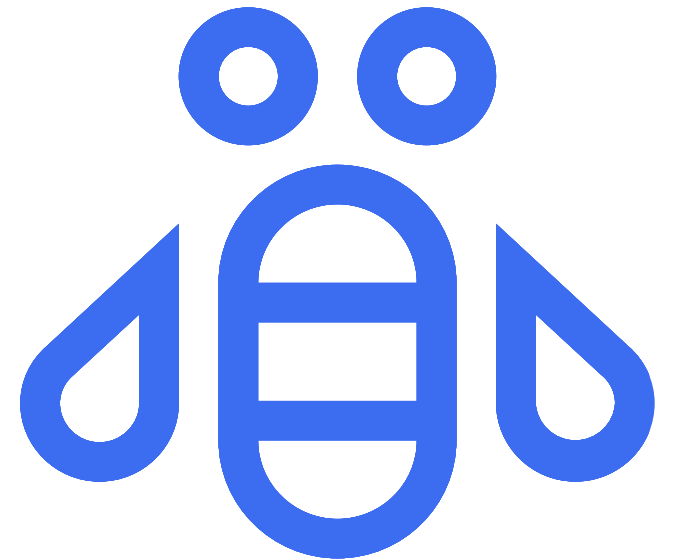


Reinventing Talent Acquisition at IBM

Paula Muñoz Lozano

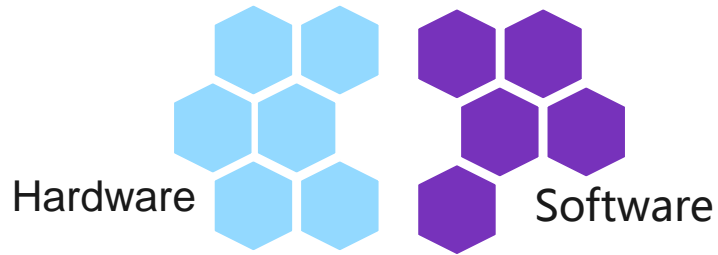
Talent Acquisition Partner IBM



Talent shifts and implications of the digital era

Every company is becoming a technology company... requiring digital talent

SKILL MIX

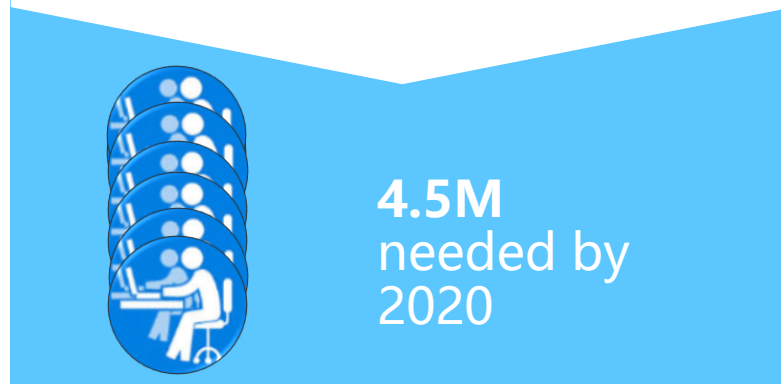
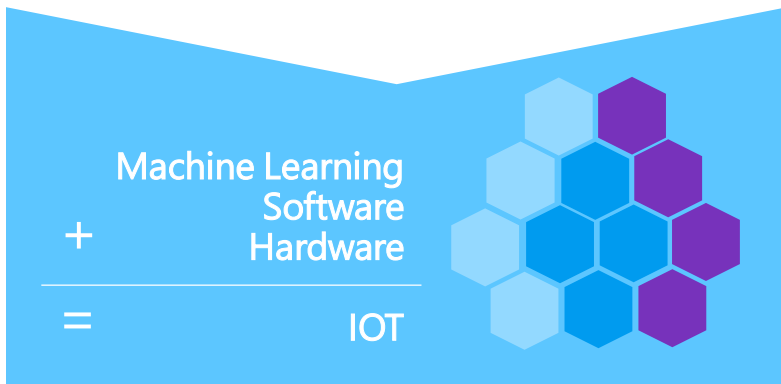


DEMAND



400,000
Cloud, Mobile,
IOT, AI
Developers

COMPETITION



RETHINK THE ENTERPRISE

The three biggest challenges talent acquisition professionals face;

Legacy
Technologies

Upskill the
TA function

High tech
Skills gap

Revolutionize Talent Acquisition by extending the limits of;

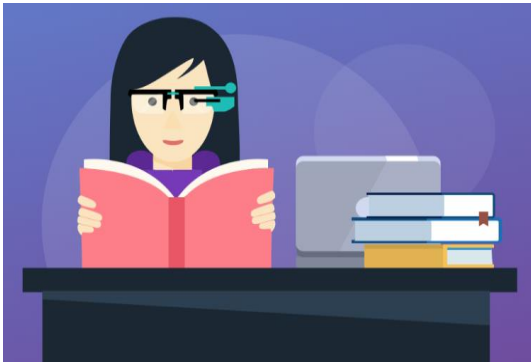
Domain
expertise

Personalized
experience

Cognitive
solutions

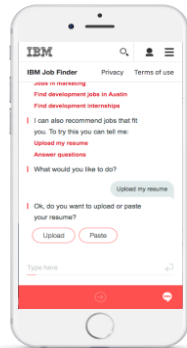
Revolutionize Talent Acquisition by extending the limits of;

Domain
expertise



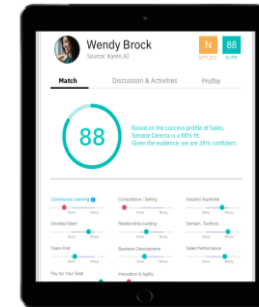
Upskilling
the function

Personalized
experience



Watson Candidate
Assistant

Cognitive
solutions



Proactive Sourcer

“It is not the strongest of the species that survives, nor the most intelligent; it is the one most adaptable to change.”

- Charles Darwin