

**BusinessConnect and SolutionsConnect**

It's time to make bold moves.

# Creating the Smarter Workforce

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IBM Asia Pacific



# OUR WORLD IS CHANGING


WISDOM OF  
CROWDS

IMPROVED  
TECHNOLOGY  
AS A SERVICE

MOBILE  
WORKFORCE

RISE OF  
INDEPENDENT  
WORKER

BIG DATA



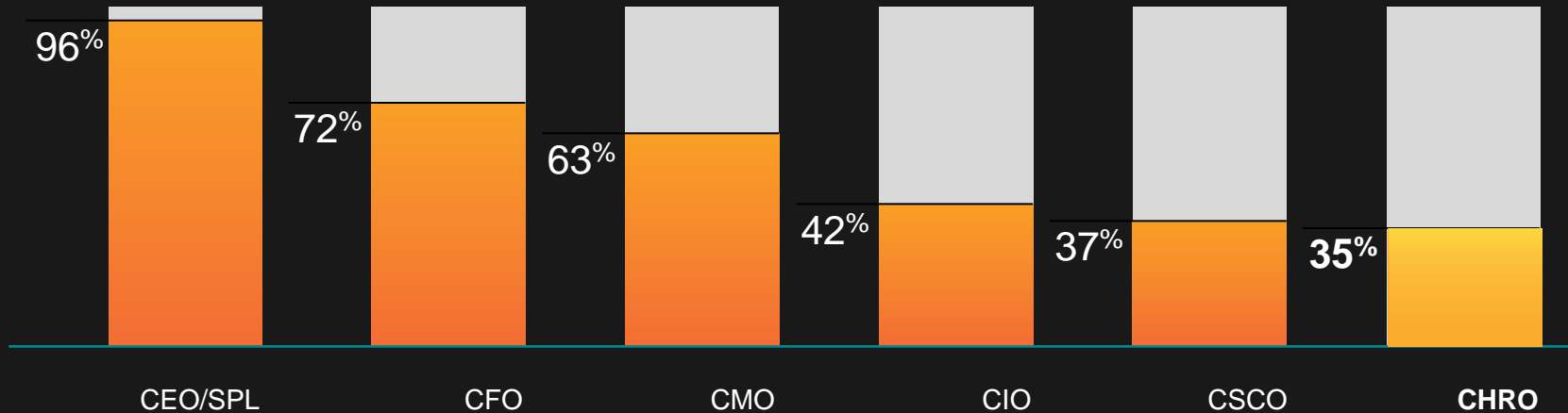
While 71% of CEOs say  
employees are the #1 source of  
economic value...<sup>1</sup>

90% of organizations  
say they do not have the  
skills to be successful<sup>2</sup>

Declining engagement  
results in  
**\$25,000** lower  
profit per employee<sup>3</sup>

# The CEO is not turning to the CHRO enough to formulate strategy

## Involvement in organization's business strategy according to the CEO



Source: Question CEO2–Which senior executives are involved in formulating the organization's business strategy?; n=701 [CEO only]

# Financial outperformers are much more likely to identify themselves as effective in addressing workforce challenges

Effectiveness in addressing workforce challenges today



Source: Question CHRO2-How effective is your organization in addressing today's workforce challenges?; n=321 [CHRO only]

# HR

New expectations for a new era  
*CHRO insights from the Global C-suite Study*



Manage changing job roles and demographics to enable customer driven enterprise




Provide business user experience similar to online shopping



Learn from available data





**ROOTED IN BEHAVIORAL  
SCIENCE**

**ENABLES SOCIAL AND  
MOBILE COLLABORATION**

# WHAT MAKES OUR WORKFORCE SMARTER?

**URNS BIG DATA INTO BIG  
INSIGHTS**

**EXCEPTIONAL DIGITAL  
EXPERIENCE**

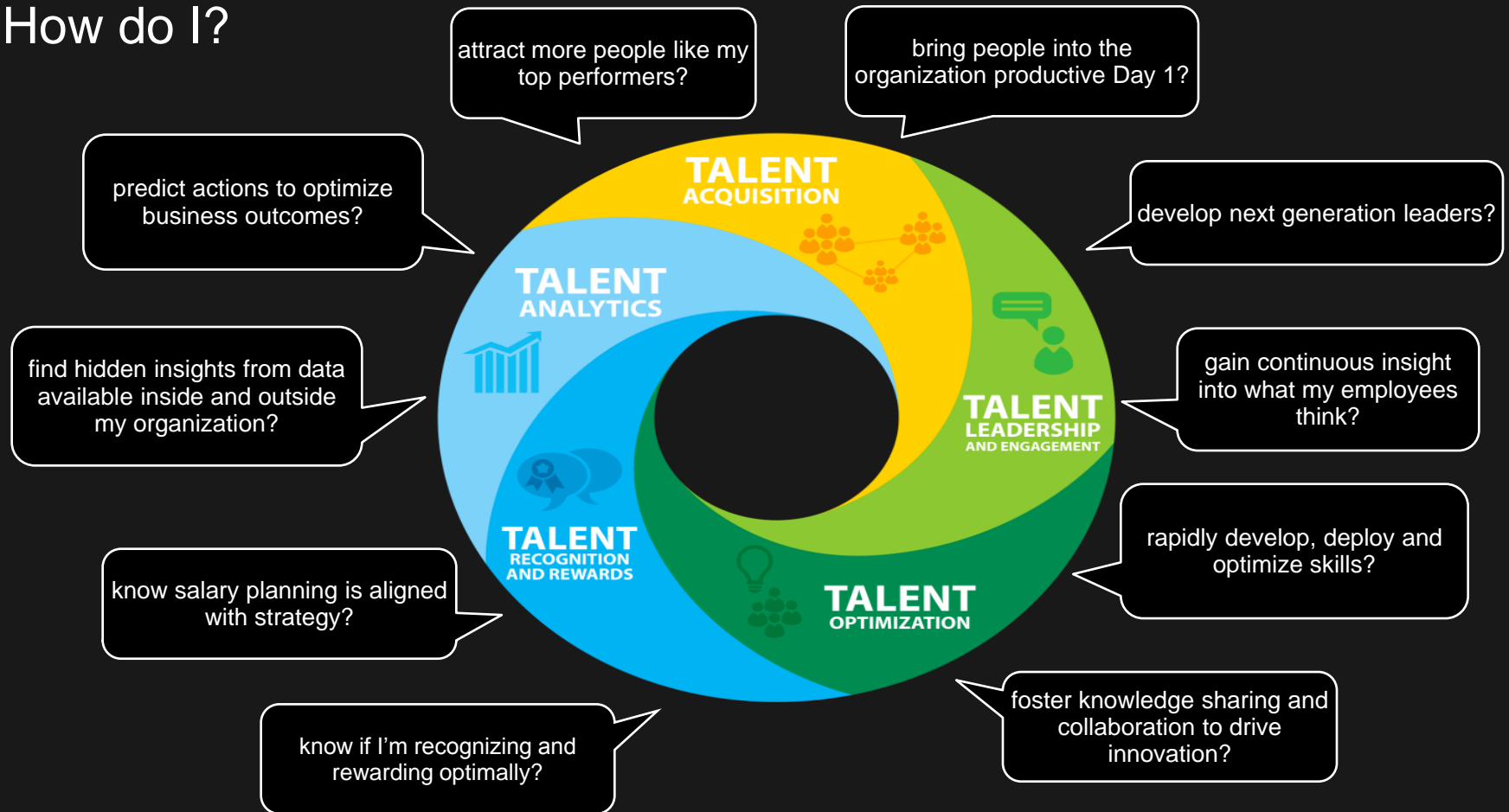
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If we harness the power of big data and analytics with human insight, human behavior and workforce solutions, along with social and mobile technologies, we can bring people and employers together to do *more meaningful and valuable work.*

We call it **Smarter Workforce**



# How do I?



SHE WAS BORN  
TO WORK HERE.

[WWW.CABELAS.JOBS](http://WWW.CABELAS.JOBS)

*Cabela's*

World's Foremost Outfitter  
Hunting • Fishing • Outdoor Gear

## NEE PROGRAM COMPONENTS

SOON TO BE BLUE

NEW TO BLUE

SUCCEEDING @ IBM:  
GETTING ORIENTED

SUCCEEDING@IBM  
EDVISOR

DEEPER INSIGHT

# NEE PARTICIPANTS

NEE Participants are New Employees that participated in one or more of IBM's New Employee Experience program components within 12 months of being hired by IBM

# Communities

This Community Search

## Soon 2 B Blue - A Community for IBM Pre-Hires

Follow this Community | Community Actions

### Soon 2 B Blue - A Community for IBM Pre-Hires



#### Overview

- Recent Updates
- Status Updates
- Members
- Blog
- Forums
- Wiki
- Bookmarks
- Events

#### Tags

No tags yet

#### Tips

Arrange the sections on this page to see the

### Community Description



Participate



Connect



Learn



Share



Events



JOIN OUR "INTRODUCTIONS TO IBM CONNECTIONS AND COMMUNITIES" SESSION!

November 14, 1 PM GMT  
Details here

### Our Purpose, Values & Practices

For more than a century IBMers have been animated by an enduring Purpose — **to be essential.**

Discover how exceptional client experiences are created and delivered by IBMers. **Visit our special wiki page.**



### Important Bookmarks

- A Conversation with Ginni Rometty
- A Smarter Planet Blog
- IBM Business Conduct Guideline
- IBM Developerworks
- IBM Pre-Hire Website
- IBM Social Computing Guidelines
- IBM Terminology
- IBM Tumblr
- IBM.com - it all starts here
- Interbrand - Best Global Brands 2012 - IBM
- Introducing the Smarter Workforce Profile
- Smarter Planet Tumblr

### Members



View All (29496 people)

### Upcoming Events

- "Introduction to IBM Conne..."  
Tomorrow 10:00 AM
  - Joining IBM  
Nov 25 (All Day)
- View All Events

### Community Leader

# Talent Optimization

W3 IBM Connections Profiles Communities Apps Feedback Christopher C. Crummey Share English

Communities This Community Search

New2Blue: Succeeding@IBM Stop Following this Community Community Actions

New2Blue: Succeeding@IBM

Community Description

Succeeding@IBM:  
**New2Blue Community**  
Going through a unique journey, together.

Collaborate Connect Participate Share Events

The purpose of this community is to provide a place:

- For new employees to **interact with each other** and with subject matter experts
- For experienced IBMers to **help** new IBMers
- For all IBMers to congregate, to **share cool ideas, and to make friends**

**DON'T MISS THESE SESSIONS!**

- Oct 21st - Silksoft: **What every new IBMer should know. [Enroll here.](#)**
- Oct 31st - Watercooler Sessions are now **Asia friendly** and **Americas Friendly.**

Tags: career, career-development, ibmet, new, new2blue, newhire, newhires, succeeding@ibm

Forums Start a Topic

Overview Recent Updates Status Updates Members Forums Blog Files Wiki Bookmarks Events Related Communities

Tags Find a Tag 2012 2013 bluethx career

Important Bookmarks

Before joining a SmartCloud session, check this

Deeper Insight: Global Virtual Conference for New IBMers

Don't let your Inbox ruin your day! - IBM Lotus Notes for IBMers

How2 be social at IBM and benefit from it (even if virtually) [How2]

IBM Connections Profile Page

IBM DB2 LUW

IBM Social Referral Tool (TalentVine)

New2Blue Community

New2Blue Community - Introduction Video

Prepare for your career conversation

STG/ISC Discovery Journey

Simplify IBM Ideation Blog

Succeeding@IBM Learning Plans for new IBMers

Succeeding@IBM Products and Offerings

Succeeding@IBM home page

THINK40 Overview with Gordon Fuller

THINKtogether video: Ginni announces 24-hour response time commitment

Think40 Community

Understanding IBM Organizationally

bluemine: IBM Market Insights Search engine

MY SOCIAL NETWORKS

MY PROFILE AND MY EXPERTS

MY "TIPPERS"

WISDOM OF THE CROWDS

SPEED & INFO FLOW

INNOVATION & IDEA STACKING



# AMC



- A Smarter Workforce sold bucket loads of popcorn

6.2%  
INCREASE IN  
EMPLOYEE  
ENGAGEMENT

43%  
DROP IN  
TURNOVER RATES

1.2%  
INCREASE IN  
PROFIT PER  
CUSTOMER

# Engaged employees drive measurable business impact



40% INCREASE  
IN FREQUENCY  
OF MEETING  
FINANCIAL  
TARGETS

5.3%  
INCREASE IN  
CUSTOMER  
LOYALTY

60%  
REDUCTION IN  
REWORK

3x  
REDUCTION IN  
ACCIDENTS

# CHRO = Amplify Customer Service Culture



Corporate Goal



Corporate Culture



Social Platform





## Welcome to the **Mechanical Ventilation Simulator**

The purpose of this application is to educate you on **proper mechanical ventilator protocol** through a series of **interactive stages**. Along the way, we will **track your progress** and assess your abilities in a series of **final patient simulations**.

### STAGE 1 Knowledge Guide

Learn the basic information necessary to successfully operate a mechanical ventilator.



### STAGE 2 Ventilator Tactics

Apply your knowledge to a series of ventilator tasks and scenarios.



### STAGE 3 Simulations

Test your abilities in three challenges case studies.



### OPTIONAL Free Play

Coming Soon!



OPEN PEDIATRICS™

Saving children's lives with global social learning

# Expertise Sharing

800-727-2453

Live Chat

My Store:  
Find a store near you

My Account

CART (0)

**PERFORMANCE**  
BICYCLE

**LIFETIME  
GUARANTEE**

**FREE SHIP-TO-STORE**  
On Standard Weight & Size

Shop by Category

Shop by Brand

New Products

Deals

Learn

Search by keyword or item #

SEARCH

[PerformanceBike.com](#) / [Learning Center](#)

Learning Center Search

Enter Search

Search

Browse by Category

Buyers Guides

How-To Guides

Product Reviews

Riding Tips

Stay connected with  
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Sign Up for our Email List

## Learning Center

# LEARNING CENTER

Welcome to the Performance Bicycle® Learning Center. We are here to serve you by presenting a thorough collection of cycling information. Browse our Buyer's Guides, Product Reviews, How-To Guides, or insightful Riding Tips categories for the latest in cycling expertise. Our doors are always open. **Welcome and explore.**



### Most Popular



GT Bicycle's Angle Optimized Suspension System



How To Buy a New Road Bike

### Recently Added



Real Advice: Top 10 Things to Check Before Every Ride



Basic Guide: Teaching A Kid How To Ride A Bike



Welcome, Samantha  
We are so happy you're here and lined up everything you need. Are you ready to start your journey?

13 tasks to complete  
information is **Secure**  
time to finish **29 min**

- Complete new hire information
- Complete and sign forms
- Read and sign policies

start my tasks



online now

## Manager's Message

"I am excited for you to join our team! Please Contact me if you have any questions  
Ted Amado"

chat

## Learning Center

view all



## Meet Your Team

view all



## Recommendations

view all



Evenlyn Starwood

- You share colleagues
- You share a bookmark
- You share a forum thread
- You have used the same tag

invite to connect Remove

## News Feed

My Team



**Mike Motter**  
Congrats to Brian for winning the Fishing Challenge.

Appreciate · Comment · Share · 2 min

Write a comment...



**Jacqueline Ornez**  
Support Breast Cancer Awareness Sponsored 5K Run/Walk on October encourage staff to participate and

Appreciate · Comment · Share · 8 min

1 share

Write a comment...



**Greenwell**  
We are looking for creatives to add Please visit greenwell.careers.com your best work.

Comment · October 1

View all 5 comments

**Matthew Pierpoint** That's Av about an hour ago

Write a comment...



**Boyd Gossens**  
Collaborating [Dina Meroni](#) and [Paul Singh](#) on a new display setup in the Saginaw store.

Appreciate · Comment · Share · 8 minutes ago

**Maureen Leclair** The display is looking good about an hour ago

chat.greenwell.com/hiringmanager

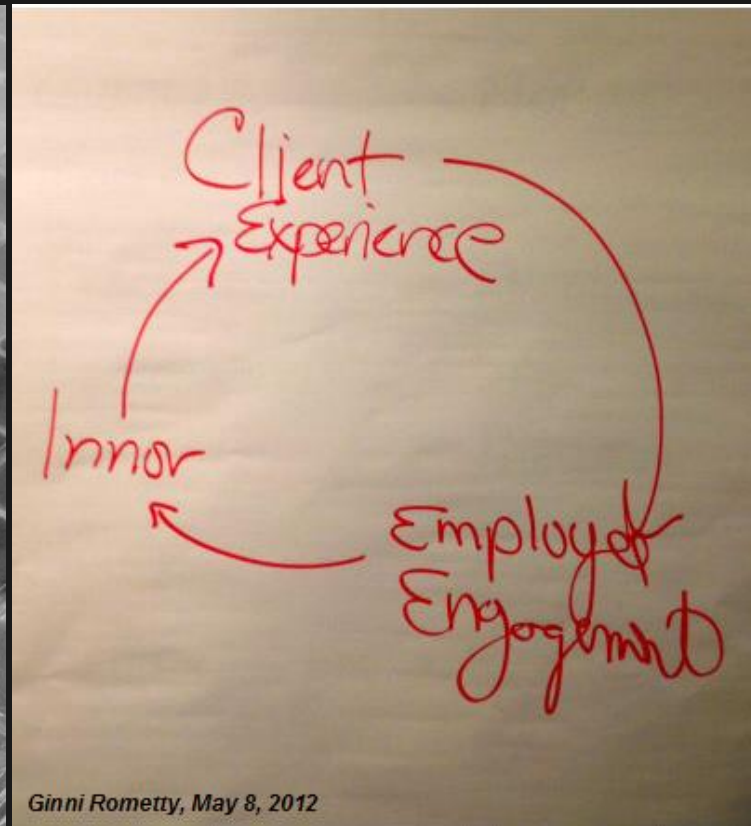
Participants (2)

- Samantha Daryn
- Ted Amado



GREENWELL SPORTS

# Power of Employee Engagement: Smarter Workforce




Ginni Rometty, May 8, 2012

BEHAVIORAL  
SCIENCES

SOCIAL AND  
MOBILE  
COLLABORATION

EXCEPTIONAL  
DIGITAL  
WORKPLACE  
EXPERIENCE

ANALYTICAL  
INSIGHTS



So, how can an engaged workforce  
grow your business?