



servicenow

Reimagining employee and talent development

Driving a modern employee growth and development journey



To become future-ready, companies are increasingly leveraging digital strategies to reimagine the future of work and empower a changing workforce. By orchestrating a modern employee growth and development journey, ServiceNow is taking a major step forward in helping organizations simplify and elevate their employee experience. Together, **KPMG** and **ServiceNow** can help you tailor employee growth opportunities, bridge skill gaps, and drive better returns on your investment.

ServiceNow's AI-powered talent transformation solution aims to drive **skills-based workforce management**. It can help organizations gain enhanced visibility into their workforce's strengths and build a scalable skills strategy on a single integrated platform that closes talent gaps and improves employee experiences.

Connecting skills across workflows is critical to delivering employee growth and business outcomes



Inspire employees through personalized growth and development plans



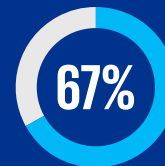
Upskill/reskill your workforce with skills-based capabilities



Connect learning and career experiences



Enable employee talent development and career aspirations



HR leaders report challenges in meeting employee growth goals and expectations.¹

Source: 2023 Gartner HR Priorities Survey: Benchmarking Report for HR Leaders

Evolving to a skills-based ecosystem

Learning

Supports course assignments, career development, reskilling, and upskilling employees to meet market shifts

Career pathing

Enables career path opportunities for employees to explore next steps

Talent management

Provides a direct link to performance or talent assessment criteria

People insights and analytics

Provides robust data and tools to curate insights and proactively solve issues



Talent strategies

Enables organizations to attract, develop and retain the right talent to maintain and improve organizational performance

Strategic workforce planning

Supports the creation of workforce plans that align business priorities with organizational planning

Recruiting and mobility

Delivers clear job designs for recruiting and growing internal talent

Compensation design

Designs a salary structure that targets your organization's market competitiveness

Accelerate value through an agile approach

Start with a rapid pilot (4–6 weeks)



Targeted role or population



Focused scope



Established functionality



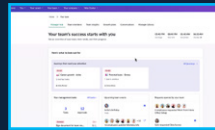
Maturity assessment and skills strategy



Prioritized learning and career path

Rapid pilot activities

1 Deploy foundational ServiceNow Employee Growth and Development product capabilities



4 Match skills-to-career and skills-to-learning



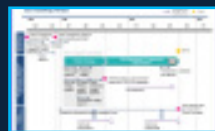
2 Develop initial skills ontology for targeted roles



5 Launch campaign for skills validation



3 Activate inferred skills matching for target population



6 Analyze skills interference, match accuracy, and viability



KPMG is a ServiceNow Elite Partner.



Contact us

To learn more about how the KPMG and ServiceNow alliance can ignite change and help your organization drive employee growth and development, contact us.



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