

## Client success story.



Client: **IBM Consulting**  
Sector: **Tecnology**  
Activity: **Consulting**  
Location: **Madrid**  
Employees: **2.272**  
Turnover: **around€780 million.**

### About IBM Consulting.

**IBM Consulting**, a division of **IBM**, specializes in delivering innovative solutions to complex problems in diverse industries, using cutting-edge technology and strategic approaches aimed at promoting digital transformation for its clients.

**IBM Consulting** innovates by digitizing internal promotion with Talent Business Intelligence from FHØRT.

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### Business Case.

**IBM Consulting** needed to objectify the promotion criteria of its consultants to guarantee a fairer process. It was necessary to create a system that would allow objective assessments based on verifiable data and competencies.

### Solution.

We developed a process of psychometric tests adapted to their competencies that would allow us to capture data and cross-reference it with performance and productivity data.

We analyzed the aggregated data and issued collective and individual reports so that HR could work on each case individually.

### Benefits.

- ✓ Fairer and merit-based internal promotion.
- ✓ Greater innovation capacity and business growth.
- ✓ Improved talent identification and retention.
- ✓ Development of more effective career plans and customized training courses.