



107 years old start up?

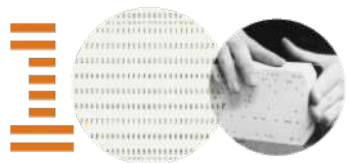
*Nevenka Oštarjaš
CEE HR Partner*

Oktober 2018



**Si predstavljate
IBM pred 107 leti?**

IBM-ovi izumi so vplivali na življenja ljudi po celem svetu



1920s
Luknjana kartica



1969
IBM-ova tehnologija uporabljena za prvi pristanek na luni



1961
Pisalni stroj IBM Selectric Typewriter



1973
Črna koda

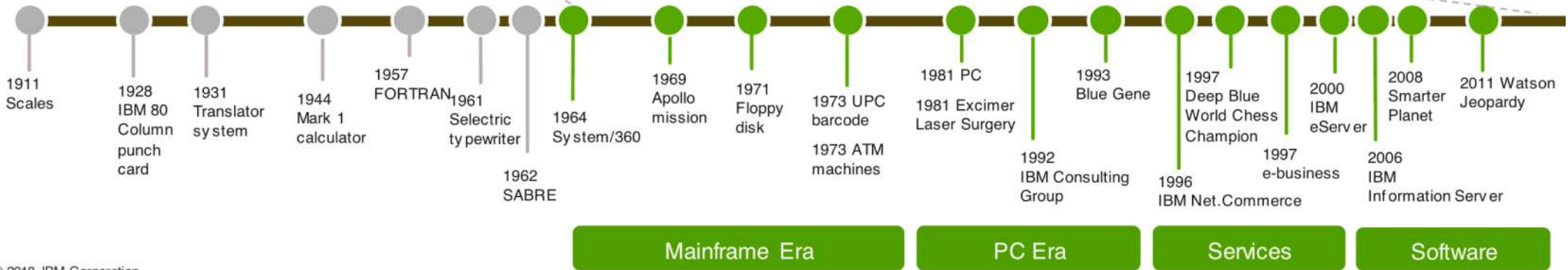
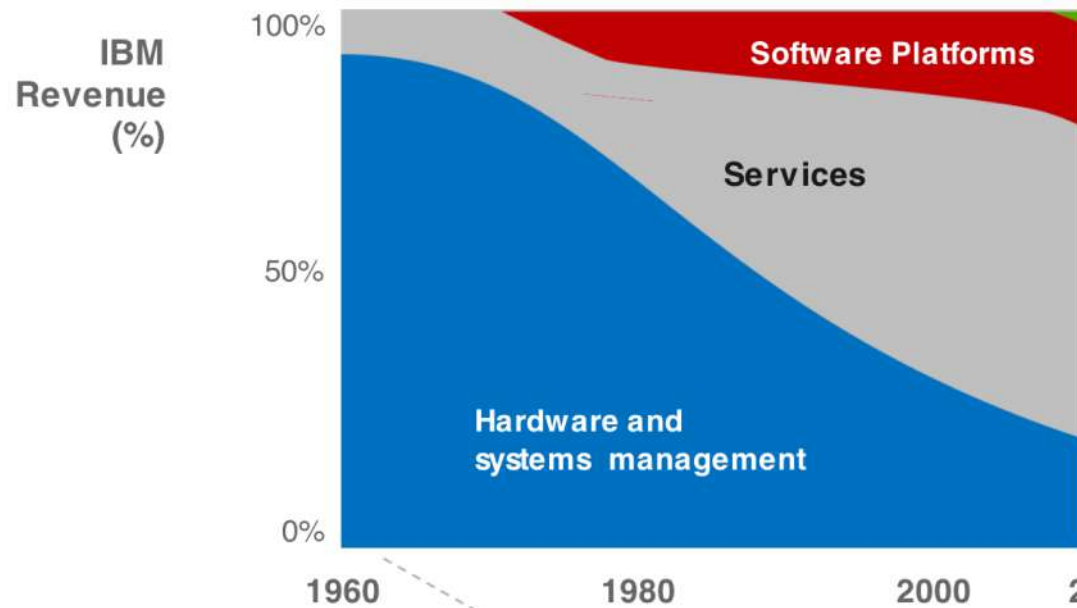


1981
IBM predstavi svoj prvi osebni računalnik



1969
Magnetni trak na plačilni kartici

IBM has transformed - *re-platformed* - four times in the last 50 years



IBM danes ali How we roll today



Naše rešitve so kognitivne



Naša platforma je računalništvo v oblaku



Agilna kultura podjetja



Naš fokus so inovacije skozi IT

Thomas J. Watson 1914

”Thought has been the father of every advance since time began”.



Our Purpose¹, Values³ & Practices⁹

Dedication to every client's success

Innovation that matters — for our company and for the

Trust and personal responsibility in all relationships

"Put the client first."

"Listen for need, envision the future."

"Share expertise."

"Restlessly reinvent—our company and ourselves."

"Dare to create original ideas."

"Treasure wild ducks."

"Think. Prepare. Rehearse."

"Unite to get it done now."

"Show personal interest."

„Najdragocenejši izum IBM-a je IBM-ovec!“

Prisotni v več kot

170

državah

Število zaposlenih v
letu 2018

320.000

Odstotek naših
sodelavcev, ki
delajo na daljavo

40 %

Visoko produktivna
kultura

Kultura povratne
informacije

Zaupanje

Osebna odgovornost

Karierni razgovori

Karierni,
razvojni plani

Mentorstvo, Reverse
mentoring

Diversity

Woman
LGBT
PWD
Cultural



Dejstva danes



Dejavniki sprememb



Kateri so ključni dejavniki, ki vplivajo na spremembe na področju dela?

Delo v prihodnosti



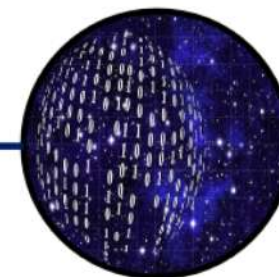
Kaj so te spremembe in kako bodo vplivale name?

Kompetence



Katere kompetence bodo v prihodnosti najbolj iskane?

Kako se pripravim

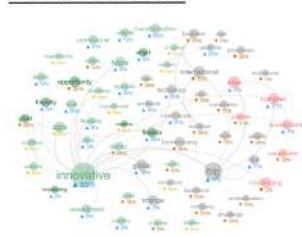


Kaj lahko že danes naredim, da bom jutri lažje našel delo?

Kako se lahko že danes začnemo pripravljati na delovna mesta v prihodnosti?



CEE: "DESCRIBE IBM IN THREE WORDS"



Razvijanje

T

profila

Biti v koraku s spremembami in trgom

Postati strokovnjak samega sebe

Osebnostne lastnosti
Pridobivanje izkušenj

Spremljanje novosti na svojem področju in povezanih področjih

Spremljanje potreb na trgu dela

Povezovanje glavnega področja z drugimi vsebinami.

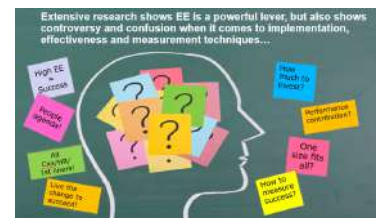
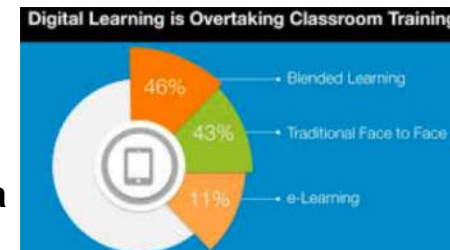
Razvijanje dodatnih veščine s personaliziranim učenjem

Razvijanje splošnih kompetenc

Virtualnost

Razvoj / transformacija

Iskanje priložnosti za učenje



HR Strategy

Outcomes

High-Performing Culture, Irresistible Work Experience

Offerings

Leadership & Learning

Talent & Employee Relations

Total Rewards

Integrated Solutions

Client Facing HR Partners

Centers of Excellence



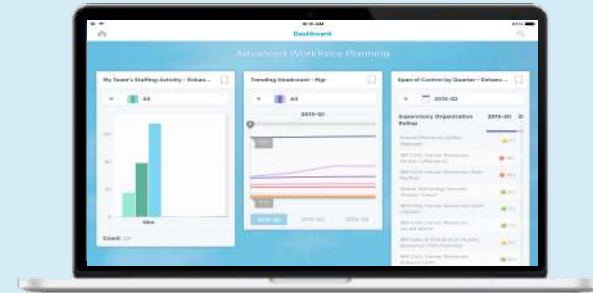
Data

Decision Support
Analytics
Predictive
Cognitive

New HR EXPERIENCE



IBM strives to achieve a “One IBM HR” experience for its employees through a worldwide HR transformation initiative



Mobile First Design

Information when you need it

Securely



DESIGNED FOR THE WAY YOU WORK

Pot izobraževanja za vodje



IBM LEADERSHIP ACADEMY

LIVE CHAT

PROGRAMS

LEARNING TOPICS

MY BOOKSHELF



Nevenka Ostarjas



Leadership Journey

Technical Leader Journey

Continuous Learning

Diversity & Inclusion



Welcome to your

IBM Leadership Journey

Leadership is a journey marked by opportunities for insights about one's

HR related education plan

Spotlight

Have you earned these badges yet? Visit [Acclaim](#) to know more about the **Disruptive HR in a Cognitive Era - Essentials** and the **HR in a Cognitive Era - Solutions** badges.



FOUNDATION



DISCIPLINES



My experience with YL



Dejan Podgoršek

IBM Software Channel Technical Leader, CEE

dejan.podgorssek@si.ibm.com

Your Learning: IBM's Open Learning Platform



Providing self service, easy integration and world class learning capabilities



IBM Cloud platform

Open Learning Exchange
(Learner Transcript Store & Learning Catalog)

Cloudata - DashDB

Now tell us a little about yourself.



We'll use your choices to provide personalized content and learning recommendations. You can always change these in your Profile when your learning interests change.

Select your interests and preferences

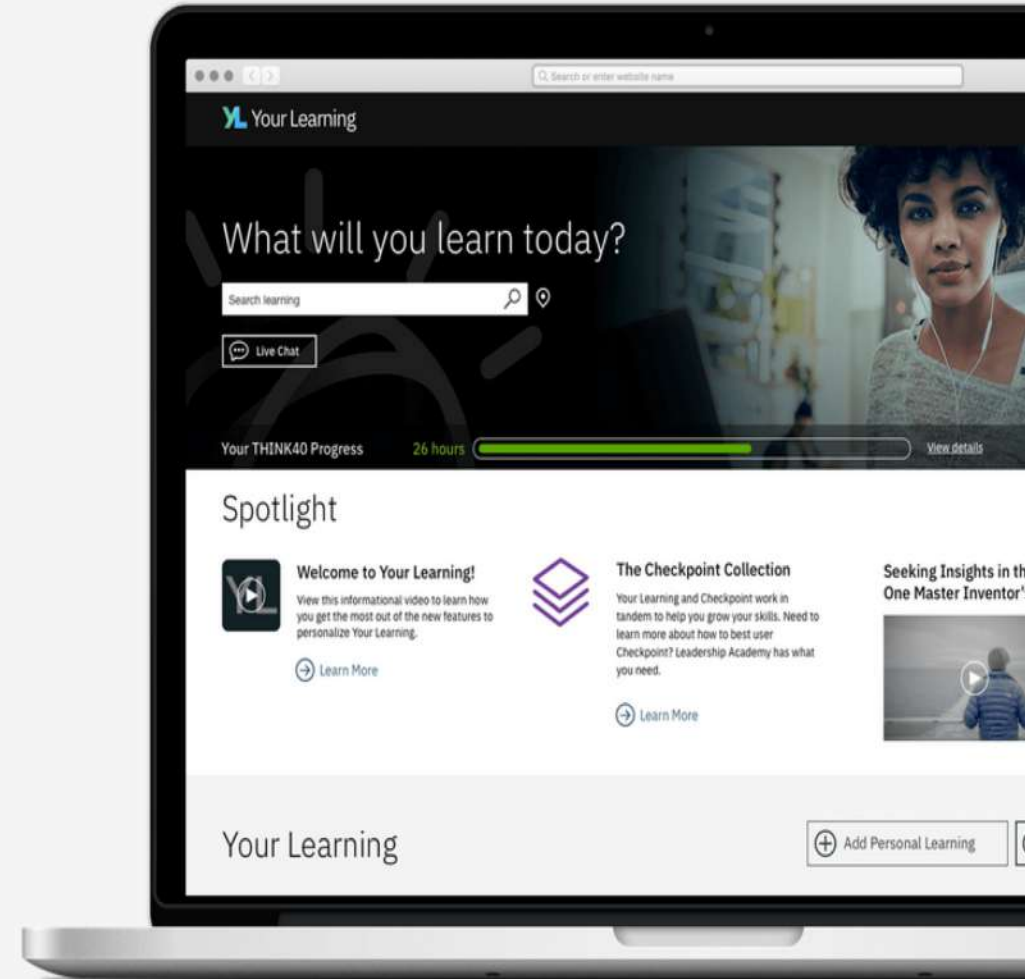
Please select one or more areas of interest, job roles and categories and communications preference:

Hot Roles

- Architect
- Cloud Engineer
- Data Scientist
- Delivery Project Executive
- Designer
- Developer
- Digital Marketing Professional
- Digital Seller
- Offering Manager
- Project Executive
- Project Manager
- Security Specialist
- Seller
- Technical Sales Specialist
- Technical Specialist

Hot Skills

- Agile
- Analytics
- Artificial Intelligence
- Blockchain
- Cloud
- Cognitive
- Design Thinking
- IBM Z
- Industry Skills
- Internet Of Things
- Project Management
- Security



Agile

Understand and apply knowledge of Agile Principles: focusing on the customer, defining outcomes and business value, and continuous



Analytics

Making sense of large, diverse data sets to allow business users to make better decisions - with increased speed and confidence. Analytics techniques include text analytics, machine learning, predictive analytics, data mining, statistics, and natural language processing. Big data comes from sensors, devices, video/audio, networks, log files, transactional applications, web, and social media - much of it generated in real time and in a very large scale. Analyzing big data allows analysts, researchers, and business users to make better and faster decisions using data that was previously inaccessible or unusable.



Blockchain

Blockchain is a shared immutable ledger for recording the history of transactions. A business blockchain, such as IBM Blockchain and the Flow



Cloud

The delivery of on-demand computing resources over the internet --everything from apps to data centers. The IBM Cloud platform



Hot skill

Analytics



Share

Making sense of large, diverse data sets to allow business users to make better decisions - with increased speed and confidence. Analytics techniques include text analytics, machine learning, predictive analytics, data mining, statistics, and natural language processing. Big data comes from sensors, devices, video/audio, networks, log files, transactional applications, web, and social media - much of it generated in real time and in a very large scale. Analyzing big data allows analysts, researchers, and business users to make better and faster decisions using data that was previously inaccessible or unusable.

Analytics learning recommendations

Subscribe to this channel

Go to full page view

The Analysts View: Analytics - IBM Bluemine

Webpage 30 mins

★★★★★ 18 287

Watson Data Platform

Document 57 mins

★★★★★ 99 1,561

Big Data Analytics: Turning Big Data into Big Money

eLearning 7 hrs 42 mins

★★★★★ 10 217

Hadoop Ecosystem Level 1

eLearning 2 hrs 30 mins

★★★★★ 2 250

Watson Data Platform Foundations Level 1

eLearning 3 hrs

★★★★★ 9 1,037

Data Servers L

eLearning 2 hrs

★★★★★ 3 179

Recommended badges

View all badges

IBM Analytics Platform Foundations

3,233

Watson Analytics - Level 1

5,853

Applied Data Science with Python - Level 2

2,533

Big Data Foundations - Level 1

49,821

Big Data Foundations - Level 2

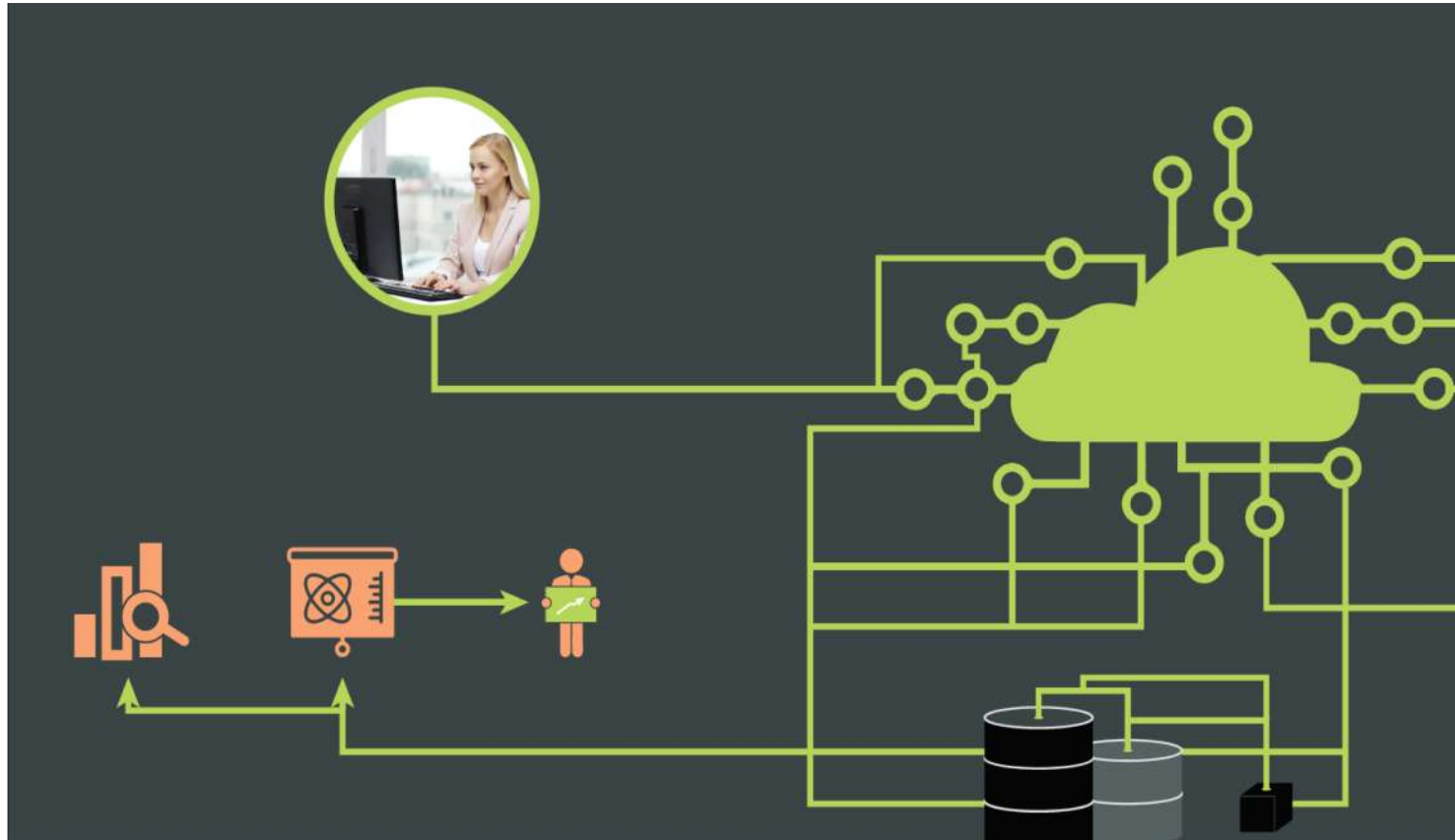
5,854

Build Your Chatbot - I

3,035

Chat

Watson Data Platform that knows the learner



Aggregates data from multiple learning systems, providing analytical insights & recommendations based on the learner's preference.

What will you learn today?

What would you like to learn?



52 THINK40 hours

5 Badges earned



career conversations
Reflect on your strengths

[Learn more](#)

Spotlight

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Find the most popular offerings for Leadership, Java, Data



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Everything you need to know about Digital Badges

[Chat](#)

Your learning

+ Add personal learning

→ View your completions

Learning queue i



Watson Studio and
Watson ML Overview

Assessment 1 hr

In queue Accessed 25 Sep 2018


Learning channels

🔍 Search learning channels

YOUR CHANNELS

RECOMMENDED CHANNELS


Featured Learning for all IBM



Panel: An Open
Discussion on a
Technical Career in

Video 45 mins


113



IBM Watson

eLearning 30 mins


★★★★★ 71 🏠 9,448



Accelerating
Innovation with Dr.
Sophie Vandebroek

Video 45 mins

★★★★★ 108 🏠 4,021



Built for AI - Think
Academy

Webpage 30 mins


★★★★★ 132 🏠 5,354



The IBM Strategy:
Opening Keynote
from Ken Keverian,

Video 1 hr 15 mins

★★★★★ 74 🏠 5,650



Career Signpost:
What to do when
you Arrive at One

Video 55 mins

★★★★★ 97 🏠 3,977



Solution Representative-Brand Specialist (SW) learning recommendations



Talent Office Hours:
Talent Marketing
Update

Live Online 1 hr



Q2 2018 Talent
Learning Plan

Roadmap



Cleo Clarke 3Q18
Kickoff and Sales
Update for zSCLs and

Live Online 1 hr




Talent Office Hours:
Watson Talent Sales
Play, Selling with

Live Online 1 hr



Q1 2018 Talent
Learning Plan

Roadmap



09 July Talent
Office Hours: Roadmap

Audio / Podcast 1 hr

Chat

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Everything you need to know about Digital Badges



Chat



career conversations

Welcome Dejan, wherever you choose to go and whatever you choose to do, IBM will help you gain the skills you need to succeed in today's market. The best way to get started is with a conversation.

Use this interactive guide to help you to prepare:

- Reflect on your strengths and IBM's strategy
- Discover opportunities to grow your career and skills
- Navigate your route to action!

Let's get started.



We'd like to get to know you

Before your manager can talk about where you want your career to go, they need to know about you and your goals.

Where do you see your career going?

*Think about your current role. Now think about IBM's direction. What are you good at? What do you enjoy?
How does your current role align with the market need for this role?*

TIPS:

Check out the [IBM Strategy](#) and [Hot Roles](#)
Reflect and build on your [strengths](#)

Ok, got it!

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5 **Badges earned**



career conversations
Reflect on your strengths

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Badges

Search badges

RECOMMENDED BADGES

BADGE QUEUE

EARNED BADGES

These are badges recommended to you based on your [areas of interest](#), job role and other profile attributes.



Insight Selling to the CxO

2,631



Cognitive Practitioner

In queue Added 21 Aug 2017



Cognitive Practitioner

32132



Share

In Queue Added 21 Aug 2017

[Badge not issued?](#)

Description

The Cognitive Practitioner badge earner has a foundational understanding of Cognitive solutions and offerings that allows them to initiate a Cognitive conversation with co-workers and colleagues.

Skills

- Cognitive Fundamentals
- AI Fundamentals
- Machine Learning Fundamentals
- IBM Watson Conversation Service Foundation
- Watson
- Cognitive Market
- Cognitive Technologies

Remove from badge queue

View in Acclaim

View full page

Chat

“In 5 years, there is no doubt in my mind that cognitive computing will impact every decision. Bringing cognitive capabilities to digital business will change the way we work and help solve the world's biggest problems.”

Ginni Rometty

Introduction



This Cognitive era is an exciting time for IBM!

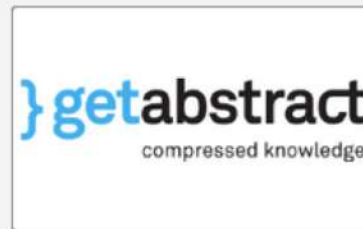
As GBS, all of our practitioners should have a foundational knowledge of Cognitive, understand how we go to market, and be familiar with how Cognitive works.

It is key for all of you to have exposure to IBM's Cognitive technologies to better understand and be able to talk to your clients about the innovative solutions we sell and deliver.



Learning programs & resources

FEATURED CAREER RESOURCES JOB ROLES LEARNING RESOURCES **EXTERNAL - FREE** EXTERNAL - COST



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Hvala

