

I T M T O O L K I T



THE INTERNAL TALENT MANAGEMENT TOOLKIT

THE INTERNAL TALENT MARKETPLACE. THIS
RELATIVELY NEW TALENT OPERATING
MODEL OFFERS AN INNOVATIVE AND
FLEXIBLE APPROACH TO TALENT
ACQUISITION, MOBILITY, AND
MANAGEMENT

Deloitte

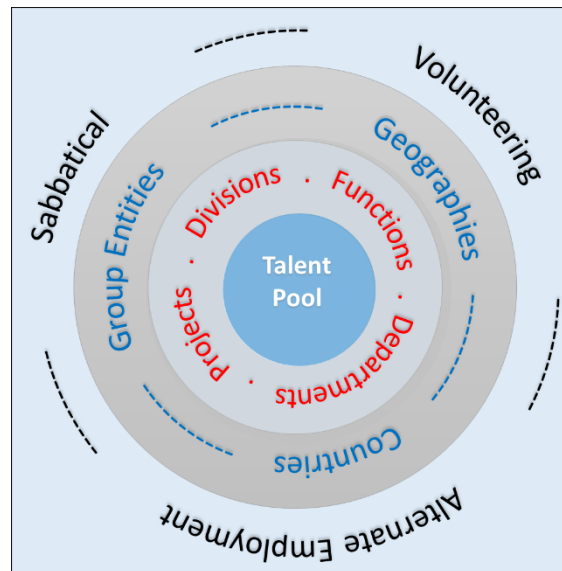
WHY INTERNAL TALENT MANAGEMENT (ITM)

Post Covid-19 employees have been reassessing their career options, professional mobility and even the very essence of work.

This disruption caused by digital and societal changes is getting organisations to rethink the core values & strategies of talent management.

CHROs across the globe are evaluating technology to support this shift in strategy for employee retention and wellbeing while improving productivity.

The ITM Toolkit from SBB is designed with inputs from industry to support these efforts. The diagram below provides an overview of internal talent movement that the toolkit envisages to deliver.



THE ITM TOOLKIT

SBB's ITM Toolkit is a comprehensive toolkit on SBB Platform that has the key building blocks needed for an organisation to manage internal talent effectively per the strategy adopted by it

We understand that the internal talent marketplace needs to be customised to the needs and culture of the organisation and the ITM toolkit lends itself to this key requirement

The ITM toolkit is modular in design that offers:

- ✚ Collating of talent pool
- ✚ Workflow to request and allocate talent
- ✚ Role based access controls
- ✚ Manage resource status & utilisation

As you develop your talent management strategy, you can adapt and customise the toolkit to:

- ✚ Become talent managers than talent owners
- ✚ Create organisation-wide access to curated talent
- ✚ Provide opportunities to talent for internal move
- ✚ Cross utilisation/ leveraging of knowledge and experience
- ✚ Remove bias in hiring

While CHROs work on the iterative talent marketplace design, they can stop worrying about one of the 4 "Ps" (i.e. the Platform) from the list of elements to address.

Companies are realizing that the key to unlocking speed, adaptability and agility lies in utilizing the talent they already have to their fullest potential

UNVEILING SKILL BEYOND BOUNDARIES

Registered in Chennai, Skill Beyond Boundaries (India) Pvt. Ltd. (SBB) is creating an impact in the most valuable asset of your business, your Human Capital.

SBB has conceived and developed the <https://SkillBeyondBoundaries.com> platform that is designed to deliver a much-needed change in the space of Human Capital Management.

The platform is designed to be Secure, Confidential and Discreet to enable its members to collaborate internally as well as with other members on the platform for talent for commercial, social, and financial gains while eliminating the dependence on intermediaries thus blurring the boundaries on how talent is confined within the organisation as well as between companies across the industry.

WHAT WE DO

SBB provides a B2B exchange to collaborate for Human Capital between companies, across industry and within an organisation or group.

The two key modules of the platform are:

1. Internal Talent Management (ITM) Toolkit

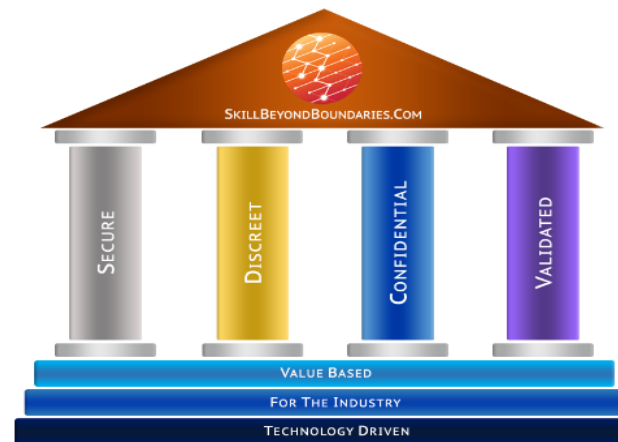
- Identify your available talent
- Manage your key talent
- Collaborate for talent within the organisation and/ or Group

2. Skills Exchange (Collaboration Space)

- Exchange talent with other companies
- Collaborate for talent strategies
- Leverage talent information for decision making

HOW DO WE DO IT

The SBB platform is membership based and an organisation needs to be a business, charity, not-for-profit-organisation or any entity that is not in the business of acting as a recruitment agency.



Built on the pillars of Security, Discretion and Confidentiality, the platform is designed to collaborate for Validated skills/ talent.

Limited time "0" fee offer for NASSCOM members*

- Complete access to the ITM toolkit
- Limited access to the Skills Exchange
- Training and support
- Access to discounted Collaboration Credits
- Access to new functionality releases

* For details about this offer, please contact us

[HTTPS://SKILLBEYONDBOUNDARIES.COM](https://SkillBeyondBoundaries.com)



BLURRING BOUNDARIES

BE THE CHANGE

NOT PART OF THE CHANGE

JOIN US AT

<https://app.skillbeyondboundaries.com/auth/register>

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