


# How **Unilever** responded proactively to meet the talent needs of the new world.

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The need was to be innovative, open and flexible. The journey had to start with creating a more purposeful organization. Where retaining, engaging and developing talent was holistic.



Future fit skills are the currency that get you meaningful experiences for a purposeful career. 

**Jeroen Wels**, EVP HR, Unilever



Unilever



## The challenges

twimbit

1



Boost employee  
satisfaction

2



Increase  
productivity

3



Growth of the  
company



## Key components of solution

twimbit

1



Build high impact teams

2



Develop employee skills at speed

3



Harness workplace agility



## The 3-step approach

Managers post roles and projects



Employees create online profiles



AI matches employees with opportunities



We wanted to bring agility in placing the right people, in the right place, at the right time and to allow employees the opportunity to work in collaborative empowered networks. This project was about augmenting AI-enabled technology to disrupt the way we develop our talent and how we staff teams up and down in a flexible way, to unlock capacity and focus on growth. ””

**Jeroen Wels**, EVP Human Resources



## Key outcomes

twimbit



New system rolled out to more than 100K employees across 12 businesses in 90+ countries



41%  
increase in productivity



300,000  
new productive hours



80%  
adoption rate



8,000+  
re-deployments



20% increase  
in internal  
collaboration time

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