Welcome

#SWF2015

June 18, 2015

Opening Remarks

David Kelly
IBM Smarter Workforce European Director

Home

Greenwell

Home | Onboarding | Performance | Hiring | News | Yammer | Learning | Talent Insights | Admin

Recent Updates

What are you working on right now?

Anna Bauer liked your status update.
Burning the late night oil on the Brenner presentation!
(12) Today at 8:05

Glenn Cloud shared the file windows.jpg to a file to the architecture community.

(12) Today at 8:05

Anna Bauer Great picture
Like Today at 8:05 AM

Anna Bauer created the Brenner Presentation community.
(12) Today at 8:05

view more in newsfeed

Important Links

Career and Life
Your career, life, and money home page.

HR Help
Support information for all Human Resources applications.

Travel and Expenses
Book travel and submit expenses.

Recommendations

David Chung's Blog
Updated by David Chung on 11/21/13 3:15pm
(12) (2)

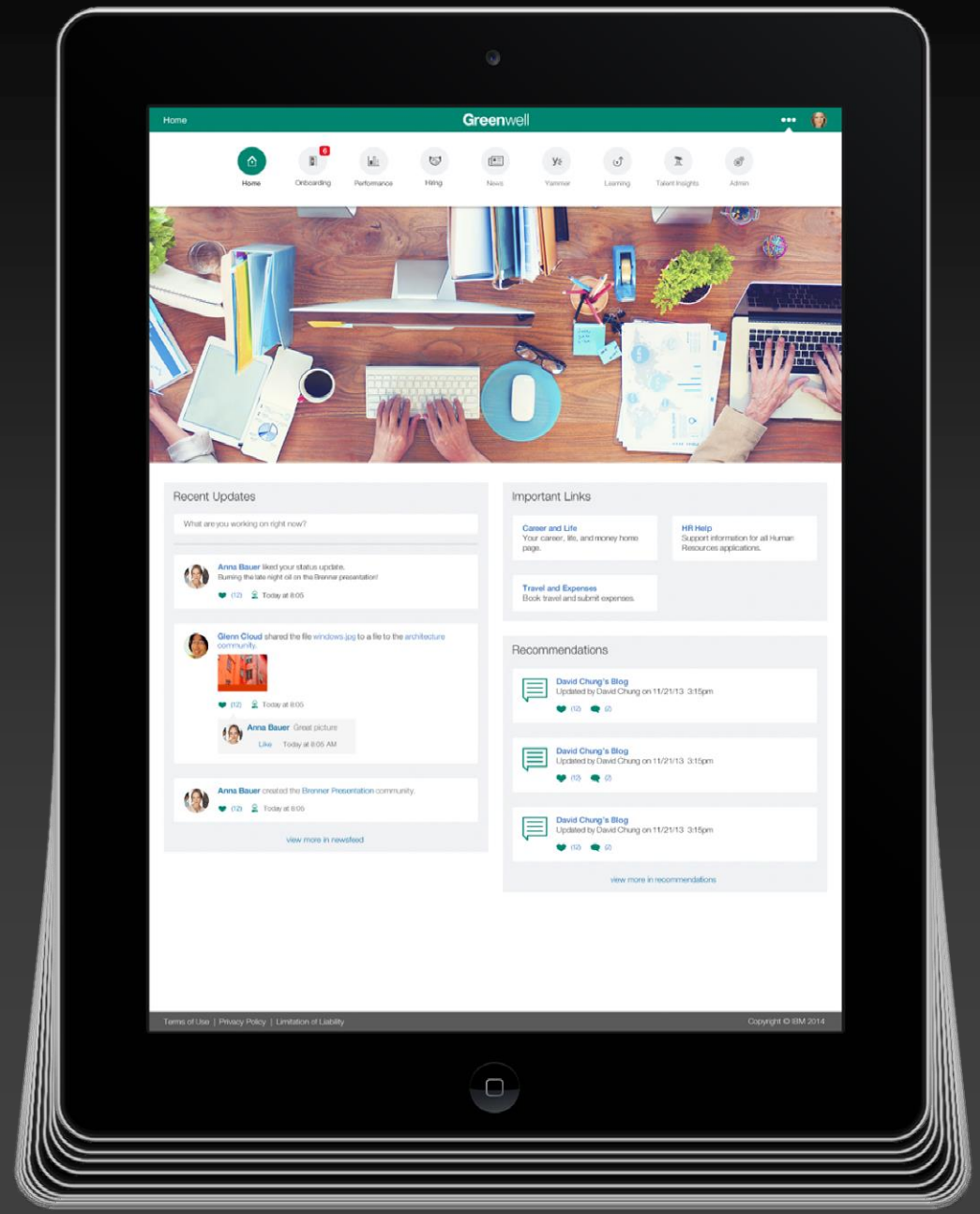
David Chung's Blog
Updated by David Chung on 11/21/13 3:15pm
(12) (2)

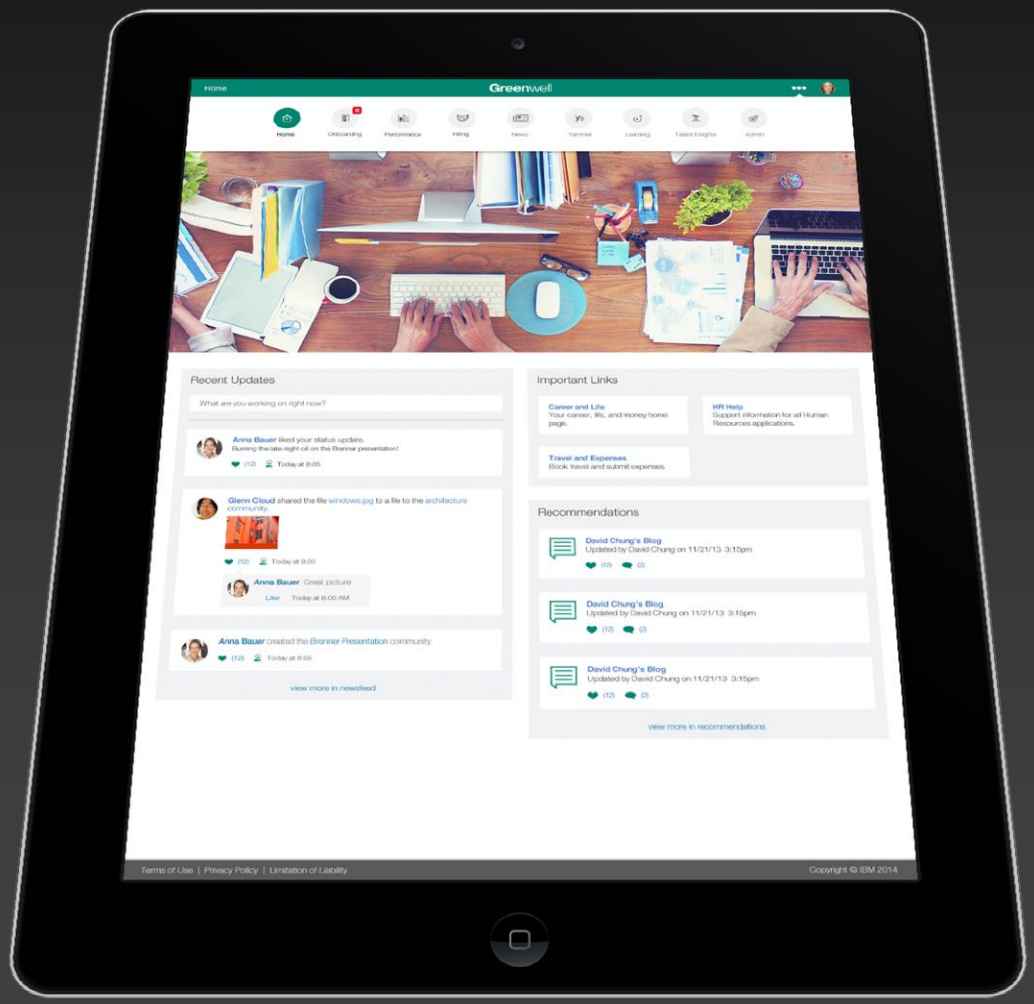
David Chung's Blog
Updated by David Chung on 11/21/13 3:15pm
(12) (2)

view more in recommendations

Terms of Use | Privacy Policy | Limitation of Liability

Copyright © IBM 2014


Home
Greenwell
Home
Onboarding
Performance
Hiring
News
Yammer
Learning
Talent Insights
Admin
Recent Updates
What are you working on right now?
Anna Bauer liked your status update.
Burning the late night oil on the Brenner presentation!
(12) Today at 8:05
Glenn Cloud shared the file windows.jpg to a file to the architecture community.
(12) Today at 8:05
Anna Bauer Great picture
Like Today at 8:05 AM
Anna Bauer created the Brenner Presentation community.
(12) Today at 8:06
view more in newsfeed
Important Links
Career and Life
Your career, life, and money home page.
HR Help
Support information for all Human Resources applications.
Travel and Expenses
Book travel and submit expenses.
Recommendations
David Chung's Blog
Updated by David Chung on 11/21/13 3:15pm
(12) (2)
David Chung's Blog
Updated by David Chung on 11/21/13 3:15pm
(12) (2)
David Chung's Blog
Updated by David Chung on 11/21/13 3:15pm
(12) (2)
view more in recommendations
Terms of Use | Privacy Policy | Limitation of Liability
Copyright © IBM 2014


Home
Greenwell
Home
Onboarding
Performance
Hiring
News
Yammer
Learning
Talent Insights
Admin
Recent Updates
What are you working on right now?
Anna Bauer liked your status update.
Burning the late night oil on the Bronner presentation!
(12) Today at 8:05
Glenn Cloud shared the file windows.jpg to a file to the architecture community.
(12) Today at 8:05
Anna Bauer Great picture
Like Today at 8:05 AM
Anna Bauer created the Bronner Presentation community.
(12) Today at 8:08
view more in newsfeed
Important Links
Career and Life
Your career, life, and money home page.
HR Help
Support information for all Human Resources applications.
Travel and Expenses
Book travel and submit expenses.
Recommendations
David Chung's Blog
Updated by David Chung on 11/21/13 3:15pm
(12) (2)
David Chung's Blog
Updated by David Chung on 11/21/13 3:15pm
(12) (2)
David Chung's Blog
Updated by David Chung on 11/21/13 3:15pm
(12) (2)
view more in recommendations
Terms of Use | Privacy Policy | Limitation of Liability
Copyright © IBM 2014

TARGETS
Edit
Nicola Wallace
Top Predictors of Attrition
What influences Attrition?
Attrition
Age
Age When Hired
Education
Education Field
Employee Number
Environment Sat.
Gender
Hourly Rate
View All

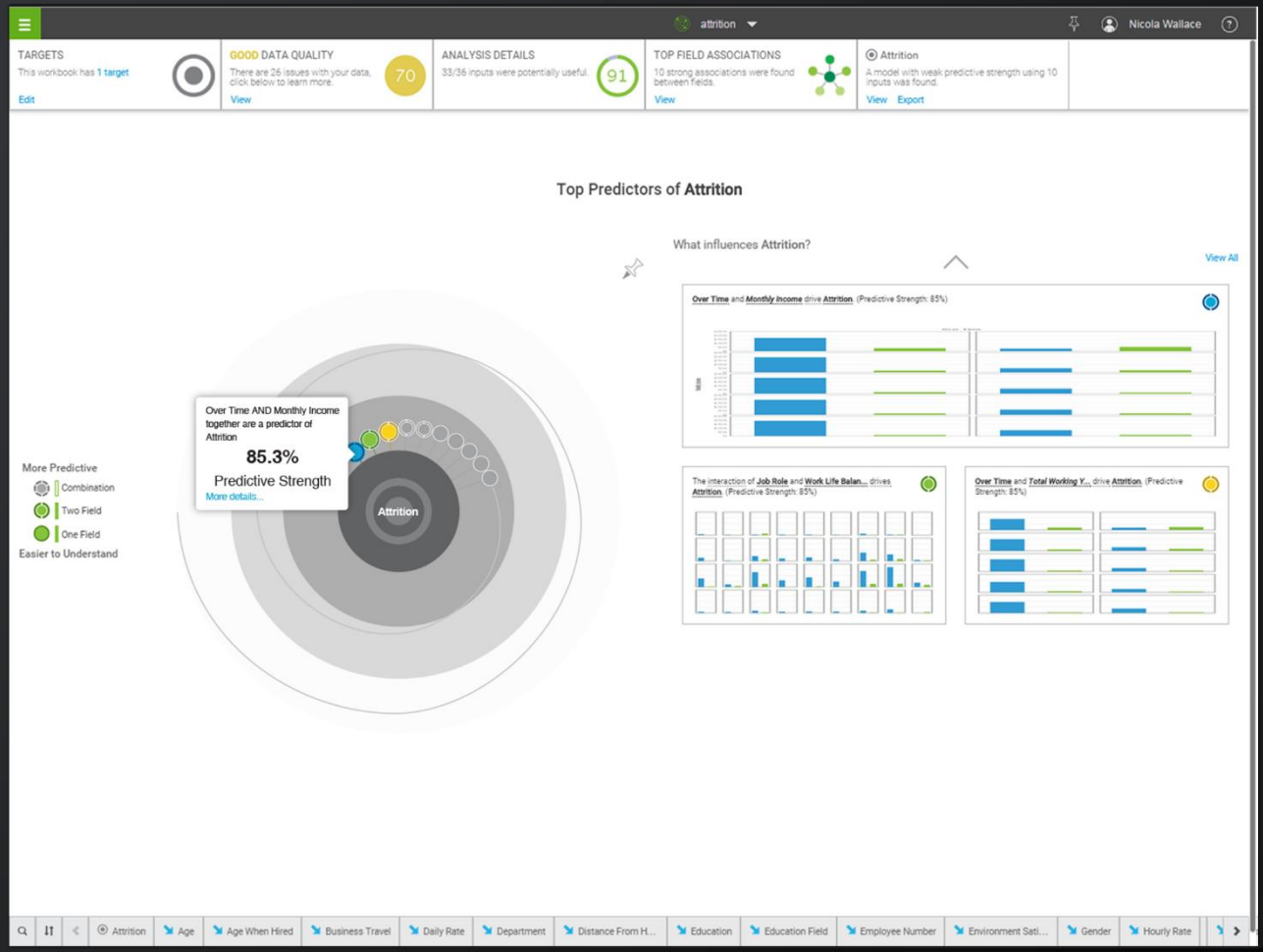
TARGETS
Edit
DATA QUALITY
70
ANALYSIS DETAILS
91
TOP FIELD ASSOCIATIONS
Top Predictors of Attrition
What influences Attrition?
More Predictive
Combination
Two Field
One Field
Easier to Understand
Attrition

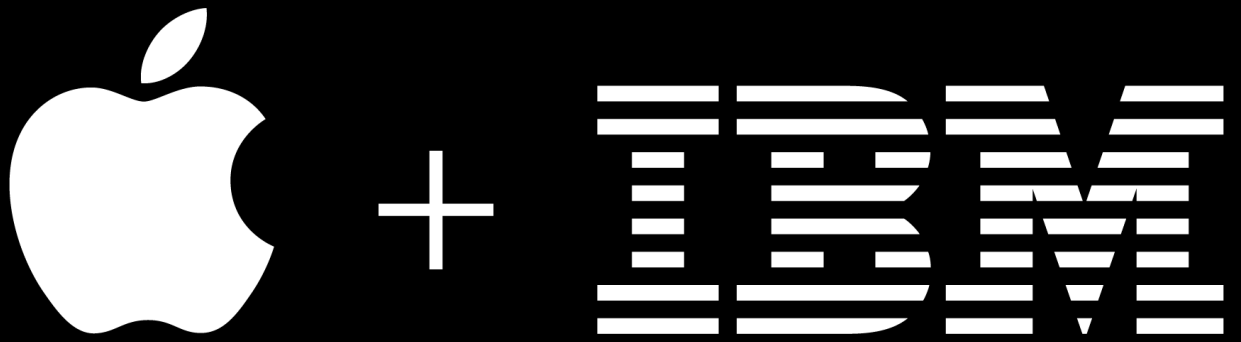
TARGETS
DATA QUALITY
ANALYSIS DETAILS
TOP FIELD ASSOCIATIONS
Top Predictors of Attrition
What influences Attrition?
Attrition
More Predictive
Combination
Two Field
One Field
Easier to Understand

attrition
Nicola Wallace
TARGETS
DATA QUALITY
70
ANALYSIS DETAILS
91
TOP FIELD ASSOCIATIONS
Top Predictors of Attrition
What influences Attrition?
View All
More Predictive
Combination
Two Field
One Field
Easier to Understand
Attrition
Over Time and Monthly Income drive Attrition (Predictive Strength: 85%)
The interaction of Job Role and Work Life Balan... drives Attrition (Predictive Strength: 85%)
Over Time and Total Working Y... drive Attrition (Predictive Strength: 85%)
Attrition
Age
Age When Hired
Business Travel
Daily Rate
Department
Distance From H...
Education
Education Field
Employee Number
Environment Sati...
Gender
Hourly Rate

PREDICT

attrition
Nicola Wallace
TARGETS
DATA QUALITY
70
ANALYSIS DETAILS
91
TOP FIELD ASSOCIATIONS
Attrition
View
Export
Edit
Top Predictors of Attrition
What influences Attrition?
View All
More Predictive
Combination
Two Field
One Field
Easier to Understand
Attrition
Over Time and Monthly Income drive Attrition (Predictive Strength: 85%)
The interaction of Job Role and Work Life Balan... drives Attrition (Predictive Strength: 85%)
Over Time and Total Working Y... drive Attrition (Predictive Strength: 85%)
Attrition
Age
Age When Hired
Business Travel
Daily Rate
Department
Distance From H...
Education
Education Field
Employee Number
Environment Sati...
Gender
Hourly Rate


attrition
Nicola Wallace
TARGETS
This workbook has 1 target
Edit
GOOD DATA QUALITY
There are 26 issues with your data, click below to learn more.
View
70
ANALYSIS DETAILS
33/36 inputs were potentially useful.
91
TOP FIELD ASSOCIATIONS
10 strong associations were found between fields.
View
Attrition
A model with weak predictive strength using 10 inputs was found.
View Export
Top Predictors of Attrition
What influences Attrition?
View All
Over Time and Monthly Income drive Attrition (Predictive Strength: 85%)
The interaction of Job Role and Work Life Balan... drives Attrition (Predictive Strength: 85%)
Over Time and Total Working Y... drive Attrition (Predictive Strength: 85%)
Over Time AND Monthly Income together are a predictor of Attrition
85.3%
Predictive Strength
More details...
Attrition
More Predictive
Combination
Two Field
One Field
Easier to Understand
Attrition
Age
Age When Hired
Business Travel
Daily Rate
Department
Distance From H...
Education
Education Field
Employee Number
Environment Sati...
Gender
Hourly Rate


+
IBM

	Stream 1: **Talent Acquisition** **Room:** Jardine Suite	**Stream 2:** Workforce Science **Room:** John Major	**Stream 3:** Employee Experience **Room:** Pakistan	**Stream 4:** Workforce Analytics **Room:** India
10:35 - 11:20	Around the World in 90 Days: The Journey of a Talent Revolution at Regus!	Managing and delivering change: Lessons in good practice	PANEL DISCUSSION Building a truly inclusive organisation that embraces diversity: best practice to achieve genuine change	HR - Making the shift from intuition to an analytical and fast data approach
11:30 - 12:15	PANEL DISCUSSION A match made in heaven? The best blended approach to talent acquisition in an age of 'hyper candidate care'	The Employee Engagement Journey at Deutsche Post DHL Group... and Engagement 2020, The Future of Work!	A New Way to Work to create an engaged and connected workforce	What can HR do to drive business transformation?
12:15 - 13:25	**Lunch**			
13:25 - 14:10	Becoming an employer of choice: Developing Global Assessment Approach with BAT	PANEL DISCUSSION Continuous Listening: A new era of social engagement	Improving the Learner experience through IBM Design Thinking	Workforce Analytics: a new best practice guide to the first 100 days of setting up an analytically enabled HR function
14:20 - 15:05	JLR ADVANCE For Leadership Excellence: Identifying and Developing Jaguar Land Rover's Future Leaders	Zurich's Journey: Measuring What Matters	A Journey of Collaboration: How culture and engagement play a key role in delivering success	PANEL DISCUSSION Workforce Analytics: Latest fad or HR's "seat at the Table"?

IBM Smarter Workforce Summit
LONDON

#SWF2015
June 18, 2015
IBM Smarter Workforce Summit
LONDON

Jonathan Ferrar
Vice President, IBM Smarter Workforce & Kenexa

ELLIOTT
ELECTRONIC COMPUTER
CITY TREASURERS DEPARTMENT

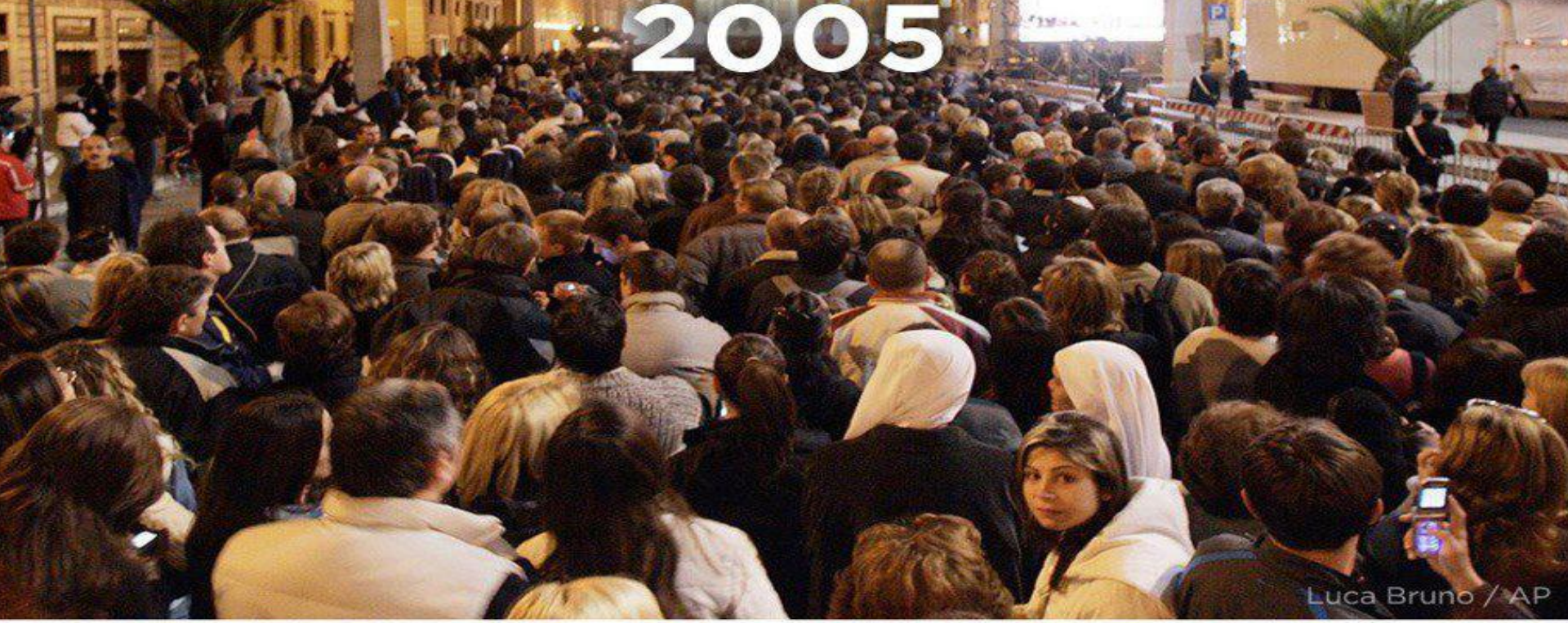
Google

YouTube

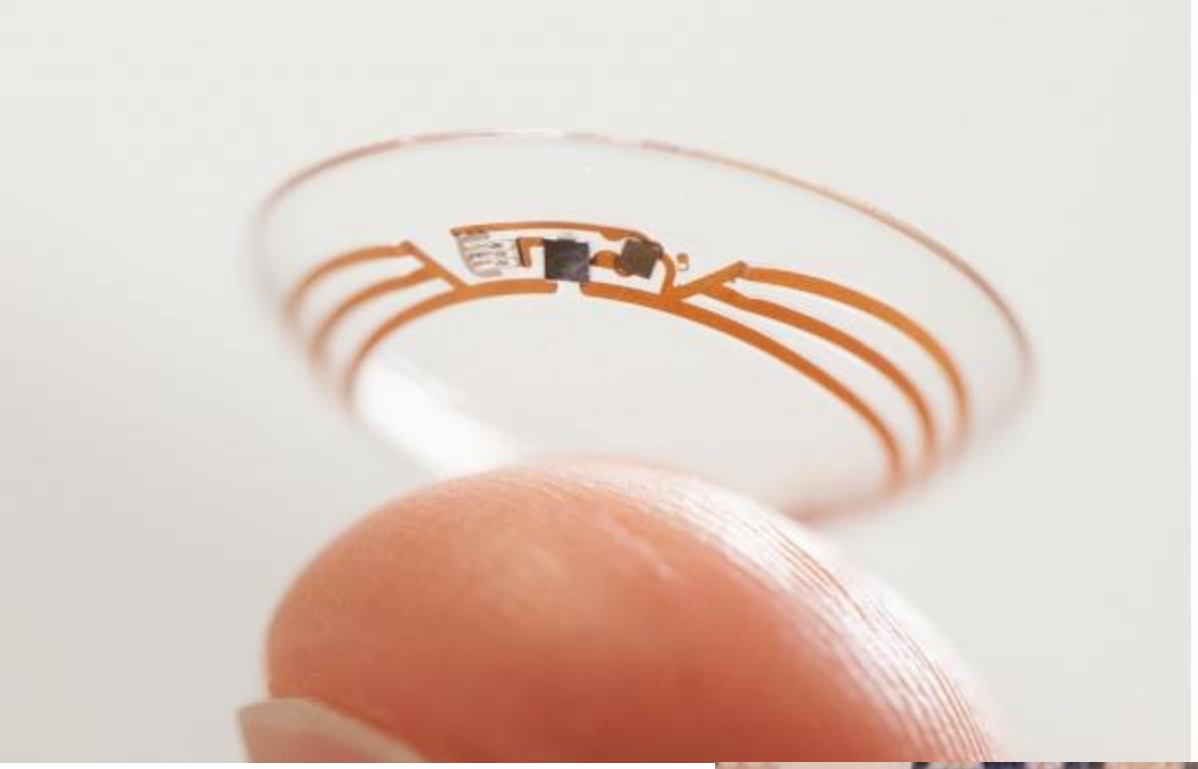
WIKIPEDIA
The Free Encyclopedia

Tue
9

5.89MI


2005
Luca Bruno / AP

2013

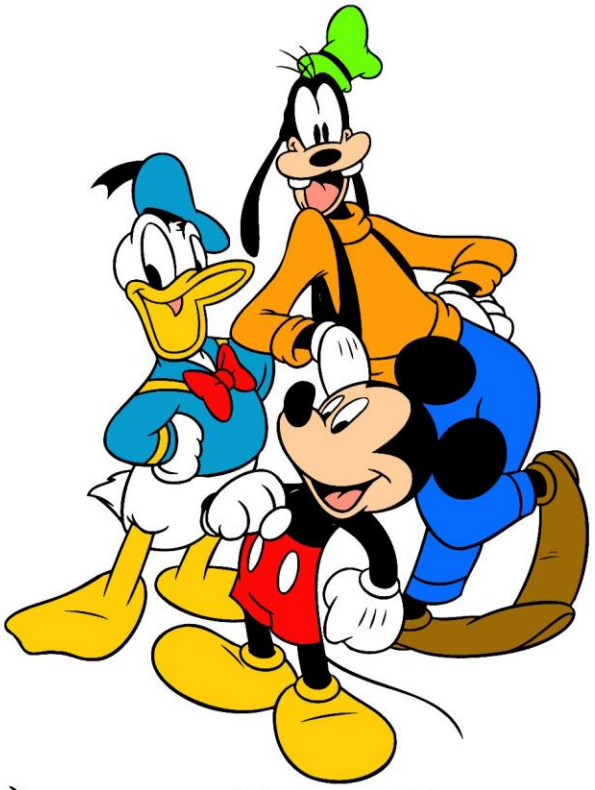


04925
Microchip
INDENTIFICATION

TEXT
WALKING
LANE

Introducing Kenexa Open HR.

“The way to get started is to quit talking and start doing”



WALTER ELIAS DISNEY

@jaferrar

jonathan ferrar

#SWF2015
June 18, 2015
IBM Smarter Workforce Summit
LONDON

Katrina Troughton

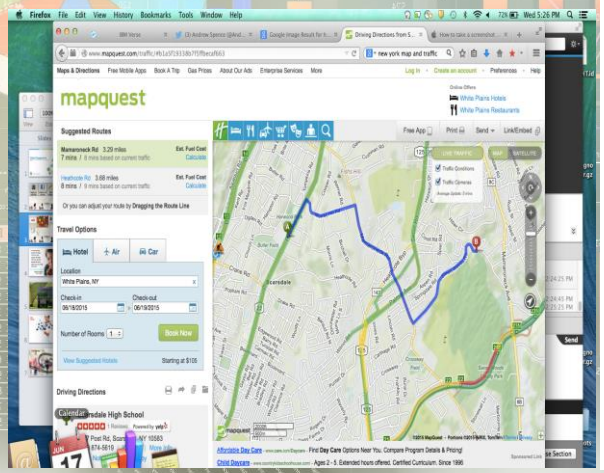
Vice President Social Business and Smarter Workforce Solutions

owns no vehicles

creates no content

has no inventory

owns no real estate



Boys Soccer

Scores & Schedule

Use any of the following options to filter the scores and schedules data.

From mm/dd/yyyy To mm/dd/yyyy Enter a school name.

Frontier Division B Go

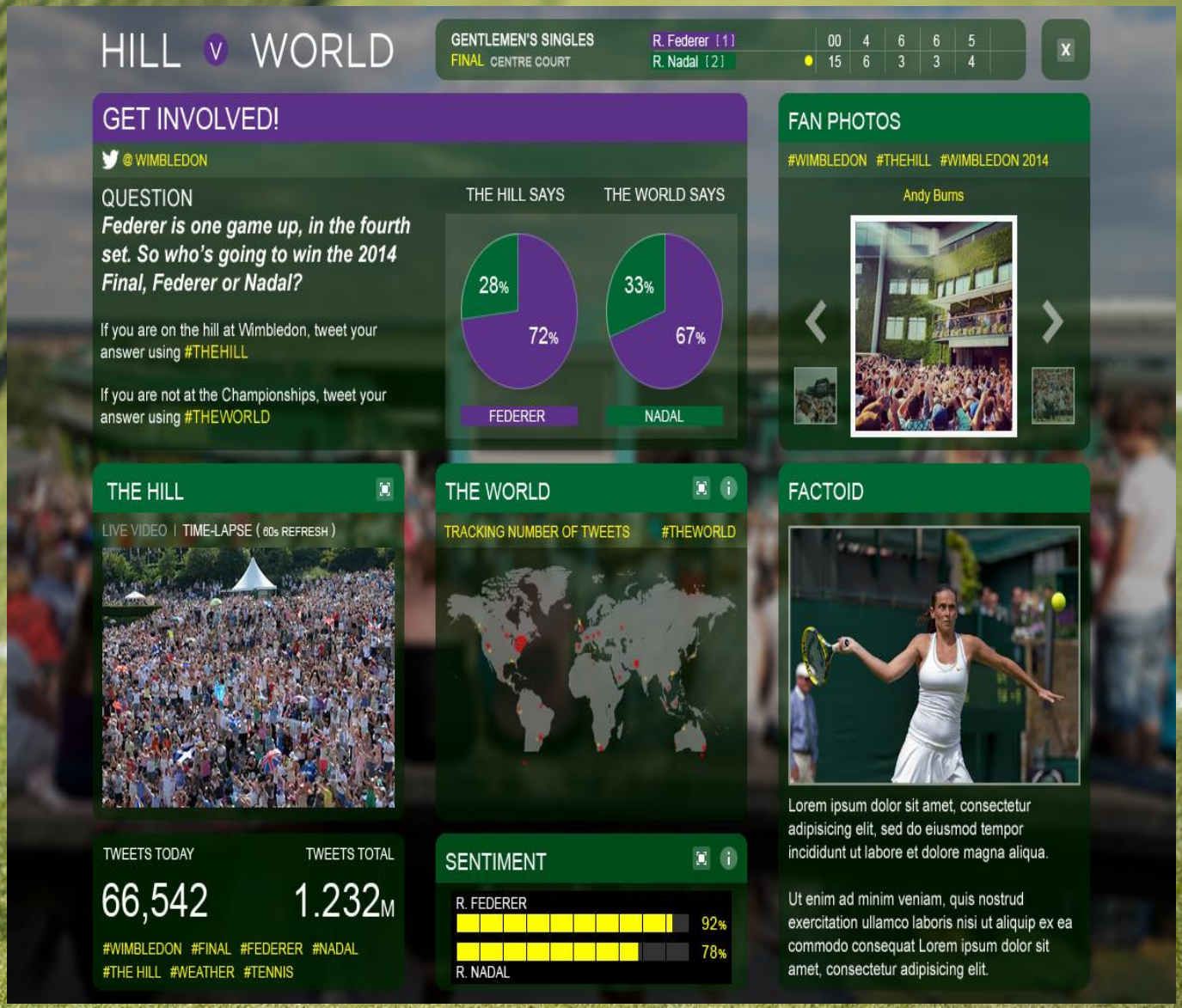
Page 2 of 2

* notes a league game

notes a tournament game

DATE	TEAMS	TIME	SCORE	CONTENT	SHARE
09/20 *	South Jefferson @ Watertown IHC	11:00 AM	1 0	Box Score	
09/20 *	General Brown @ Watertown	11:00 AM	0 3	Box Score	
09/22 *	Lowville @ General Brown	7:00 PM	4 3	Box Score	
09/24 *	South Jefferson @ Thousand Islands	6:00 PM	1 0	Box Score	
09/24 *	General Brown @ Sandy Creek/Pulaski	6:00 PM	13 0	Box Score	
09/25 *	Beaver River @ Lowville	4:30 PM	1 5	Box Score	

Wimbledon


HILL V WORLD
GENTLEMEN'S SINGLES
FINAL CENTRE COURT
R. Federer [1]
R. Nadal [2]
00 4 6 6 5
15 6 3 3 4
X
GET INVOLVED!
@ WIMBLEDON
QUESTION
Federer is one game up, in the fourth set. So who's going to win the 2014 Final, Federer or Nadal?
If you are on the hill at Wimbledon, tweet your answer using #THEHILL
If you are not at the Championships, tweet your answer using #THEWORLD
THE HILL SAYS
THE WORLD SAYS
28%
72%
33%
67%
FEDERER
NADAL
FAN PHOTOS
#WIMBLEDON #THEHILL #WIMBLEDON 2014
Andy Burns
THE HILL
LIVE VIDEO | TIME-LAPSE (60s REFRESH)
THE WORLD
TRACKING NUMBER OF TWEETS
#THEWORLD
FACTOID
Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat Lorem ipsum dolor sit amet, consectetur adipisicing elit.
TWEETS TODAY
66,542
TWEETS TOTAL
1.232M
#WIMBLEDON #FINAL #FEDERER #NADAL
#THE HILL #WEATHER #TENNIS
SENTIMENT
R. FEDERER
92%
78%
R. NADAL

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou

American poet

Most collaboration done away from HQ

Ideation – 8 GTM strategies worth B's

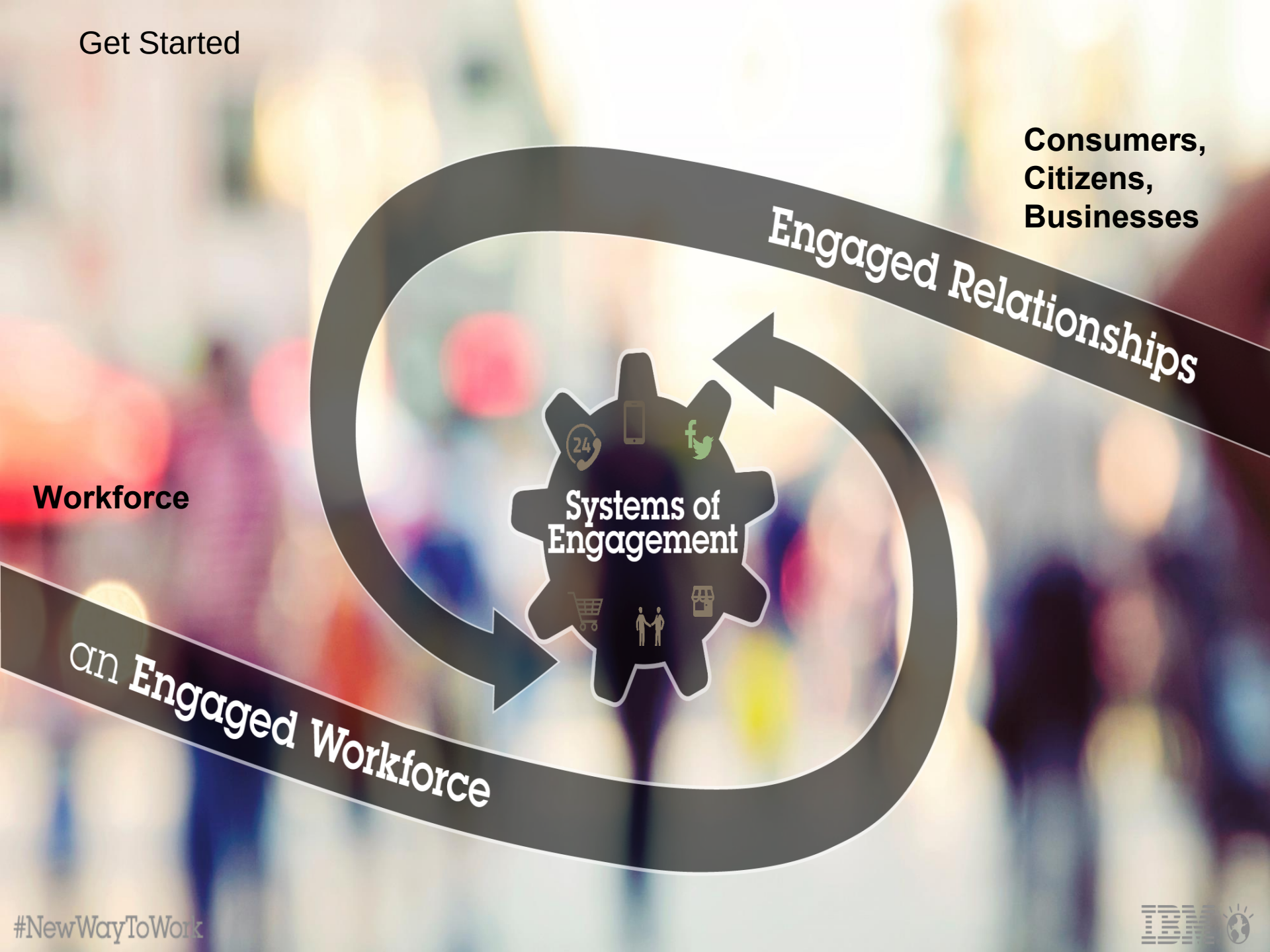
Business Process from 40 to 6 days

50% faster to market, most profitable

Engaged employees and new processes

Drive culture with Social Business

Get Started

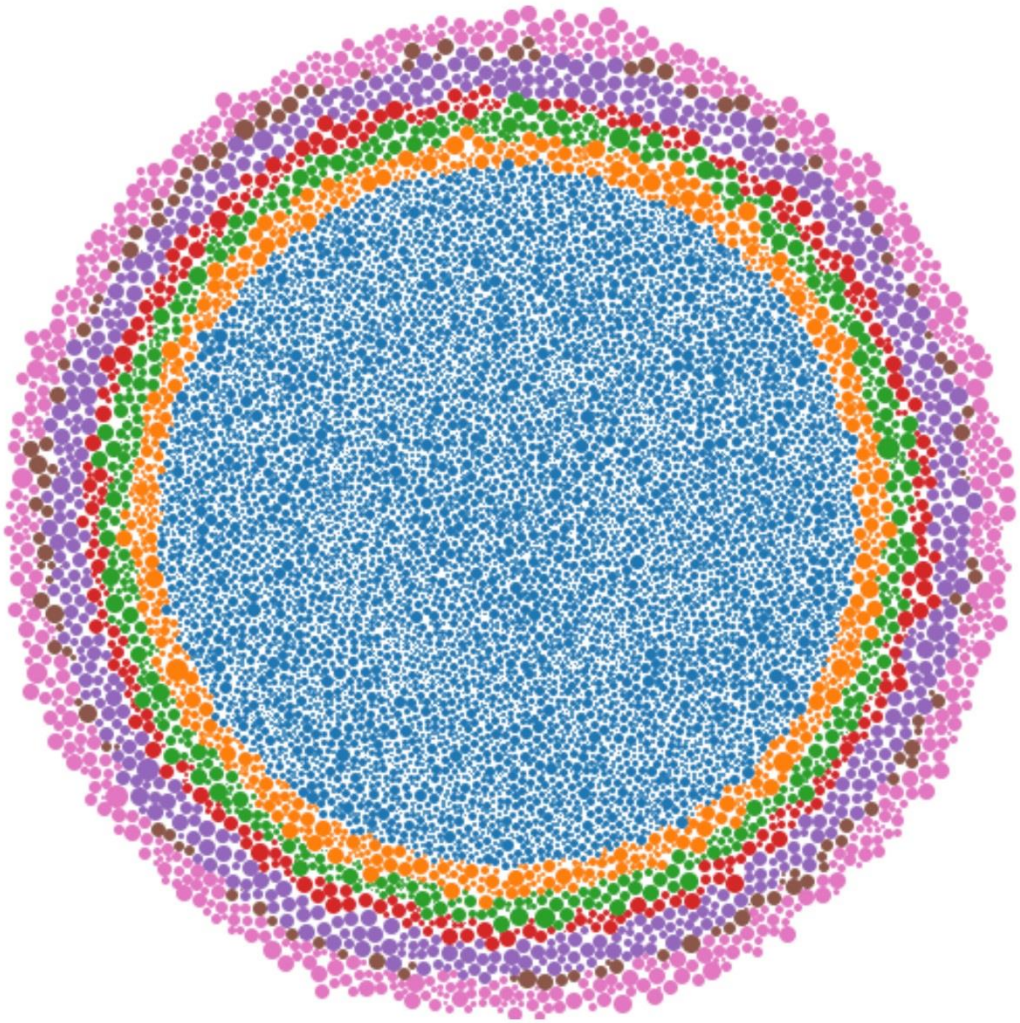

Consumers,
Citizens,
Businesses
Engaged Relationships
Systems of Engagement
Workforce
an Engaged Workforce

Luis Garza

Innovation Manager, CEMEX

@lc_garza

Shift
BRING
SOCIAL
TO
WORK



Organic Communities
Aggregates
Alternative Fuels
Commercial Development
Grow the Pie
Public Affairs
Ready Mix Products

From Waste to Fuel

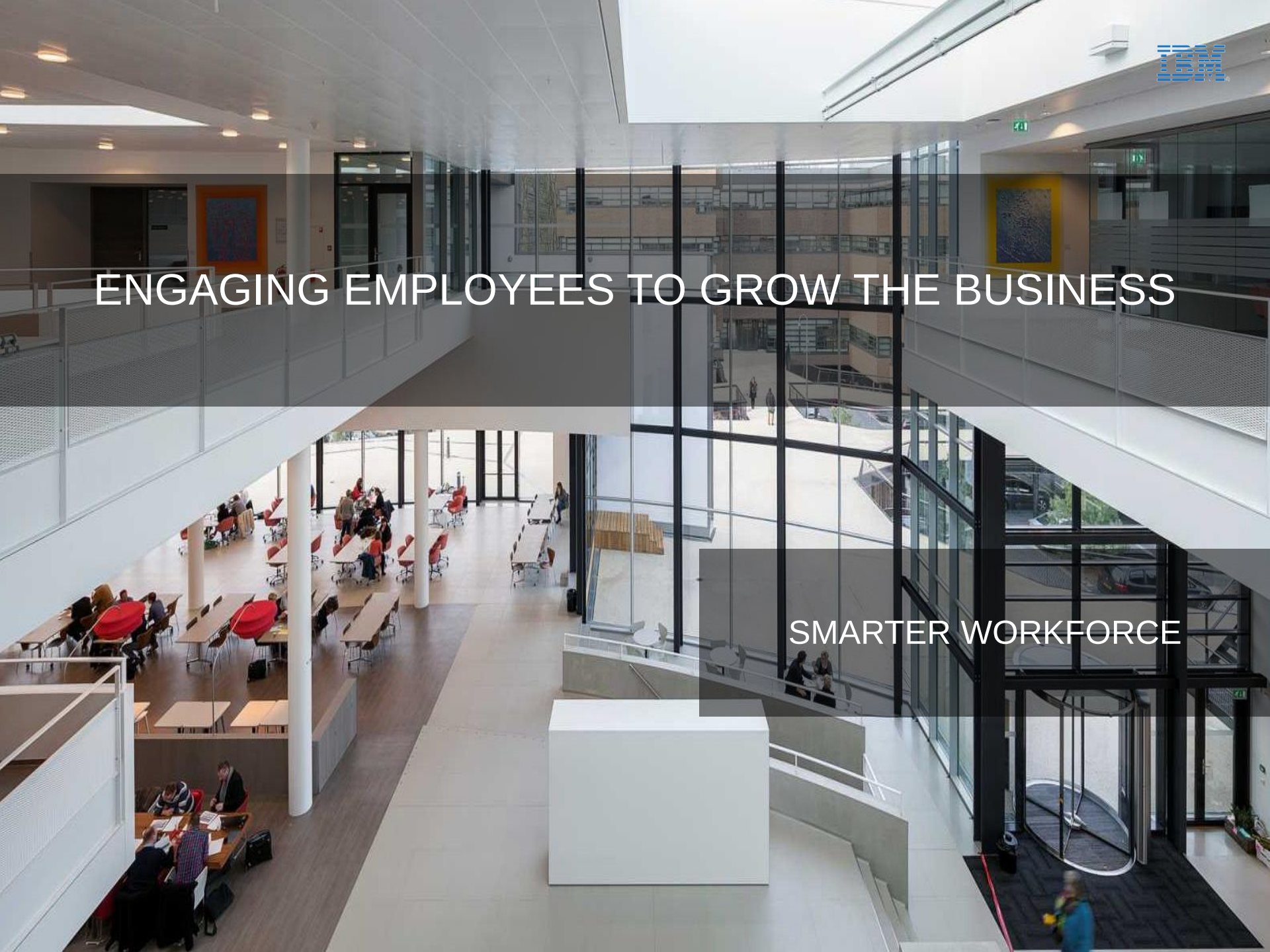
CEMEX

Building a better future

CEMEX

#SWF2015
June 18, 2015
IBM Smarter Workforce Summit
LONDON

Debbie Landers
General Manager, IBM Smarter Workforce & Kenexa


ENGAGING EMPLOYEES TO GROW THE BUSINESS
SMARTER WORKFORCE

#SWF2015
June 18, 2015
IBM Smarter Workforce Summit
LONDON

Thank you.
Enjoy the conference!

	Stream 1: **Talent Acquisition** **Room:** Jardine Suite	**Stream 2:** Workforce Science **Room:** John Major	**Stream 3:** Employee Experience **Room:** Pakistan	**Stream 4:** Workforce Analytics **Room:** India
10:35 - 11:20	Around the World in 90 Days: The Journey of a Talent Revolution at Regus!	Managing and delivering change: Lessons in good practice	PANEL DISCUSSION Building a truly inclusive organisation that embraces diversity: best practice to achieve genuine change	HR - Making the shift from intuition to an analytical and fast data approach
11:30 - 12:15	PANEL DISCUSSION A match made in heaven? The best blended approach to talent acquisition in an age of 'hyper candidate care'	The Employee Engagement Journey at Deutsche Post DHL Group... and Engagement 2020, The Future of Work!	A New Way to Work to create an engaged and connected workforce	What can HR do to drive business transformation?
12:15 - 13:25	**Lunch**			
13:25 - 14:10	Becoming an employer of choice: Developing Global Assessment Approach with BAT	PANEL DISCUSSION Continuous Listening: A new era of social engagement	Improving the Learner experience through IBM Design Thinking	Workforce Analytics: a new best practice guide to the first 100 days of setting up an analytically enabled HR function
14:20 - 15:05	JLR ADVANCE For Leadership Excellence: Identifying and Developing Jaguar Land Rover's Future Leaders	Zurich's Journey: Measuring What Matters	A Journey of Collaboration: How culture and engagement play a key role in delivering success	PANEL DISCUSSION Workforce Analytics: Latest fad or HR's "seat at the Table"?

IBM Smarter Workforce Summit
LONDON

IBM® **Smarter Workforce Institute**

Research-based insights

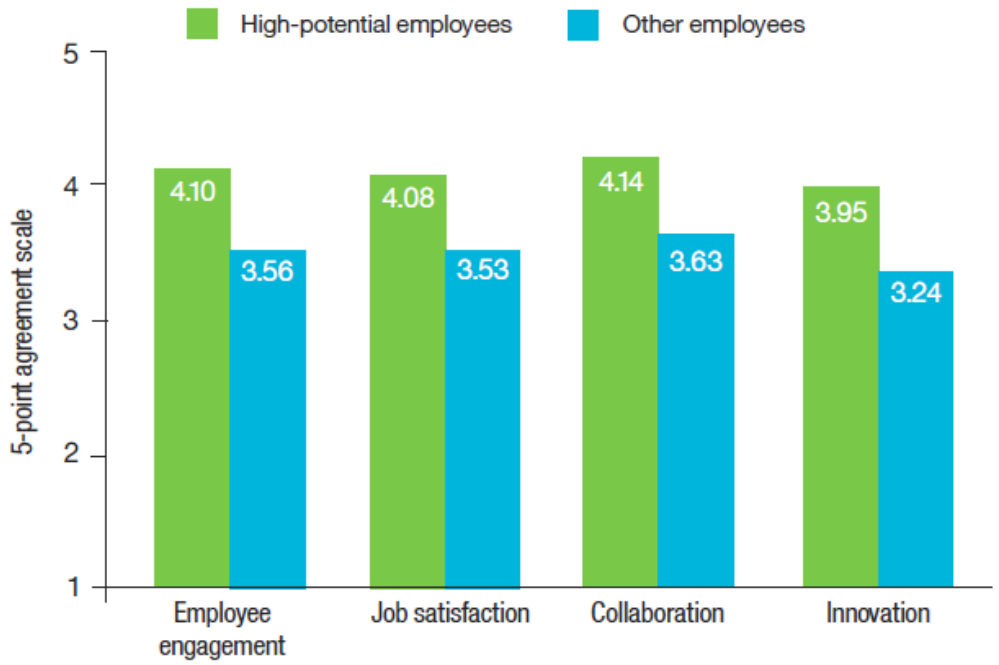
Pick up copies of reports and white papers here today

Or email: IBMSWI@us.ibm.com

IBM® Smarter Workforce Institute

High-potentials

High potential employees are more engaged, satisfied, collaborative and innovative than other employees.

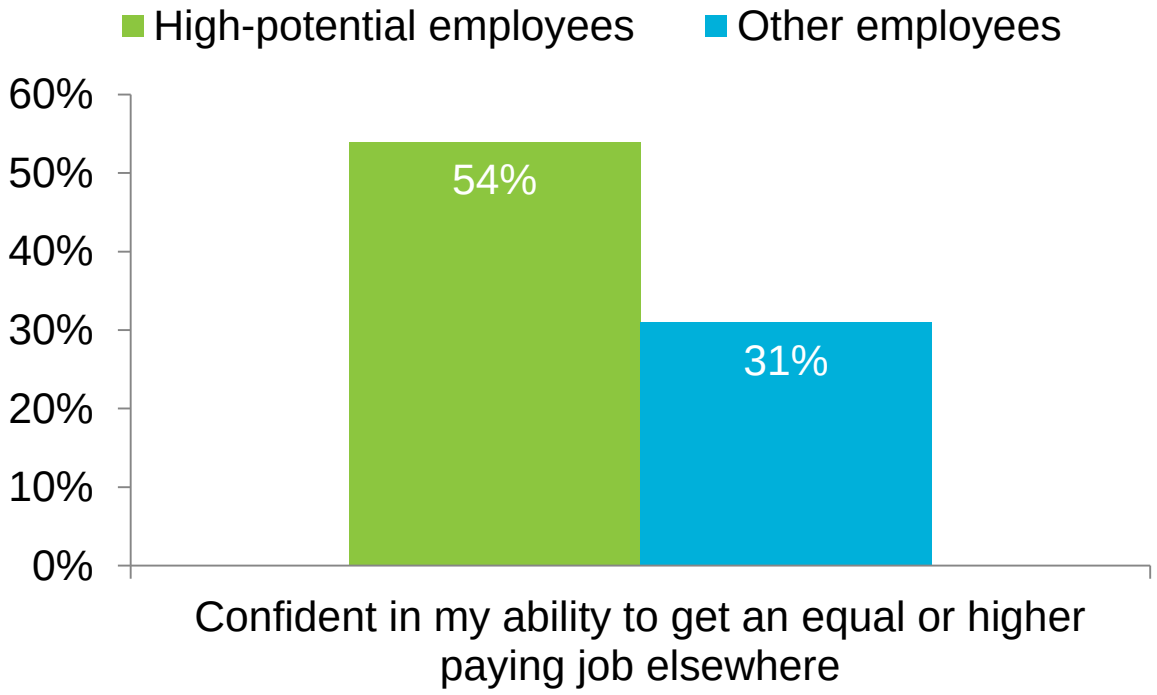


Source: WorkTrends™ 2013/2014; Sample: High-Potential Employees=3,679; Other Employees=14,587

Source:
IBM (2014) Are traditional HR practices keeping your organization average?
Build a high-potential organization with workforce science

IBM Smarter Workforce Summit
LONDON

More high potentials are confident in their ability to get an equal or higher paying job elsewhere (54% vs 31%).



Source: WorkTrends ™ 2013/2014; Sample: High-Potential Employees=3,679; Other Employees=14,587

Source:
IBM (2014) Are traditional HR practices keeping your organization average? Build a high-potential organization with workforce science

IBM Smarter Workforce Summit
LONDON

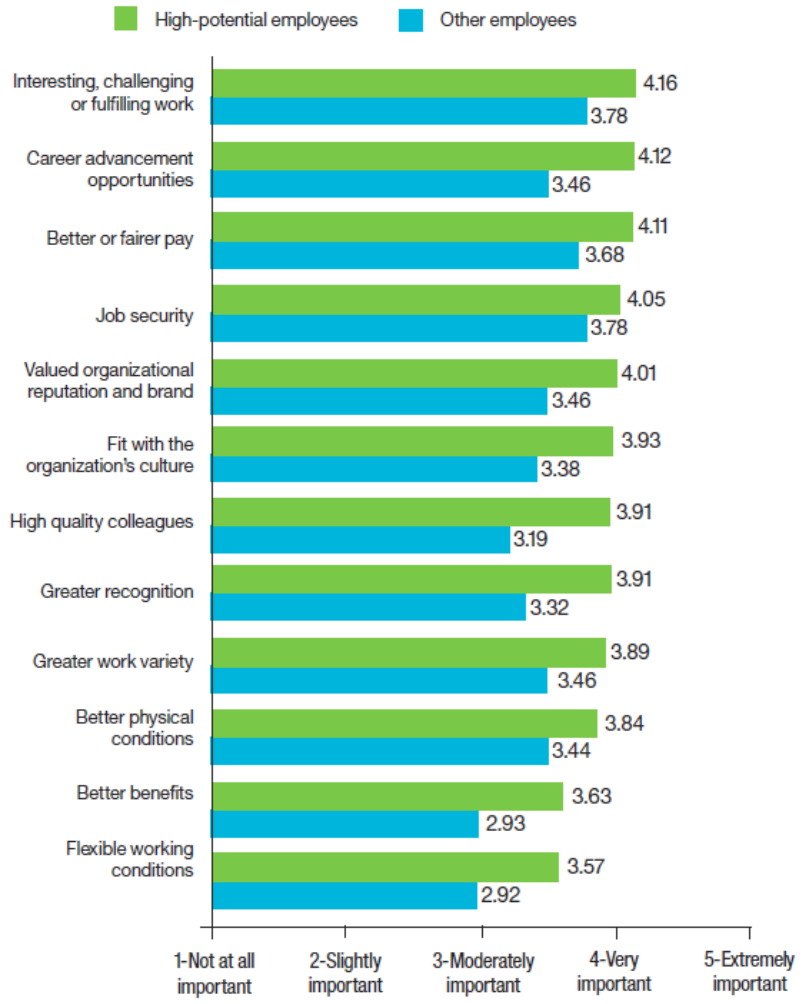
IBM® **Smarter Workforce Institute**

Research-based insights

Pick up copies of reports and white papers here today

Or email: IBMSWI@us.ibm.com

Everything is more important in attracting high-potentials compared to other employees.



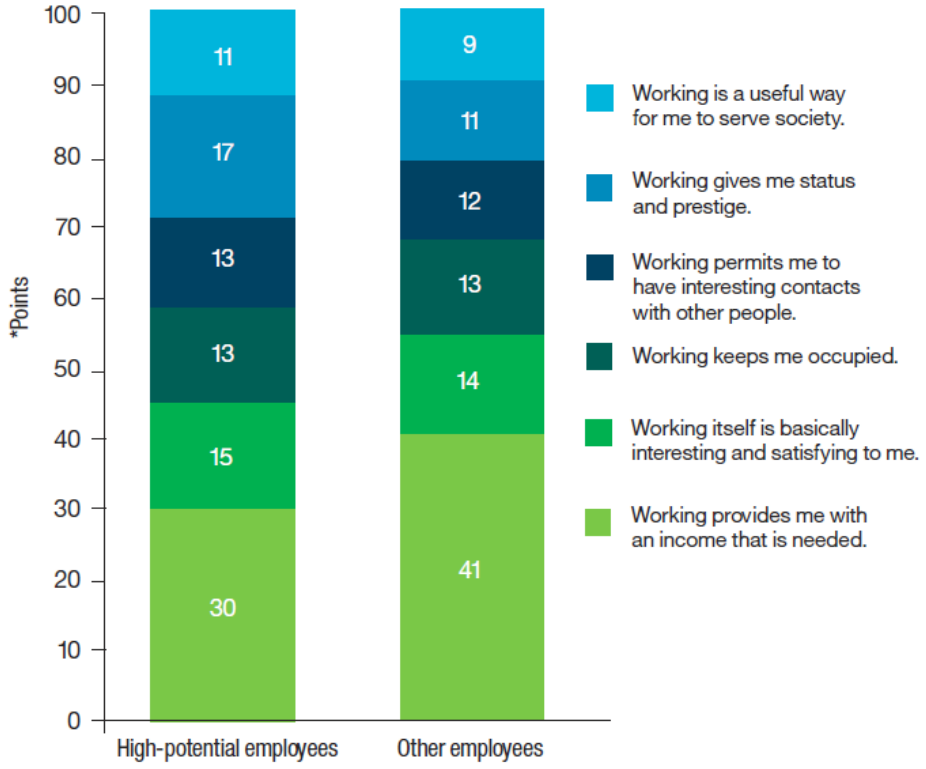
Biggest differences:

- High quality colleagues
- Better benefits
- Career advancement opportunities
- Flexible working conditions.

Source:
IBM (2014) Are traditional HR practices keeping your organization average? Build a high-potential organization with workforce science

IBM Smarter Workforce Summit
LONDON

Compared to other employees, high potentials see work as more about status and prestige and less about income.



Source: WorkTrends 2013/2014; Sample: High-Potential Employees=3,679; Other Employees=14,587;

**To help explain what working means to employees, we asked them to assign a total of 100 points, in any combination they desired, to the six statements listed. The more a statement expressed their thinking, the more points they assigned to it.*

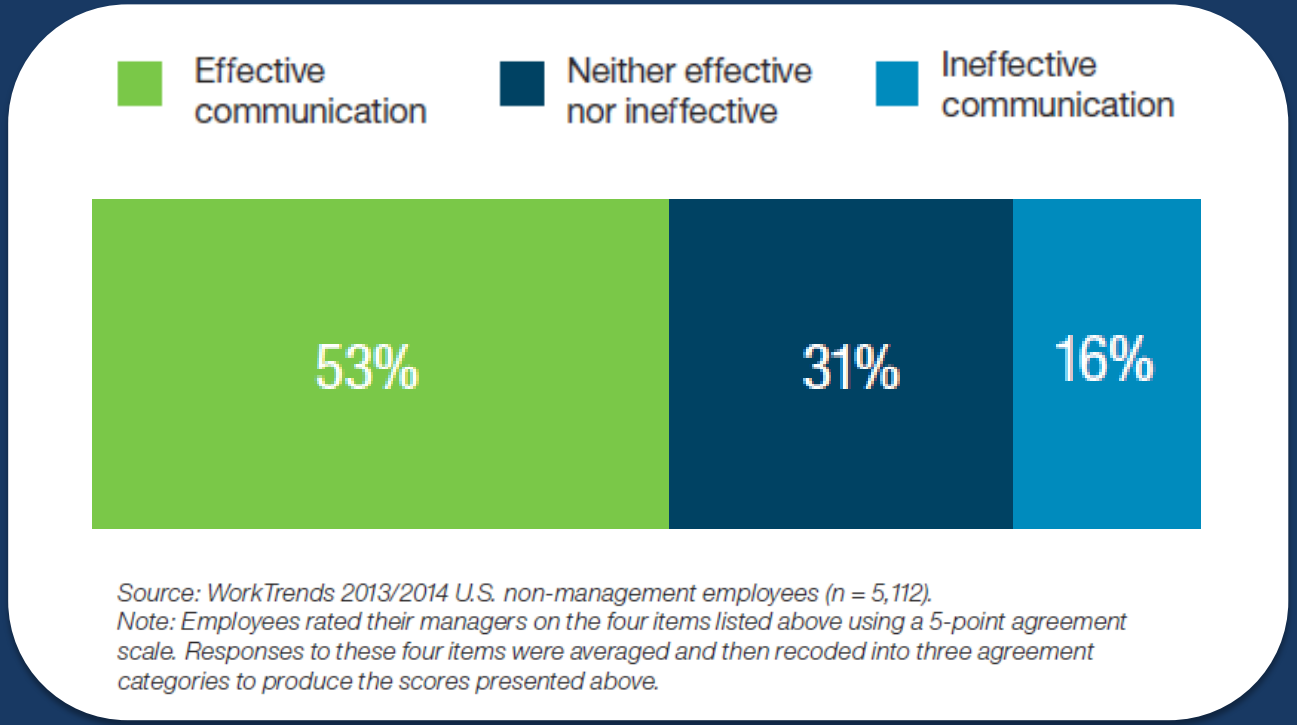
Source:
IBM (2014) Are traditional HR practices keeping your organization average? Build a high-potential organization with workforce science

IBM Smarter Workforce Summit
LONDON

IBM® Smarter Workforce Institute

Compensation

Only about half (53%) of employees feel their managers are doing a good job communicating with them about their pay.

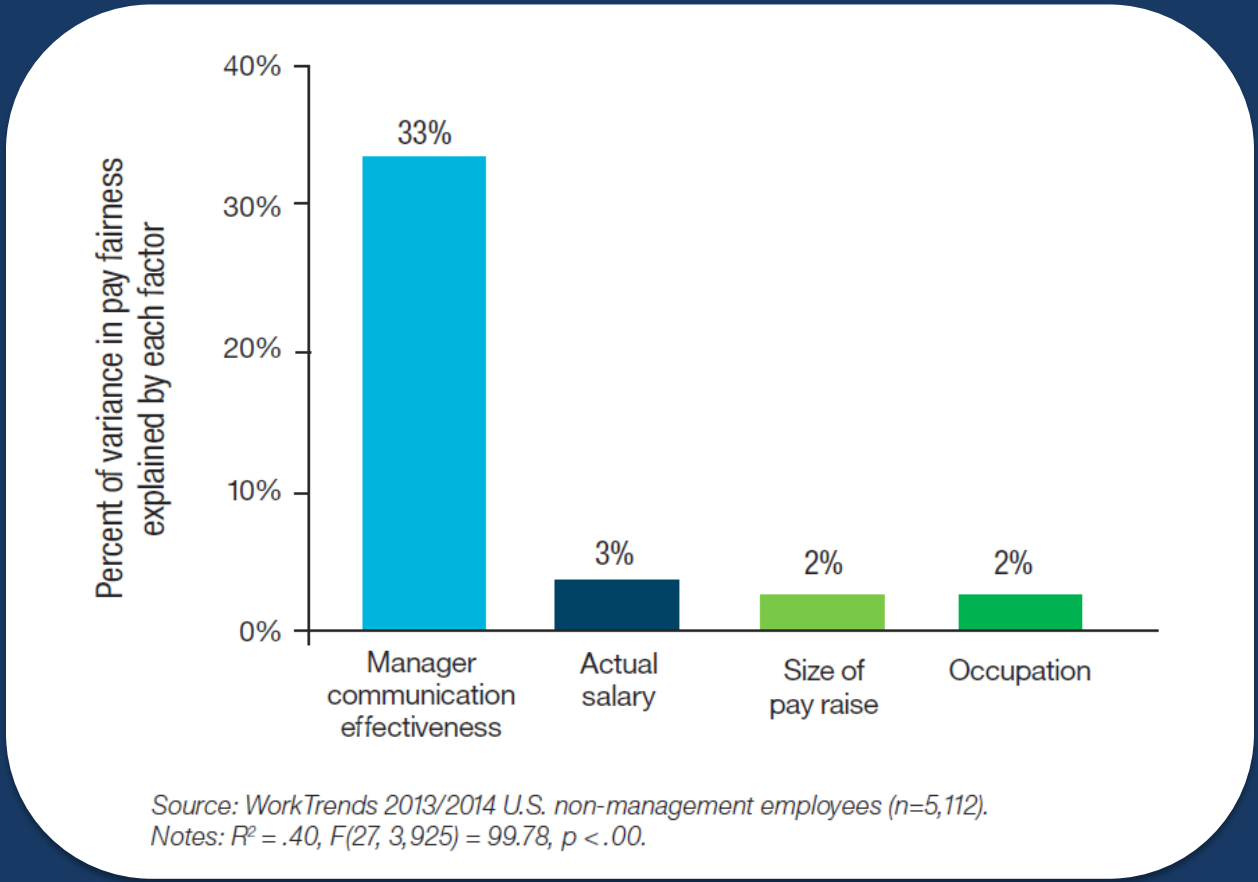


Source: WorkTrends 2013/2014 U.S. non-management employees (n = 5,112).
Note: Employees rated their managers on the four items listed above using a 5-point agreement scale. Responses to these four items were averaged and then recoded into three agreement categories to produce the scores presented above.

Source:
IBM (2015) From messengers to compensation ambassadors: HR and managers working together for more effective pay conversations

IBM Smarter Workforce Summit
LONDON

Manager communication is ten times more important to employees' perceptions of pay fairness than their actual salary or raise size.



Source: WorkTrends 2013/2014 U.S. non-management employees (n=5,112).
Notes: $R^2 = .40$, $F(27, 3{,}925) = 99.78$, $p < .00$.

Source:
IBM (2015) From messengers to compensation ambassadors: HR and managers working together for more effective pay conversations

IBM Smarter Workforce Summit
LONDON

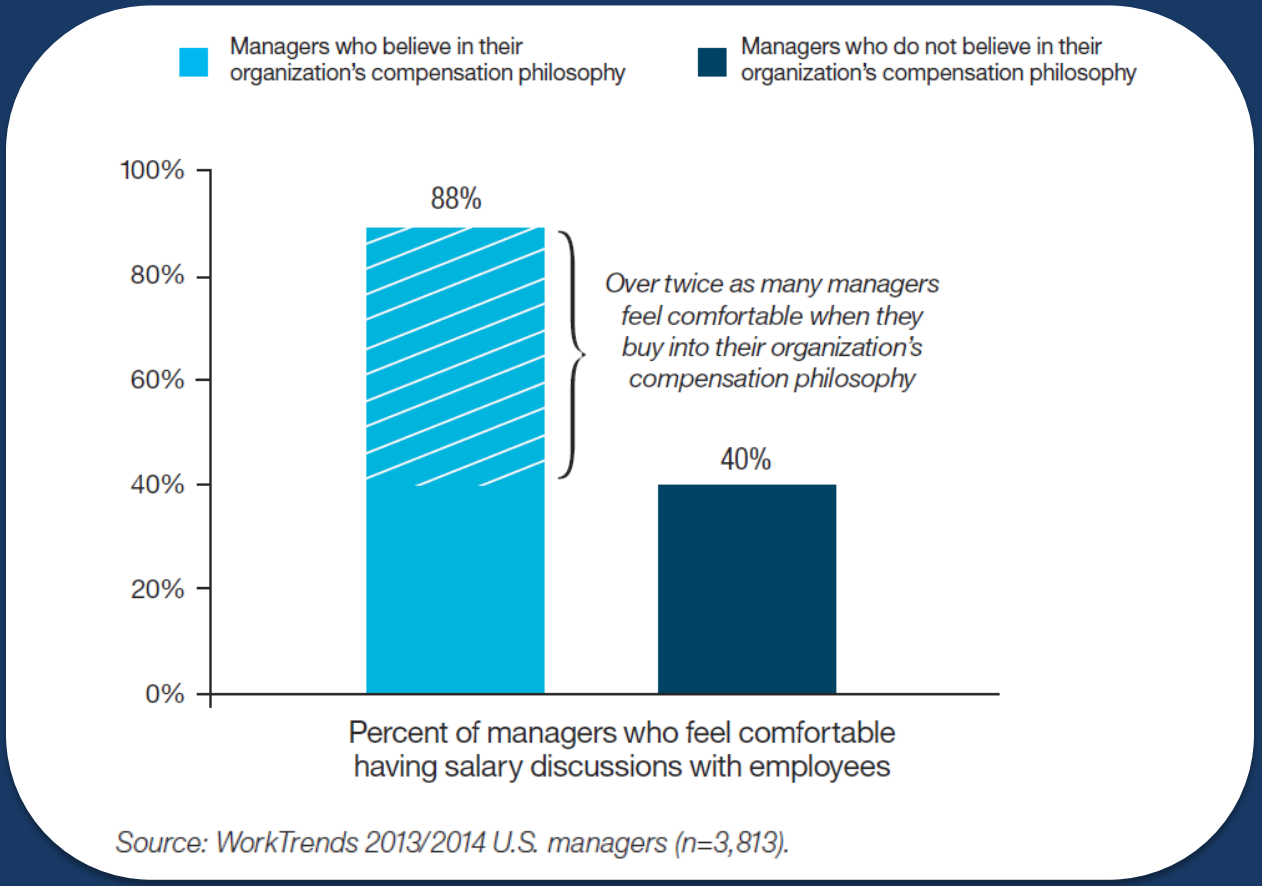
IBM® **Smarter Workforce Institute**

Research-based insights

Pick up copies of reports and white papers here today

Or email: IBMSWI@us.ibm.com

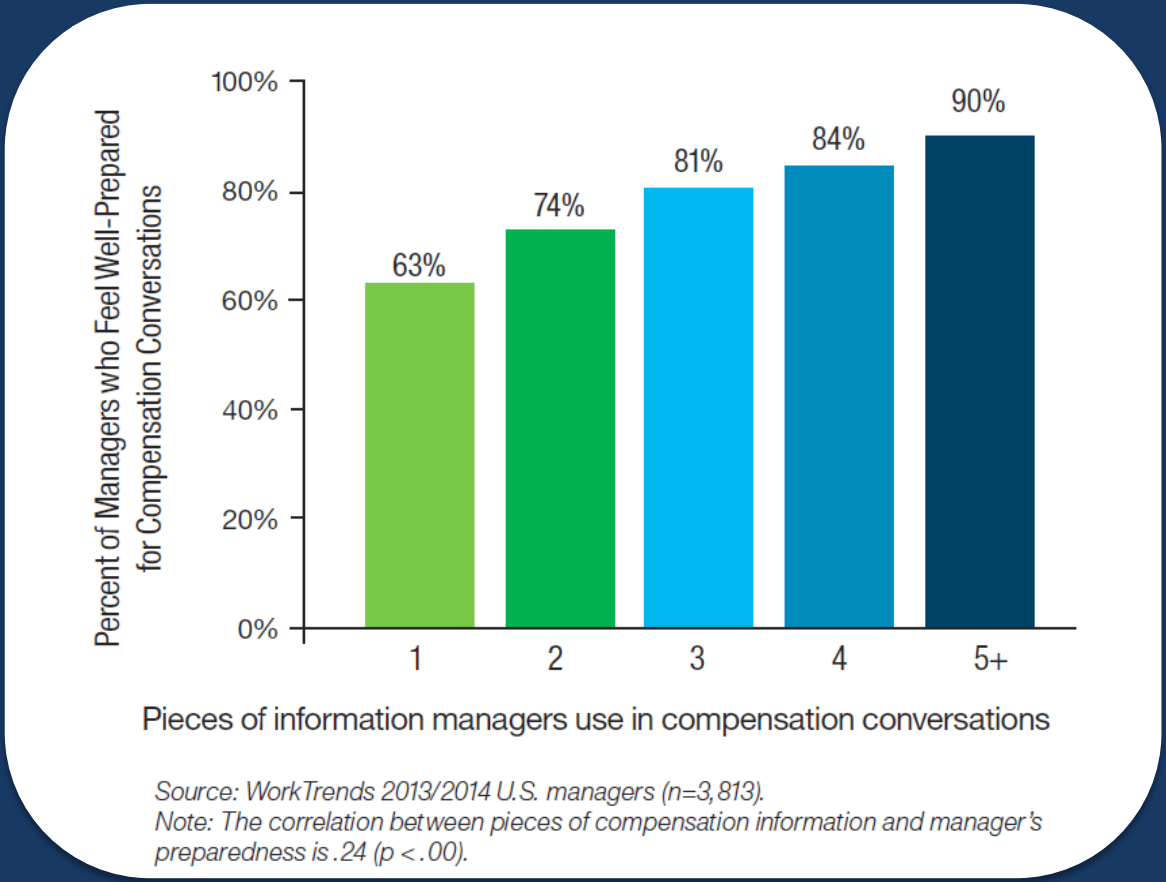
2x as many managers feel comfortable with pay conversations when they buy-in to their organization's compensation philosophy.



Source:
IBM (2015) From messengers to compensation ambassadors: HR and managers working together for more effective pay conversations

IBM Smarter Workforce Summit
LONDON

More managers feel prepared for compensation conversations when they have more information.



Source:
IBM (2015) From messengers to compensation ambassadors: HR and managers working together for more effective pay conversations

IBM Smarter Workforce Summit
LONDON

IBM® **Smarter Workforce Institute**

Research-based insights

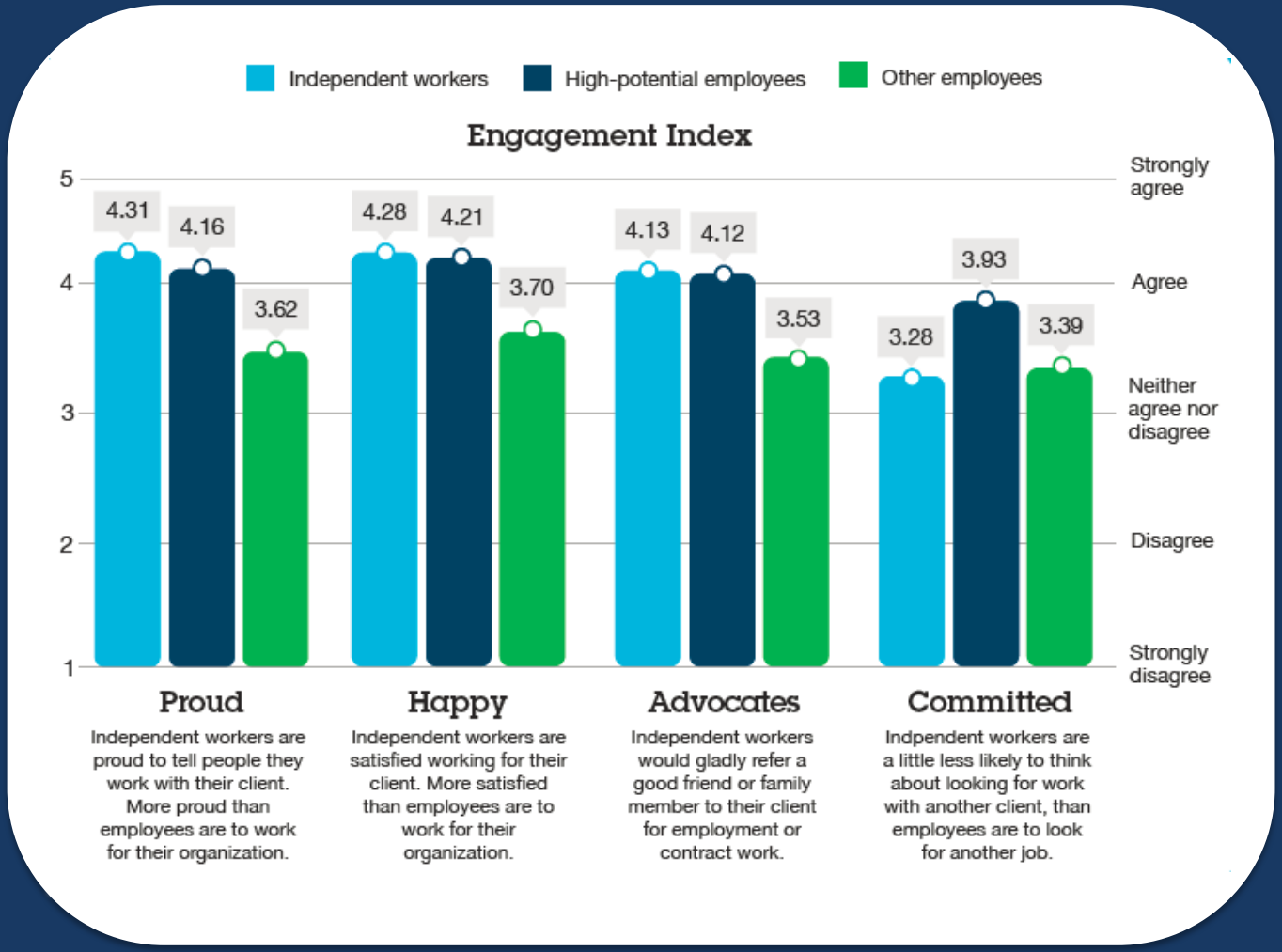
Pick up copies of reports and white papers here today

Or email: IBMSWI@us.ibm.com

IBM® Smarter Workforce Institute

Independent Workers

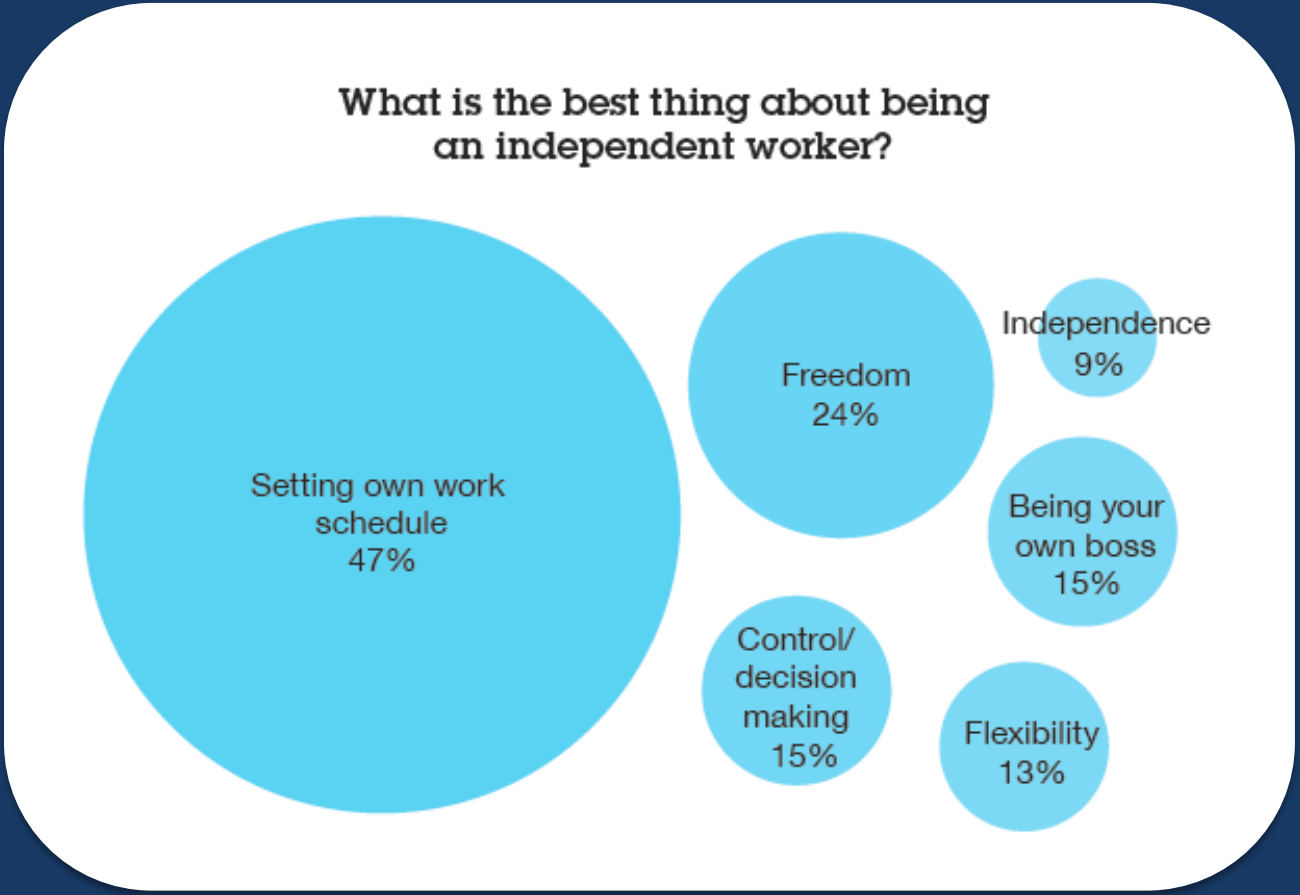
Independent workers are more engaged than regular employees, and have more pride and satisfaction than even high-potentials.



Source:
IBM (2014) Your Best Worker May Not Be Your Employees: A Global Study of Independent Workers

IBM Smarter Workforce Summit
LONDON

Independent workers love their autonomy



Source:
IBM (2014) Your Best Worker May Not Be Your Employees: A Global Study of Independent Workers

IBM Smarter Workforce Summit LONDON

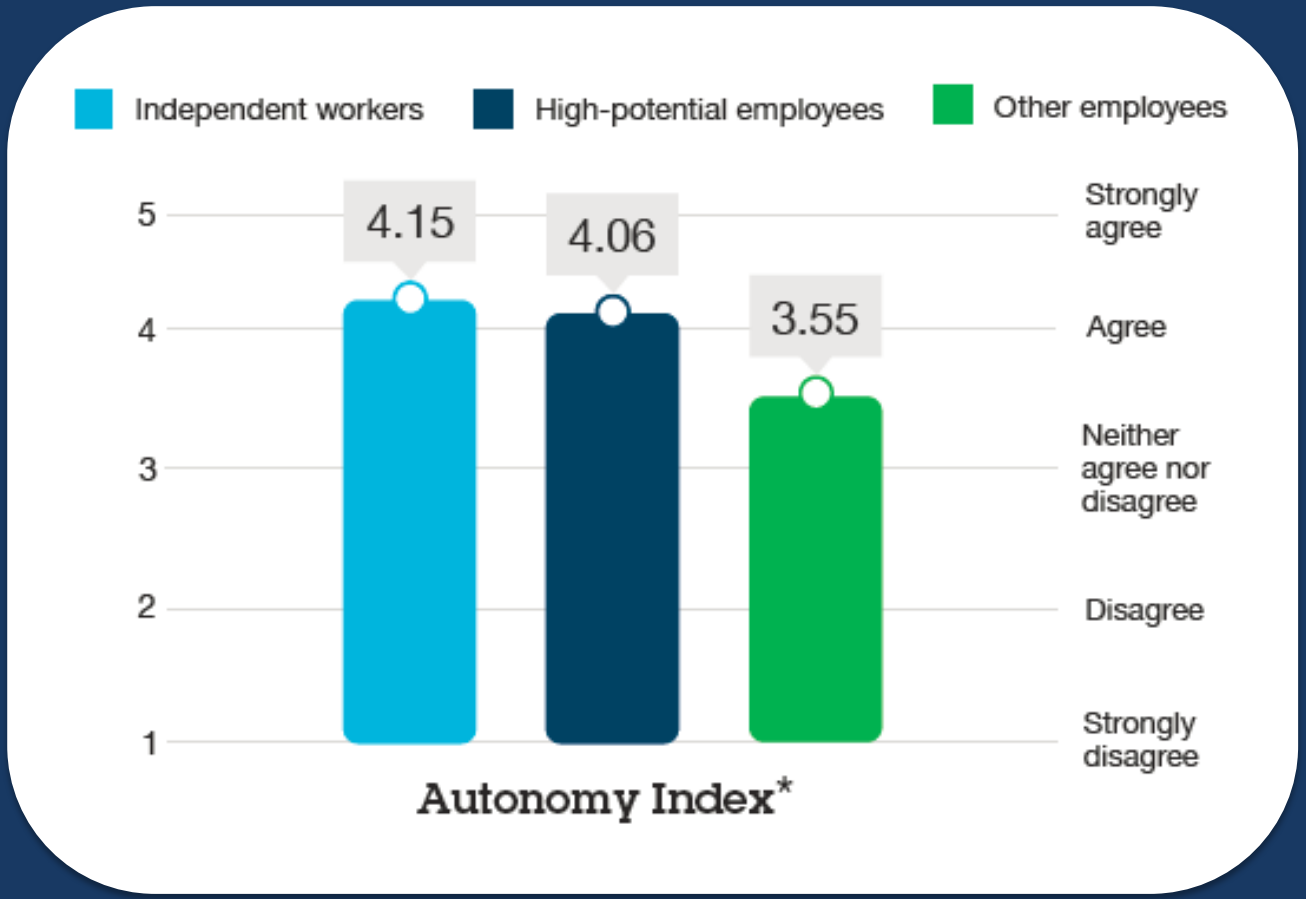
IBM® **Smarter Workforce Institute**

Research-based insights

Pick up copies of reports and white papers here today

Or email: IBMSWI@us.ibm.com

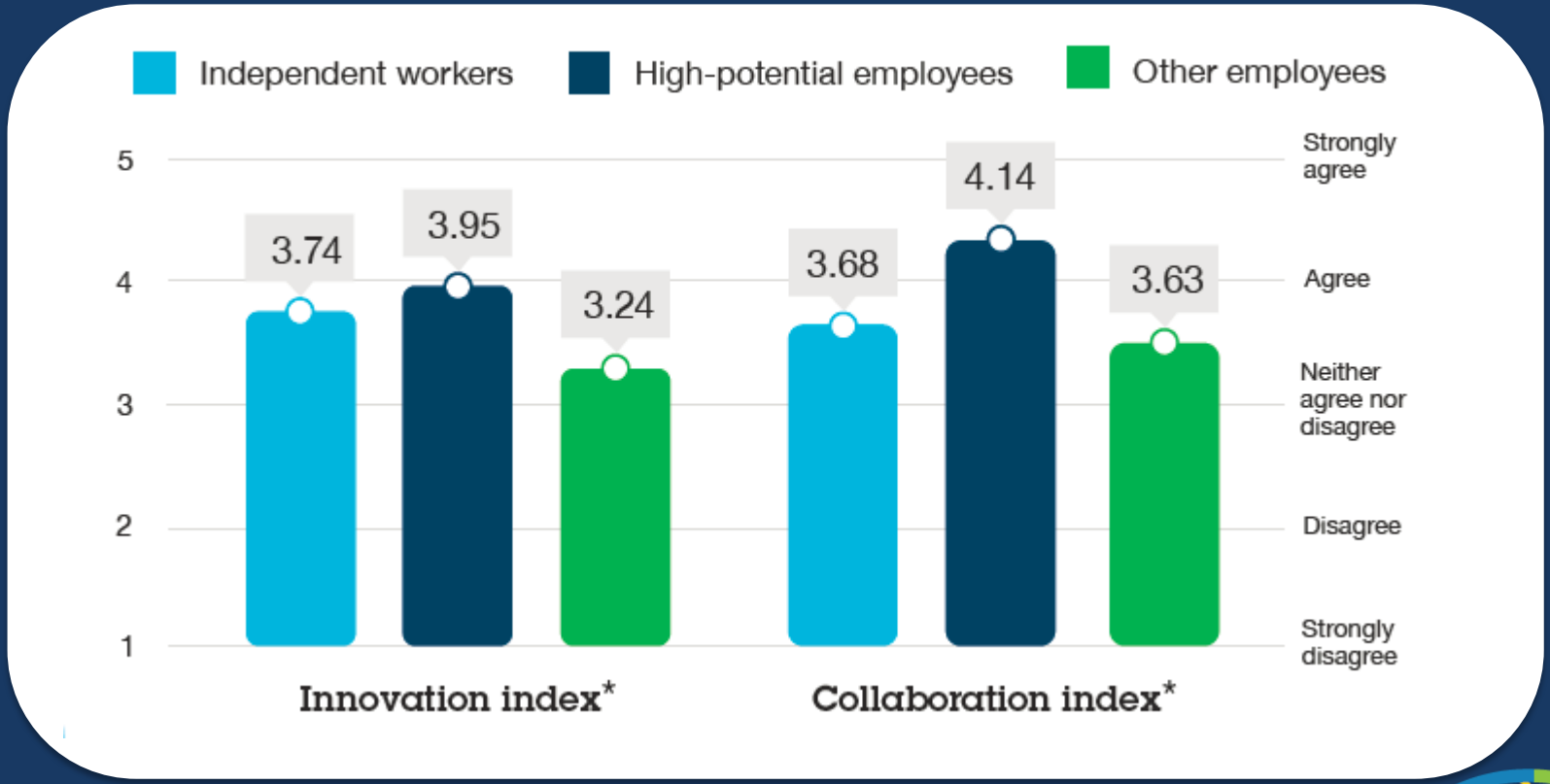
High potential employees have almost as much autonomy as independent workers, which is a lot more than other employees get.



Source:
IBM (2014) Your Best Worker May Not Be Your Employees: A Global Study of Independent Workers

IBM Smarter Workforce Summit
LONDON

Independent workers are almost as innovative, but not quite as collaborative as high-potential employees.



Source:
IBM (2014) Your Best Worker May Not Be Your Employees: A Global Study of Independent Workers

IBM Smarter Workforce Summit
LONDON

IBM® **Smarter Workforce Institute**

Research-based insights

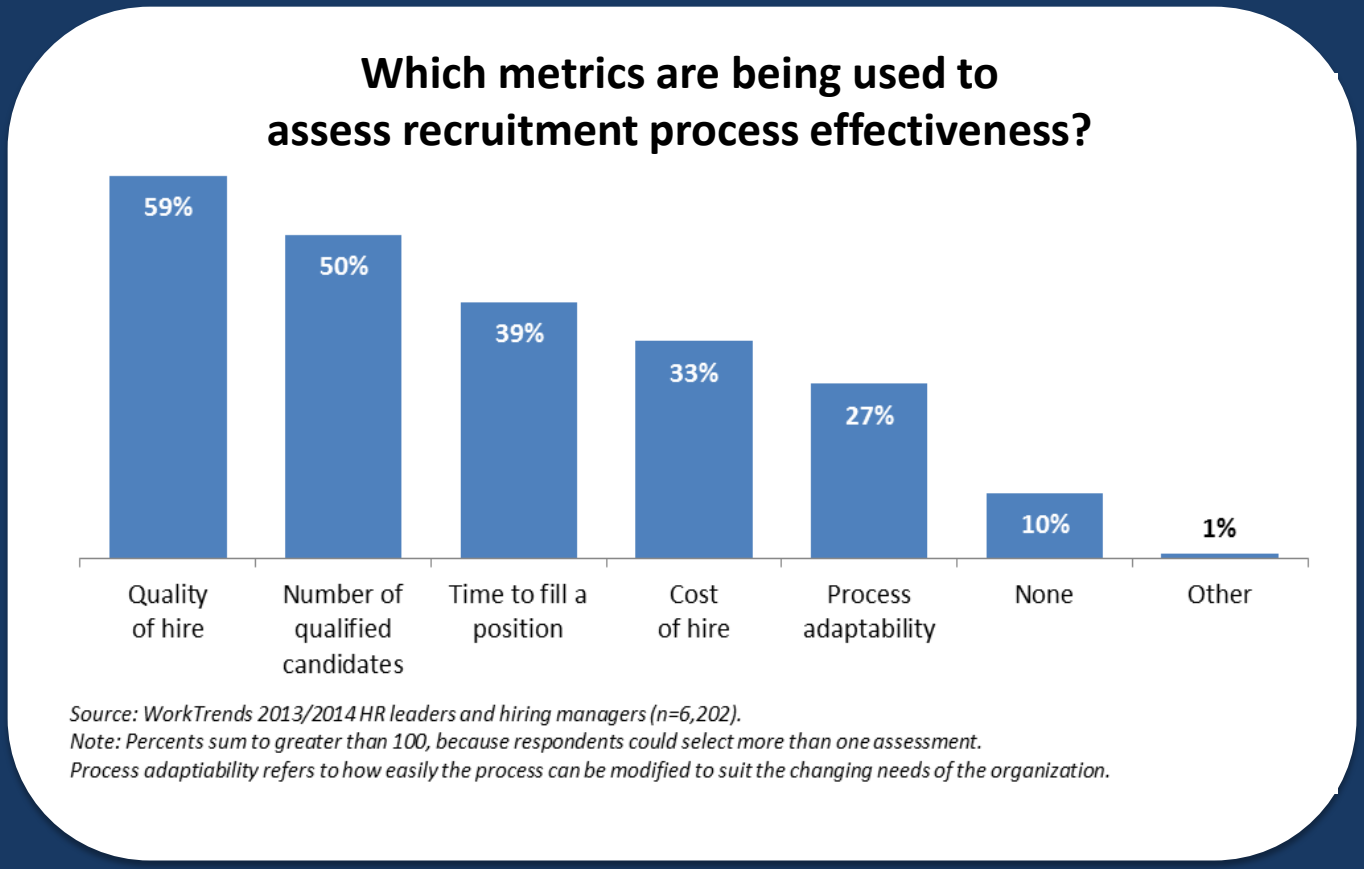
Pick up copies of reports and white papers here today

Or email: IBMSWI@us.ibm.com

IBM® Smarter Workforce Institute

Recruitment Metrics

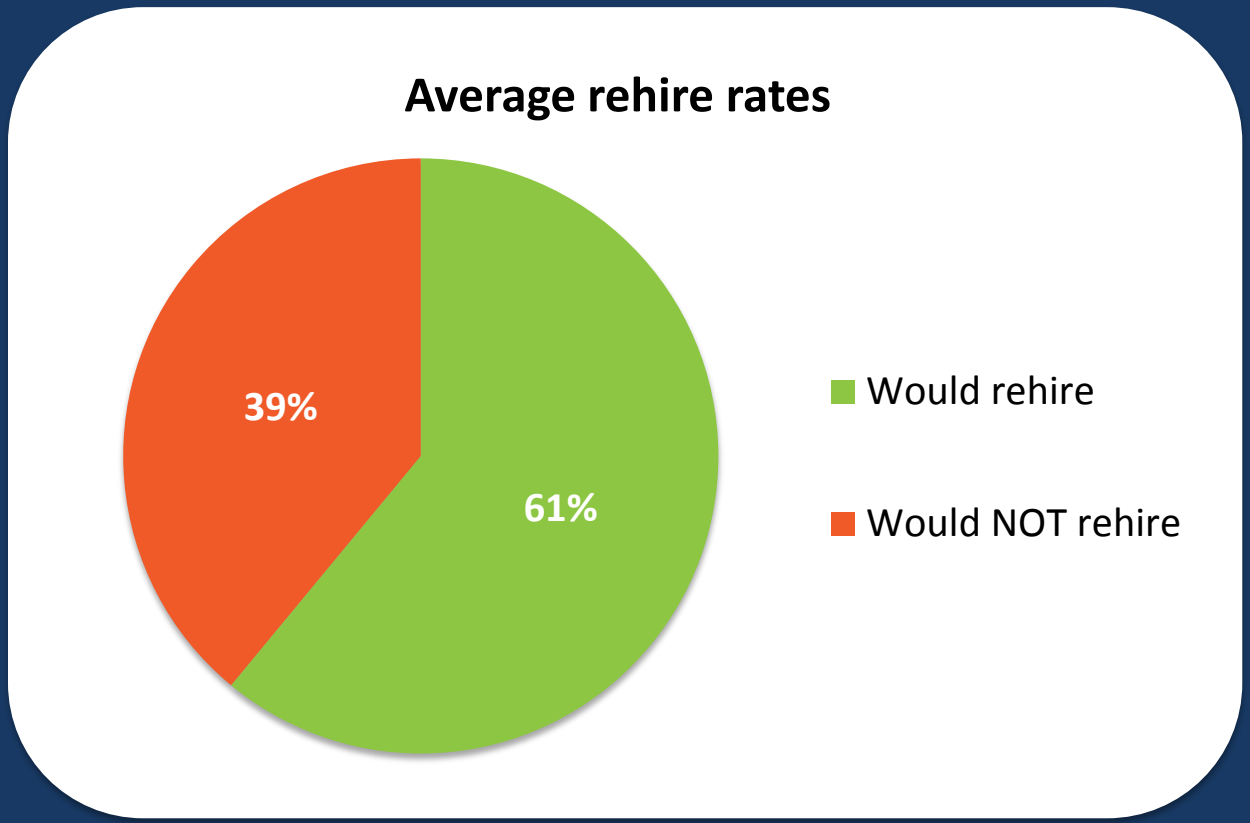
More than half of organizations use quality of hire metrics to evaluate recruitment processes - 1 in 10 does not use any metrics.



Source:
IBM (2015) The secret to reducing hiring mistakes? It's in the metrics.

IBM Smarter Workforce Summit
LONDON

On average, 39 percent of recent hires would not be *rehired*. That's a lot of hiring mistakes.

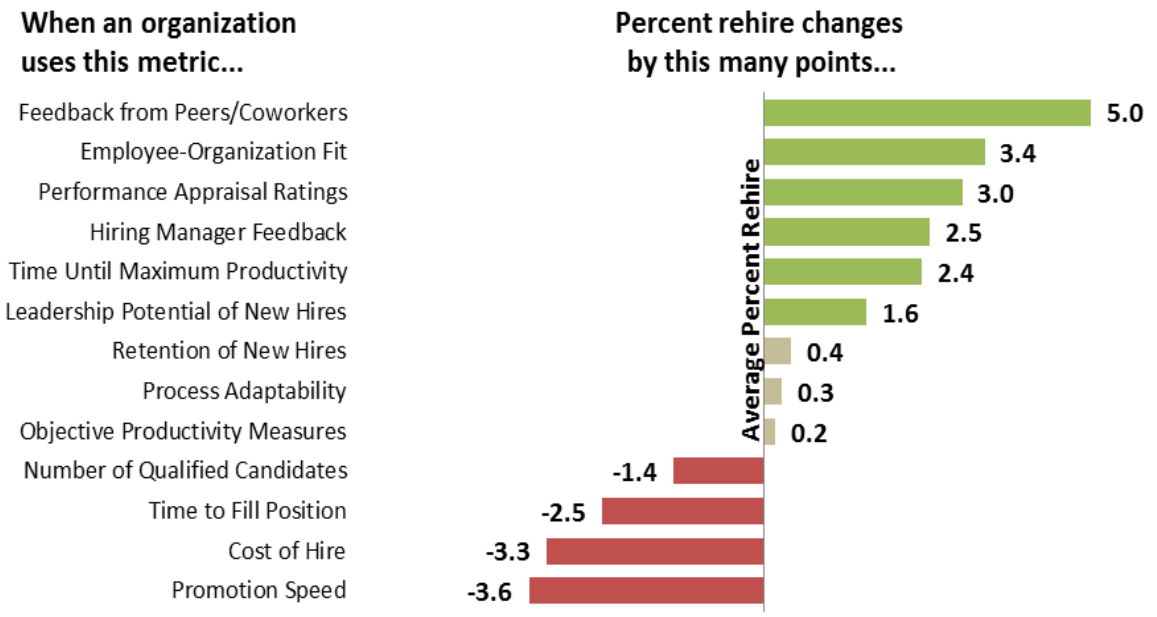


Source:
IBM (2015) The secret to reducing hiring mistakes? It's in the metrics.

QUESTION: Thinking about those employees hired by you or your group in the past 12 months, if you had the chance to do it over again, what percent of them would you rehire?

IBM Smarter Workforce Summit
LONDON

Effectiveness metrics, like quality of hire, are associated with a *decrease* in hiring mistakes—by nearly 18% pts.



Source: WorkTrends 2013/2014 HR leaders and hiring managers (n=6,202).
Notes: $R^2 = .11$, $F(57, 6{,}144) = 12.83$, $p < .00$. Several control variables were also included in this model, including whether the respondent works in HR, home country, and industry.

Source:
IBM (2015) The secret to reducing hiring mistakes? It's in the metrics.

IBM Smarter Workforce Summit
LONDON

IBM® **Smarter Workforce Institute**

Research-based insights

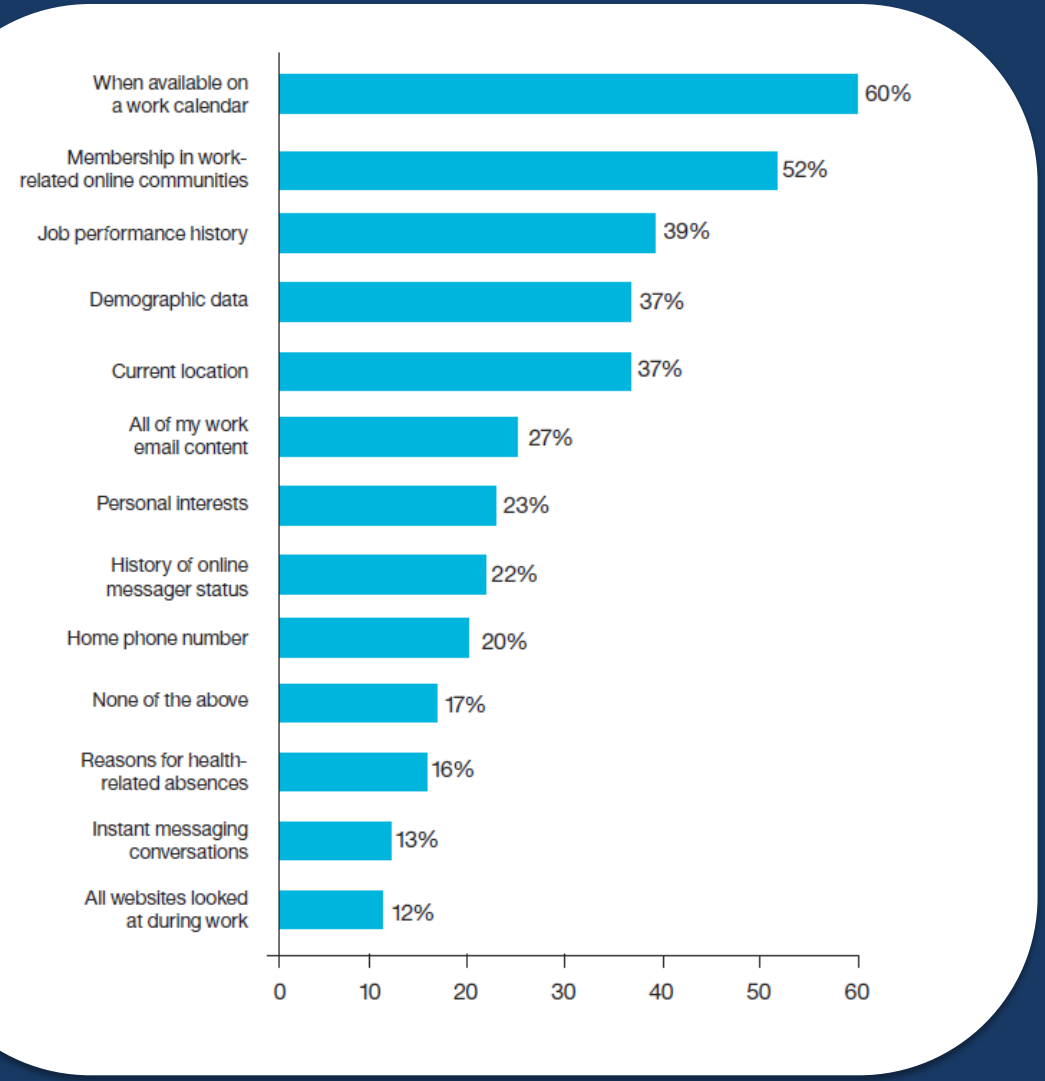
Pick up copies of reports and white papers here today

Or email: IBMSWI@us.ibm.com

IBM® Smarter Workforce Institute

Workforce Analytics

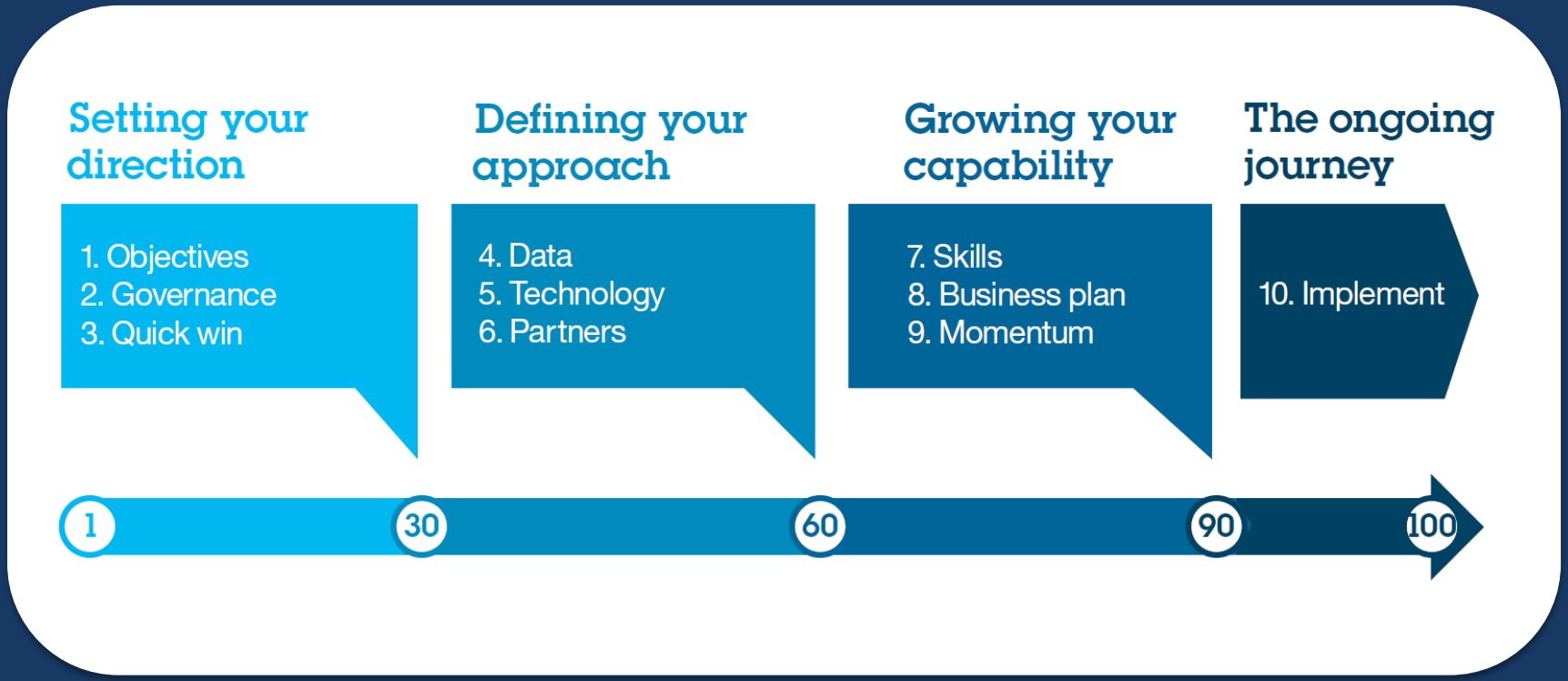
Only 12% of employees want their organizations to know what websites they visit at work



Source:
IBM (2015) Active employee participation in workforce analytics: A critical ingredient for success

IBM Smarter Workforce Summit
LONDON

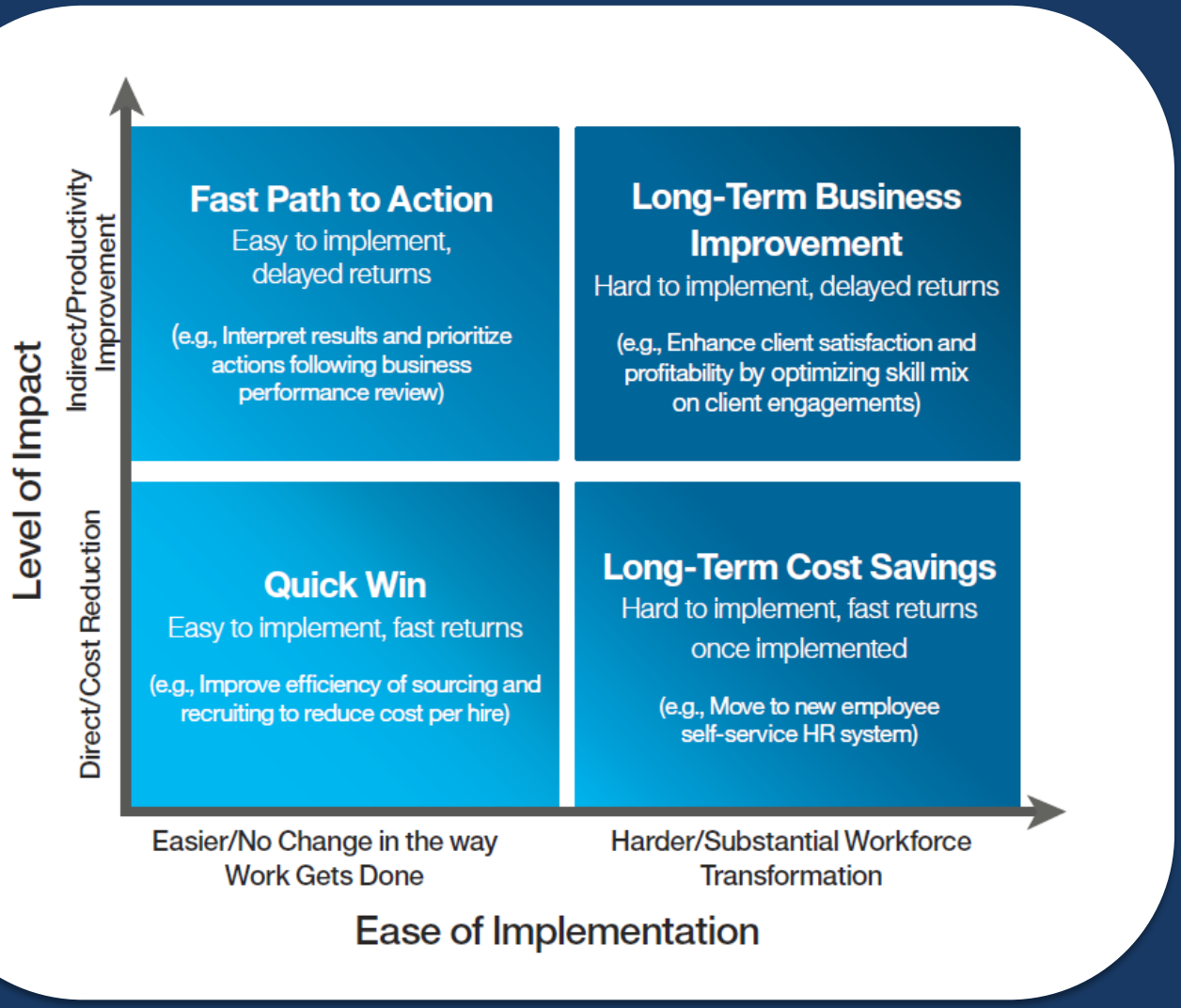
Set up your HR function to embrace workforce analytics: The first 100 days



Source:
IBM (2015) Starting the Workforce Analytics Journey: The First 100 Days

IBM Smarter Workforce Summit
LONDON

Categorizing workforce analytics projects



Source:
IBM (2015) Starting the Workforce Analytics Journey: The First 100 Days

IBM Smarter Workforce Summit
LONDON

IBM® **Smarter Workforce Institute**

Research-based insights

Pick up copies of reports and white papers here today

Or email: IBMSWI@us.ibm.com

#SWF2015
June 18, 2015
IBM Smarter Workforce Summit
LONDON