

# **IBM Kenexa Building your 2020 Workforce Summit**

**Dublin  
September 2015**

**CJHNetwork**

**IBM Business Partner**



planning people & process improvement

# Themes

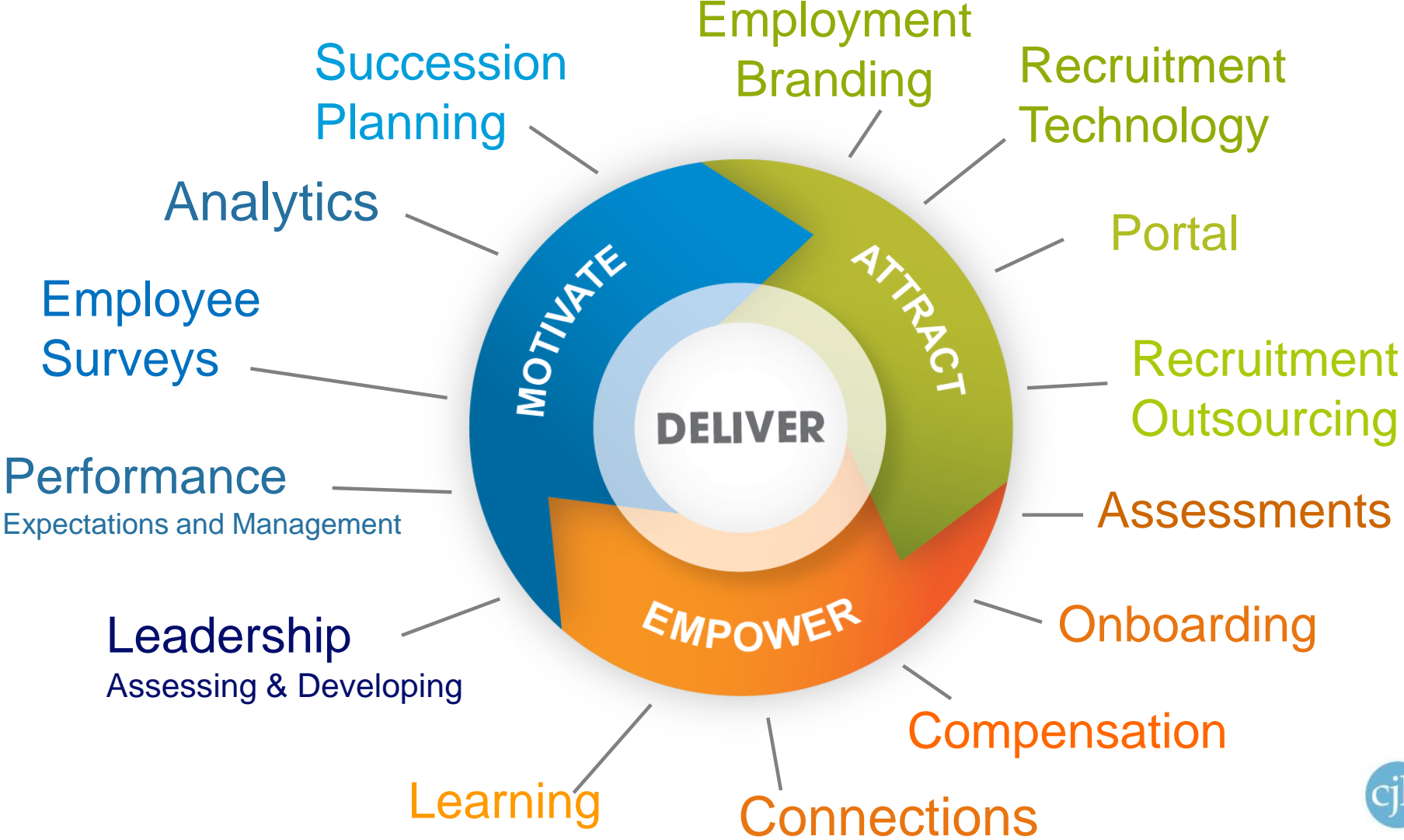
- **How we got here?**
- **Challenges for HR/D People**
- **Solutions**
- **Who we are?**



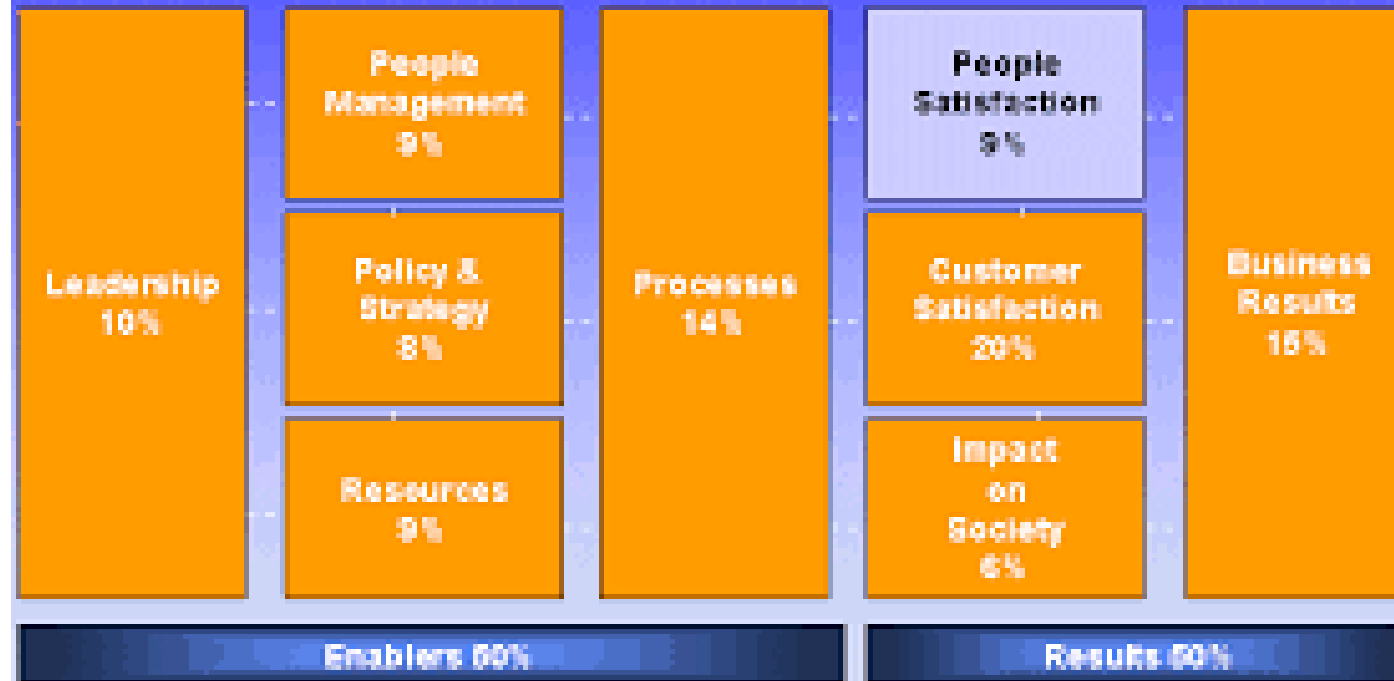




# Smarter Workforce

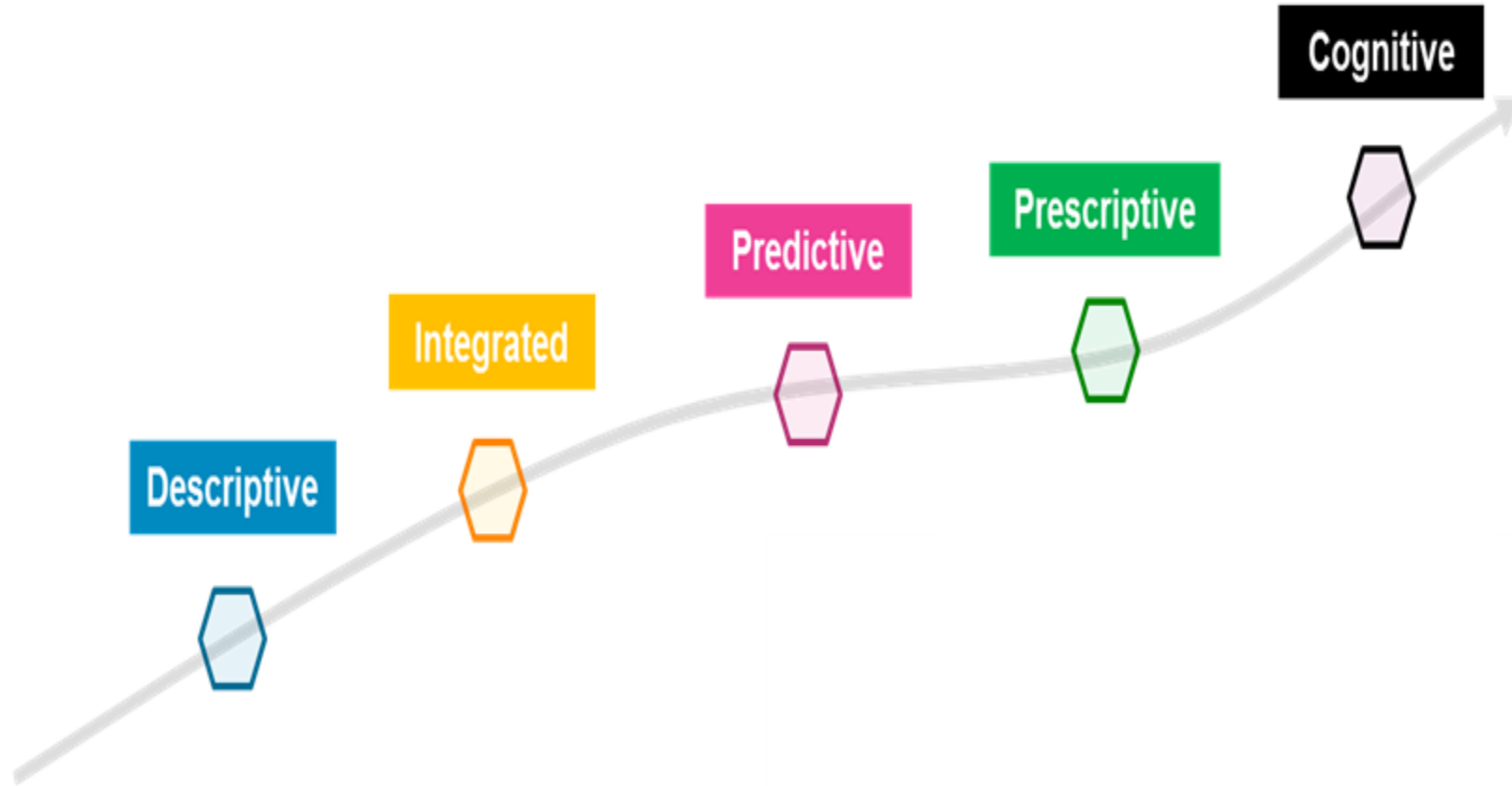


# EFQM Business Excellence Model





# Evolution of HR Analytics





# Watson Talent Insights



Talent Insights powered by **Watson Analytics**.  
Simplifying data discovery and analysis.

Get started by asking a question or selecting from a pre-selected question list.

Click an existing question for an instant visualisation

Start Interacting with Watson

Simply ask Watson a question, and get an answer in seconds!

Or need Suggestions? Choose from the questions below.

What locations were my new hires hired to?

What is the average Competency Fit by Department?

How does average tenure compare to performance ratings?

What is my employees average performance rating?

How many employees are at high risk by location?

How many employees slotted for other positions?

What are my employees performance ratings by location?

What is the average merit increase by performance rating?

Load more

$$1 + 1 = 3$$



# Innovation and Collaboration



## Project Teams

- Research & Development
  - Standards Development
  - Continuous Improvement
  - Curriculum Development
  - Technology Roadmaps
  - Restructuring
- Change – doing it differently, doing it better.....





21/05/2014

You **Tube**

facebook



Google



# Video is a more effective retention technique

**WORD**



Retention  
Rate



**10%**

**PICTURE/VIDEO**



Retention  
Rate



**35%**

**WORD + PICTURE/VIDEO**



Retention  
Rate

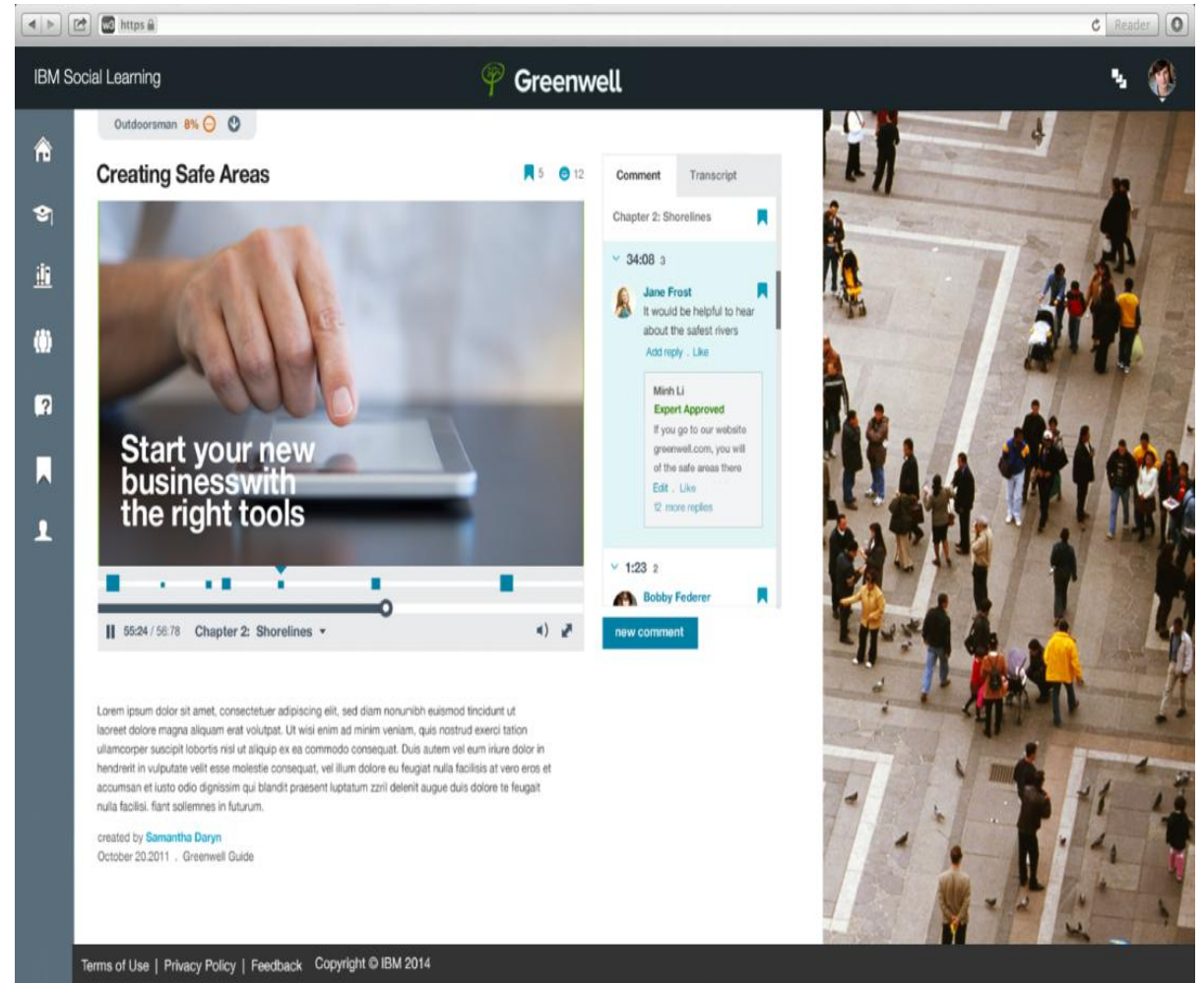


**65%**



# Social Learning

- Inspire people to engage, contribute expertise, and learn from experts using interactive rich media in real-time
- Apply analytics to identify opportunities to optimize content, improve efficacy and increase relevance
- Find the solution to your problem with pinpoint accuracy thanks to auto-transcription.
- Ultimately...remove the guesswork and increase the speed and accuracy in which knowledge is exchanged



# Who we are?

**CJH Network is:**

**A Team of Experienced Consultants – General Managers, Engineers, Operations Managers, HR&D Specialists, Psychologists, Social Media & Marketing Consultants.**

**We support our customers with:**

- **Change Management**
- **Project Management**
- **HR, Recruitment & Learning**
- **Start-up & Technology Transfer**
- **Process Improvement**
- **Cost Reduction**
- **Systems Integration**



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**([www.cjhnetwork.ie](http://www.cjhnetwork.ie))**



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