

Focus on Your Biggest Asset: **Your People.**

How AI is Redefining the Way You Assemble
Winning Teams



Barrett Richardson

Offering Management Talent Management Solutions



*“This is a ‘**now**’ moment for incumbent companies...*

*...You can go on the offense. You can **be the disrupter**, instead of the disrupted.”*

—Ginni Rometty, CEO
IBM, 2017, Big Bets with 100 CEOs

Talent
transformation
is vital to
business
transformation



HR challenges

With so many ways to improve...

Creating
experiences

Talent
competition

Business
speed

Legacy
processes

Cost
pressures

Automation
efficiency

What's holding us back?



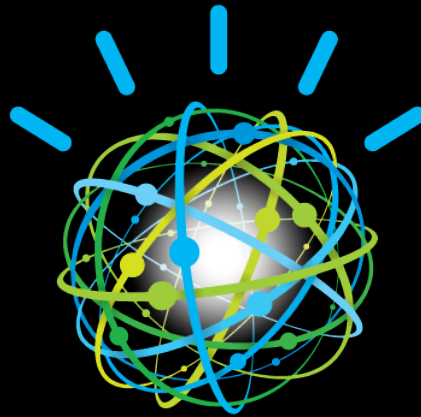
Leading organizations are **talent-centric** and **AI-powered**



Augment intelligence

Humans excel at:

COMMON SENSE
MORALS
IMAGINATION
COMPASSION
ABSTRACTION
DILEMMAS
DREAMING
GENERALIZATION

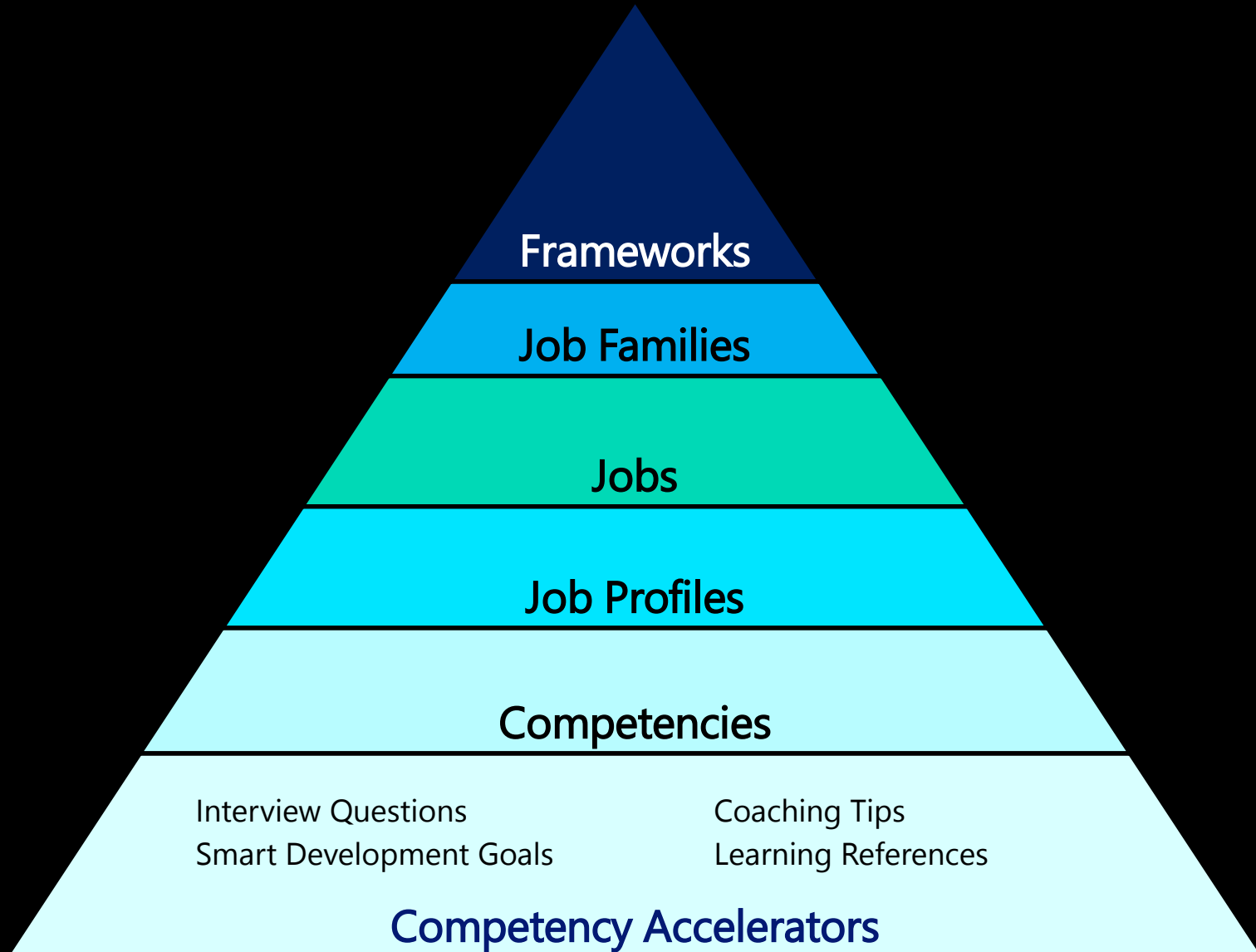


Systems excel at:

LOCATING KNOWLEDGE
PATTERN IDENTIFICATION
NATURAL LANGUAGE
MACHINE LEARNING
ELIMINATE BIAS
ENDLESS CAPACITY
TEXT & VIDEO ANALYSIS

AI solutions are built to **amplify** human capability, not to compete with them.

It starts with skills

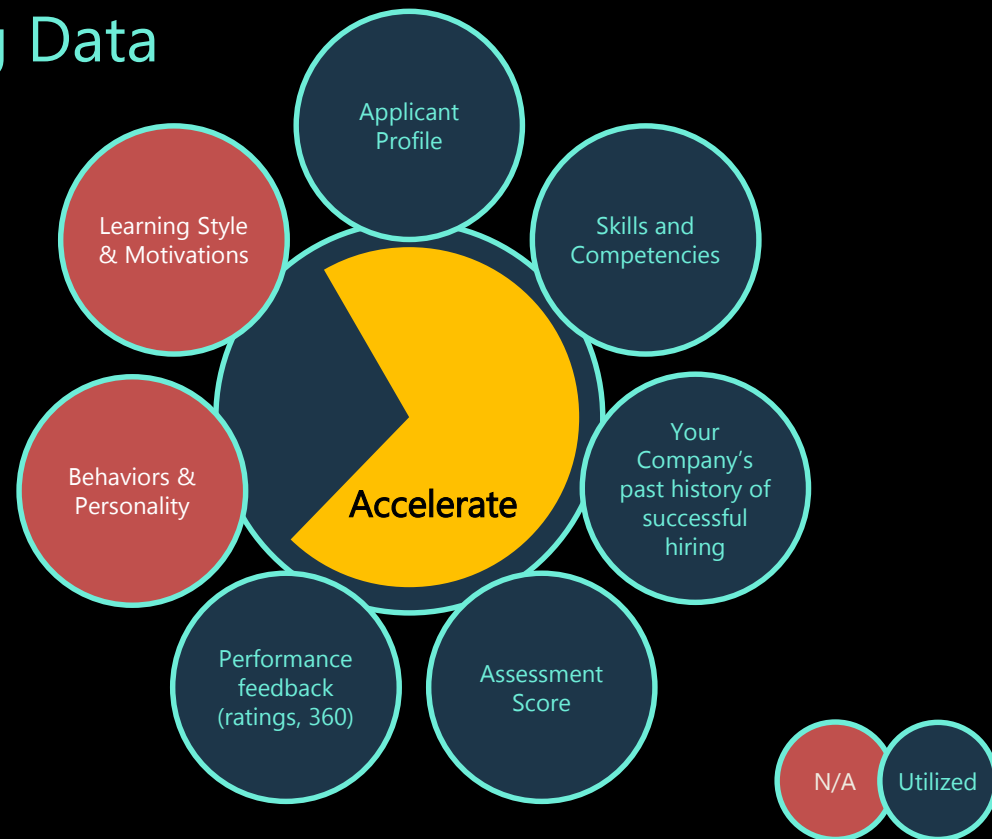


Pinpoint The Best Talent

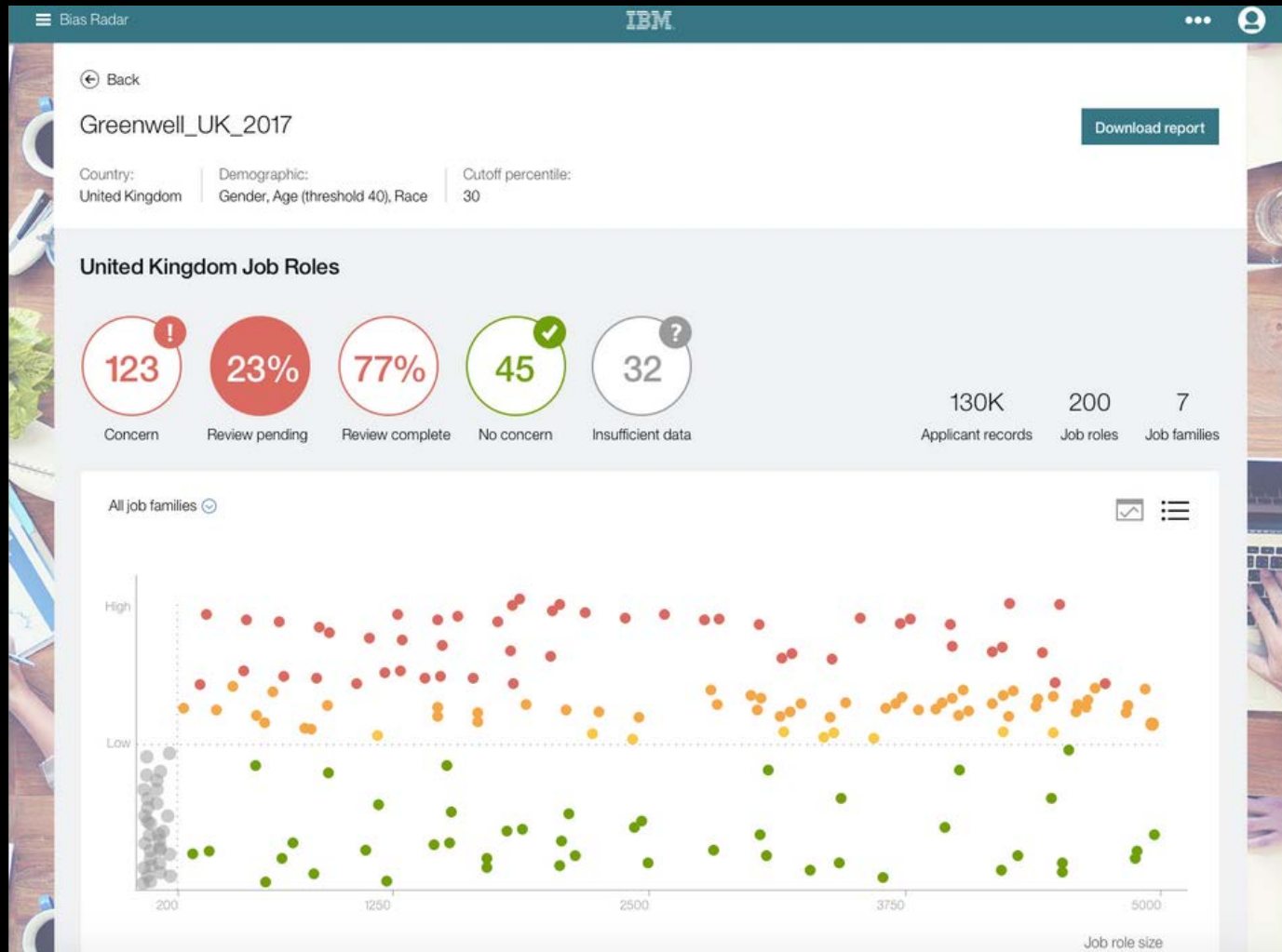
Define Success Profiles Using Data

Scoring is based on unique combination of features, weighting based on predictive strength.

The Success Profile created can maximize prediction of success



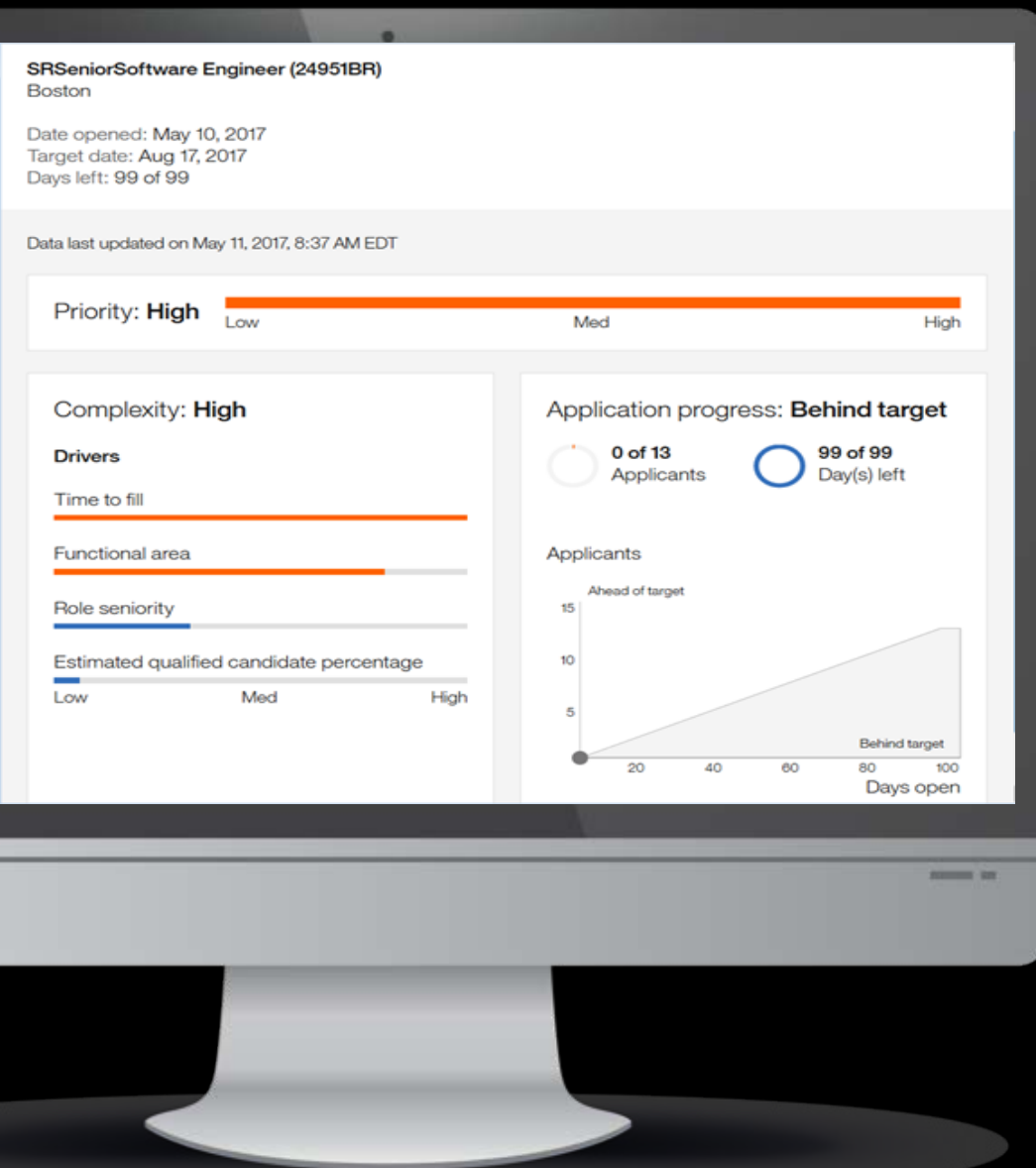
Managing potential bias and monitoring adverse impact



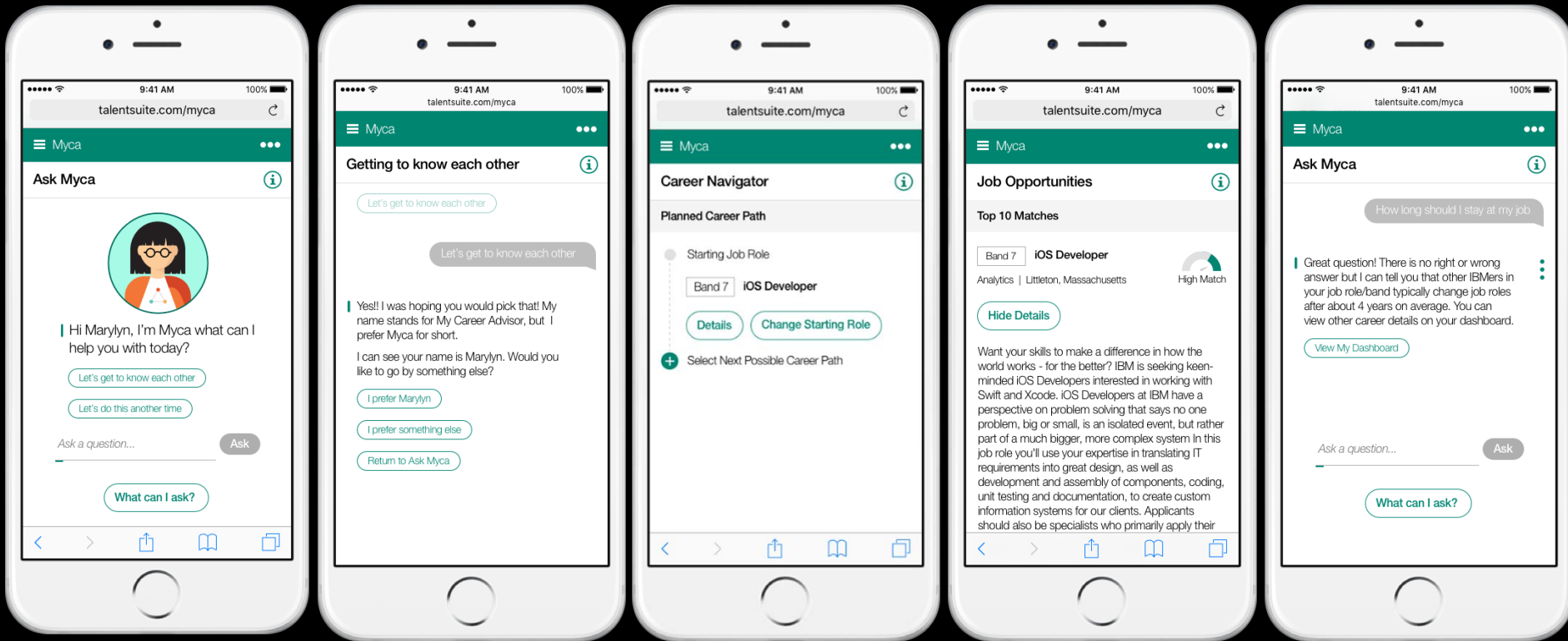
Focus on the biggest needs first

We develop software in an agile way.

Why not recruit that way?



You must first look within



Companies are struggling to find and retain top talent

Regrettable Hires?

Organizations say they wouldn't rehire 39% of their recent hires¹

Future leaders and champions?

A staggering 74% of high potential employees² indicated they would join an organization for better career development opportunities

"Your employees' best career coaches are the recruiters of your competition"²



Sources:

1. IBM Smarter Workforce Institute, "The secrets to reducing hiring mistakes? It's in the metrics", 2015

2. IBM Smarter Workforce Institute, "'Should I Stay or Go'", 2017

Intimate relationship



Data-Driven
Success
Profile

Creating the
slate you
need
...in seconds

Employees

Current
applicants

Past
applicants

Passive
candidates
you know

Passive
candidates
you don't
know

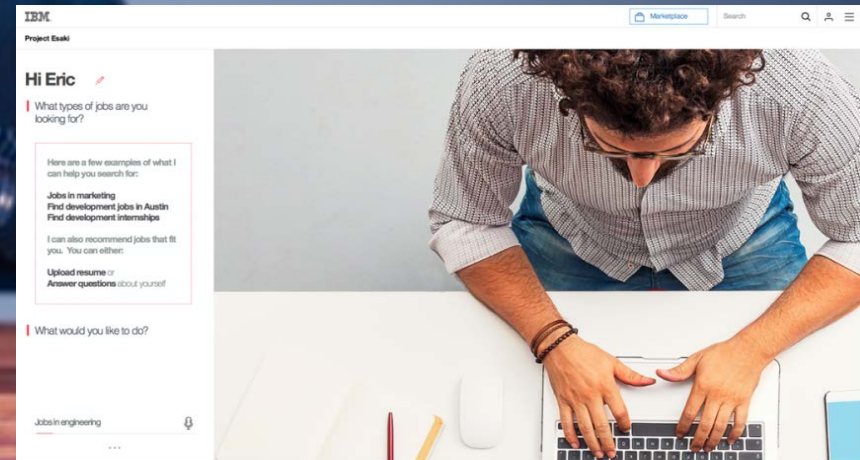
No relationship

Time

Time to engage and understand motivations in a scalable way 24/7








Skilled Recruiter



Virtual Candidate Assistant

Radically
speeding up
 the screening
 & selection
 process with
 data

Candidate Comparison					
	T, Wallin ✕	A, Bailey ✕	S, Campbell ✕	J, Cook ✕	S, George ✕
Success Score					
Match Score	33	23	34	40	35
Key Influencers by Weight					
Organization Tier	Medium Cardinal Health	Medium Sunrise Hospital and Medical Center	High Medspira	Medium Prime Health Services	Low Stacy Furniture
Major	Medium Marketing	High Business Administration	High Health Information Management	High Communication	Medium Marketing
University Tier	High Texas A&M University	Medium Abilene Christian University	High University of Chicago	High University of Chicago	Medium Temple University
Customer Focus Soft Skill	Medium 4 references	Medium 4 references	Medium 4 references	Medium 4 references	Low 0 references
Operational Management Soft Skill	Low 1 references	Low 1 references	Low 1 references	Low 2 references	Low 1 references
View all					
Required Skills					
digital	✓	✓	✓	✓	✓
sales	✓	✓	✓	✓	✓
sales cycle	—	—	—	—	—

Best of Breed Talent Acquisition

Talent Acquisition

- Applicant tracking
- Sourcing
- Assessments
- Onboarding
- AI

Augmented Intelligence Layer



A unique
candidate
experience

Conversational
Job recommendations
Metrics



Recruiter
Efficiency
& Effectiveness

Candidate matching/scoring
Req Prioritization
Social listening



Internal
Mobility
& Career Dev

Career pathing
Internal job recommendations
Learning
Guidance



"HR is one of the greatest processes in a business to start at this (AI). I look at my own HR team and what they've done to put cognition in everything... Just last year, the Watson part of the improvements in the IBM HR process was over 100M dollars. In fact, Workday will embed some of these tools and insights"

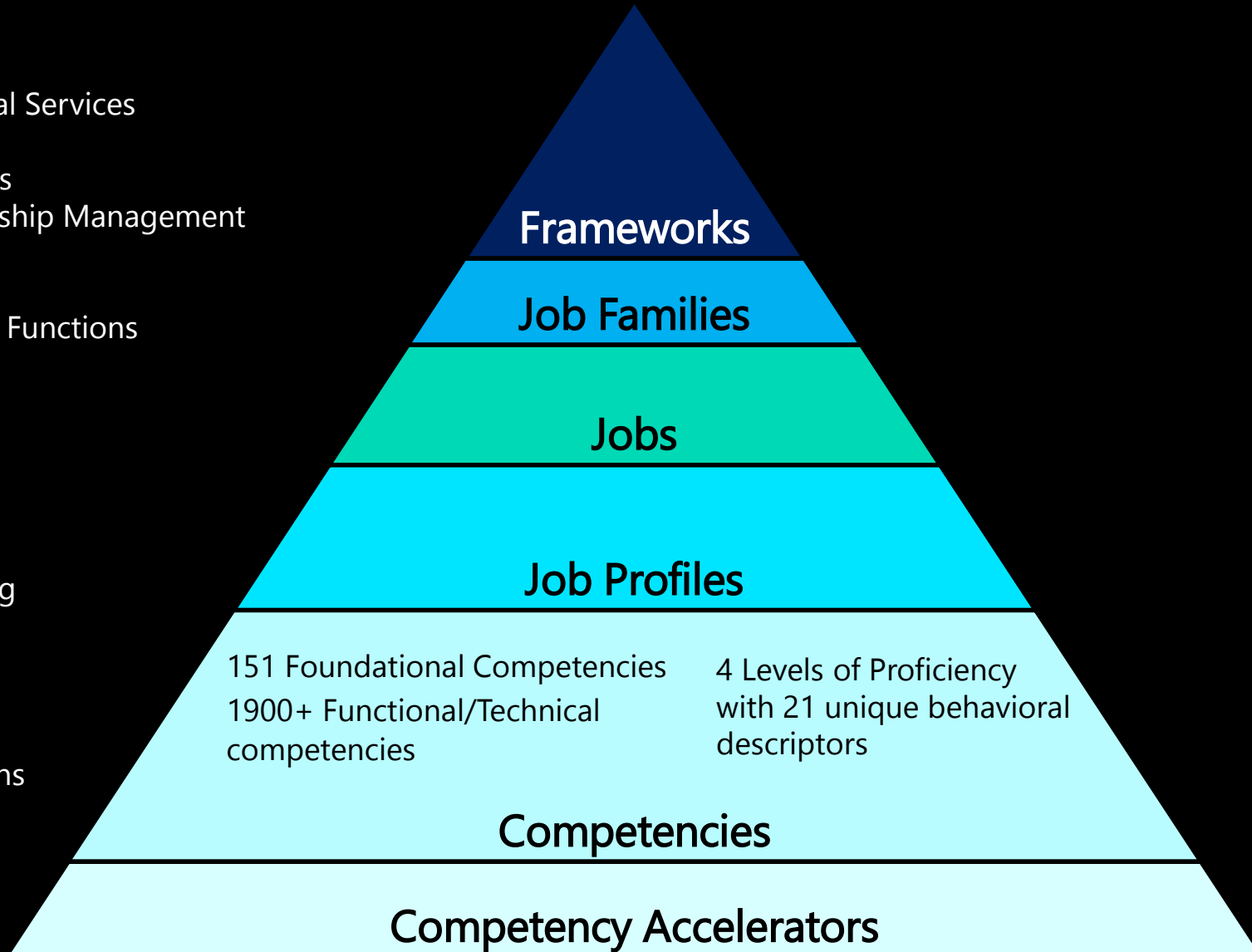
*— Ginni Rometty, chair,
president, and
CEO of IBM*

Watson Talent Frameworks

Available now to get you started

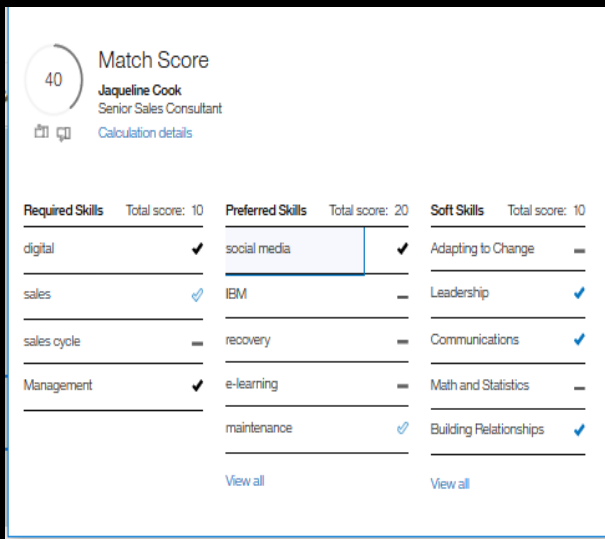
Frameworks

Banking & Financial Services
Construction
Consulting Services
Customer Relationship Management
Education
Energy
General Corporate Functions
Healthcare
Hospitality
Hardware
IT
Insurance
Manufacturing
Media & Publishing
Pharmaceutical
Real Estate
Retail
Software
Telecommunications

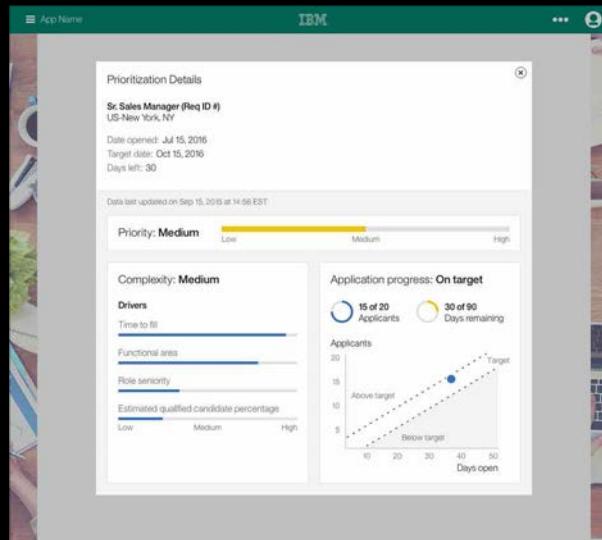


Watson Recruitment

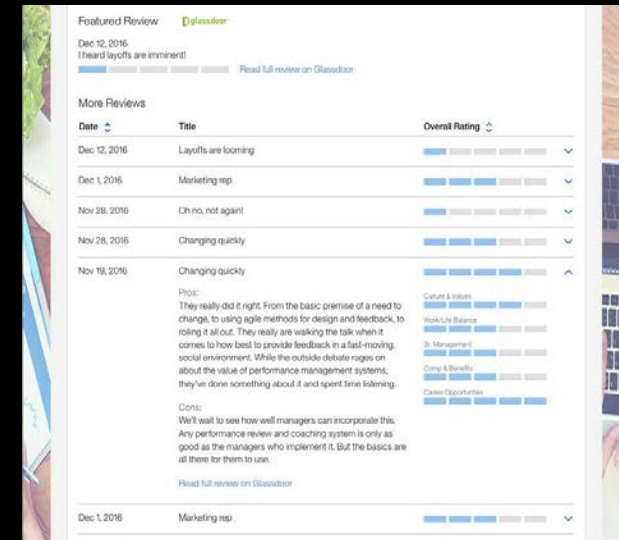
Better quality hires, *faster*
Helping companies TODAY



Success Scoring



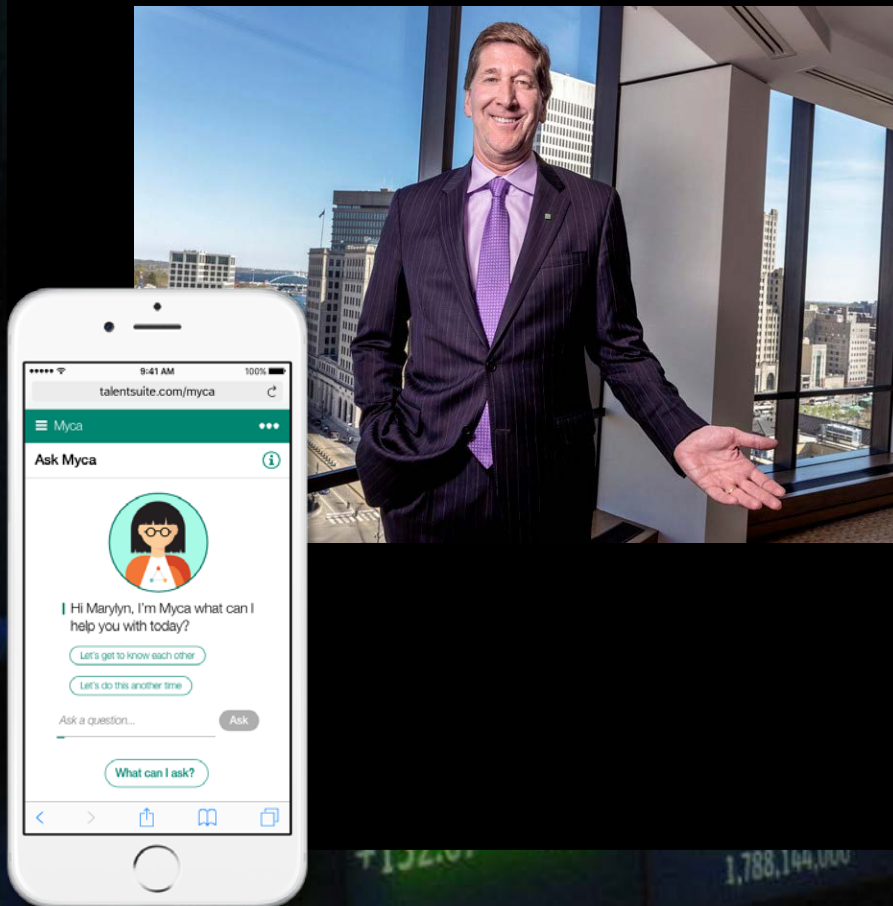
Requisition Prioritization



Social Listening

Watson Career Coach

Ready to drive your employee experience



"Part of the intelligence of this is that we can't have an individual career coach for every person, given the staff levels you run...Everybody would like to have a mentor that can help plot every move that a person can make."

Bruce Van Saun, Chairman and CEO, Citizens Financial Group, in an interview with American Banker on Wednesday June 6th 2018



Watson Candidate Assistant

Ready to engage your candidates

Marketplace



Privacy Terms of use

Watson Candidate Assistant

Hi, I am here to help you explore careers at IBM. What's your name?

Eric

Welcome. What types of jobs are you looking for? Here are a few examples of what I can help you search for:

[Jobs in marketing](#)

[Find development jobs in Austin](#)

[Find development internships](#)

I can also recommend jobs that fit you. To try this you can tell me:

[Upload my resume](#)

[Answer questions](#)

What would you like to do?

Type here



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