the-shelf Job and Competency Library

If you're looking for a comprehensive job and competency library that will help you to attract, retain and develop talented people, look no further than the IBM Talent Frameworks. The library includes everything you need to get started!

Save time and money by editing off-the-shelf job and competency definitions – technical and non-technical – to suit your requirements.

Only the IBM Talent Frameworks provide such a rich set of competencies covering 3000+ job profiles and 2000+ associated competencies across numerous industry sectors.

- ✓ Competency definitions with proficiency levels that describe what 'good' looks like
- ✓ Job profile templates to help you model, identify and develop successful job performance
- ✓ Learning and development suggestions to identify activities for effective employee development
- ✓ Evidence-based interview questions for smart and consistent recruitment processes
- ✓ Coaching tips to support managers with performance and career development coaching



Get free advice 

Why choose the IBM Talent Frameworks and Lexonis?



The IBM Talent Frameworks are developed using an independent research methodology and augmented by IBM's AI services to ensure that your organization can stay competitive in the war for talent.

Machine learning is used to analyze and synthesize daily feeds of job board data. AI identifies new or updated content which is refined by the IBM content curation team to provide a clear view of current and emerging skill trends in the talent marketplace.

- ✓ Lexonis' experience – over 15 years working with the frameworks, which means we are in the best position to help you succeed with your competency project
- ✓ Lexonis provides intuitive tools that make it quick and easy to customize the content to your needs and get your project off to a flying start
- ✓ Lexonis is unique in supplying annual content updates that will enable your organization to stay up-to-date with the latest skill trends

Competency Frameworks (20)

- **Cross-functional**
 - General Corporate Functions
 - Information Technology Operations
 - Customer Relationship Management
 - Foundational
- **Industry-specific**
 - Banking and Financial Services
 - Construction
 - Consulting Services
 - Education
 - Energy
 - Healthcare
 - Manufacturing/Engineering
 - Hospitality
 - Insurance
 - IT Hardware Manufacturing
 - Media and Publishing
 - Pharmaceutical
 - Real Estate
 - Retail
 - Software Industry
 - Telecommunications

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Job Families (200+)

- Functional area within each industry
- Job family description
- Job profile templates (with 6 bands)

Job Profile Templates (3,000+)

- Job definition
- Job focus *Suggests the cross-functional and technical/functional competencies and*
- Job band *proficiency levels for each job.*
- Key responsibilities

Competency Definitions (2,000+)

- Functional/Technical (>1,800)
- Business *Includes 21 evidence-based statements divided*
- Individual *into 4 levels of proficiency.*
- Management
- Leadership

Accelerators

- Learning References
- Development Statements
- Coaching Tips
- Interview Questions

Get in touch

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