

Federal Cloud Offerings

IBM Smarter Government Workforce

IBM provides a suite of secure cloud-based Human Capital Management (HCM) technologies, software and services. Our focus is helping Federal agencies transform the Human Resources (HR) line of business and solve complex problems in:

Recruitment / Onboarding

Performance / Succession

Workforce Analytics

Competencies / Assessment

Employee Development

Business Intelligence

Engagement / Culture

Compensation

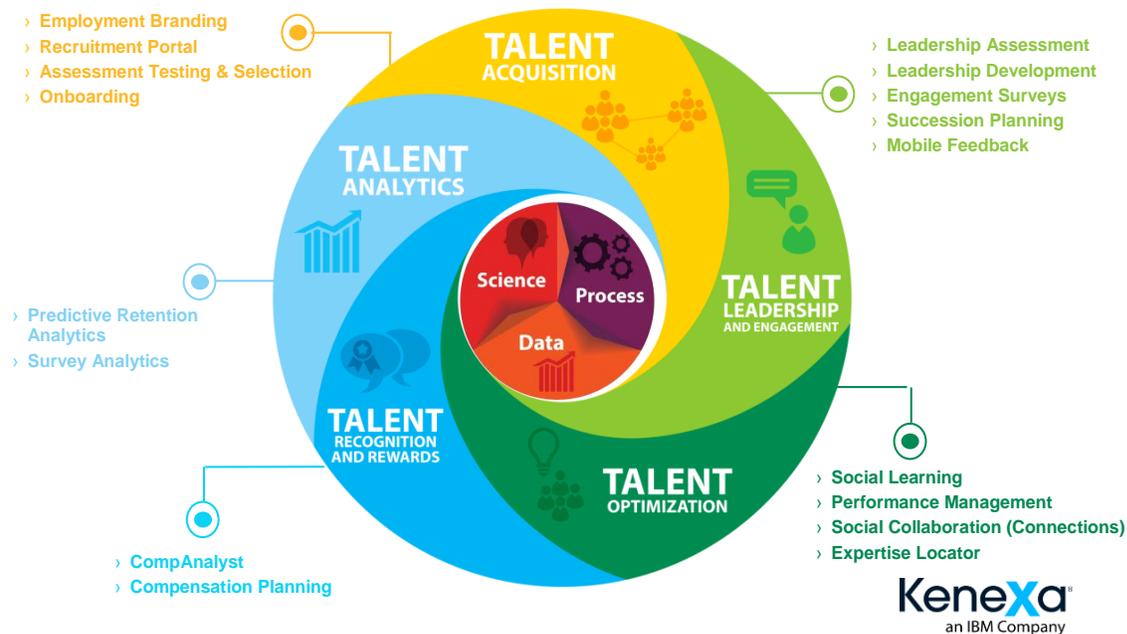
Learning / Leadership

Knowledge Management

Training

Collaboration

Smarter Workforce offerings available today



Our workforce science and human behavior experts are working with Federal HR leaders to implement HR programs that improve employee and organization performance and business outcomes. IBM provides leading social platforms, analytics and business intelligence to help you make informed decisions and better understand your workforce, predict outcomes, empower people and capitalize on collective intelligence. Each year IBM interviews over 1,000 HR leaders in our CHRO study and we use that information to help Federal leaders.

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Recruitment and Applicant Tracking Systems (ATS) – Our award-winning core recruitment technology, 2xBrassRing® (**2xB**) is the world’s most comprehensive ATS and recruitment solution. 2xB is configured for each agency to meet specific HR needs and the flexibility to shape the workflow process to comply with OPM and Federal employment laws.

Onboarding – Our onboarding software allows employees to complete all necessary forms online, dramatically reduces the amount of time it takes for new employees to go through the orientation process and helps new hires get engaged and be more productive on day one.

Workforce Analytics/Business Intelligence – We have developed and refined the analytic offering over the last two decades and now it is even more robust since we can include IBM’s leading analytics technology, software and applications. All of our software and technology integrates easily with leading HRIS systems used by Federal agencies.

Assessments – We provide online pre- and post-hire training needs and leadership development assessments. Our library offers more than 1,000 pre-validated assessment tools. We measure skills, competencies, attributes, cognitive abilities and culture fit.

High Performance Models – Our models are based on 30 years of research linking organizational values, practices and leader and manager behaviors to organizational outcomes. These models assert that having a high performance organization and an engaged workforce are complementary goals, and both are necessary for maximizing success. Studies indicate that engaged employees are 25% more productive.

Learning Management System (LMS) and Learning Content Management Systems (LCMS) -- Our LMS and LCMS offer learning and training solutions that provide flexibility and availability whenever and wherever they are needed. Our LCMS can be deployed using our [Social Business Software](#) platform for a seamless experience. Our social networking, collaboration and knowledge-sharing technologies are stored in a secured environment.

Leadership development – We employ a group of leadership development experts that can help our clients develop their next generation of managers and leaders. We know that great organizations are built by great leaders; our solution will provide you with the right framework to start developing your new pool of leaders.

Engagement surveys – We conduct millions of engagement surveys per year to help organizations figure out what drives performance and matters most to the organization as a whole. Our High Performance Engagement Model (HPEM) is the foundation of our engagement survey.

*For more information about IBM’s Smarter Workforce solutions, please go to:
<http://www.ibm.com/social-business/us/en/build-a-smarter-workforce.html>
or contact **Greg Farrell** at gfarrell@us.ibm.com or 703-507-3345.*