



# e-HR

## LA GESTION DE RRHH A TRAVES DE LA INTRANET

**Rafael González Juliá**

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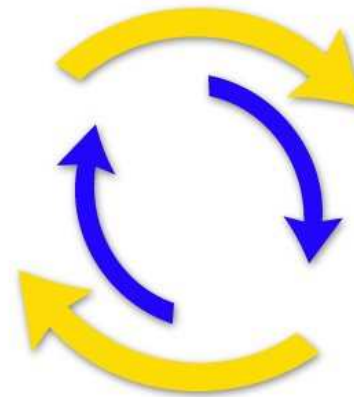
**Director de RRHH IBM Global Services España**

En cualquiera de los modelos, los ámbitos de operación e-business modifican las relaciones de la empresa con clientes, proveedores y empleados

## Empleados



*Del Push al Pull*



## Clientes



*De la transacción a la fidelización*

## Proveedores



*De la independencia a la interdependencia*

## MISION DE RRHH

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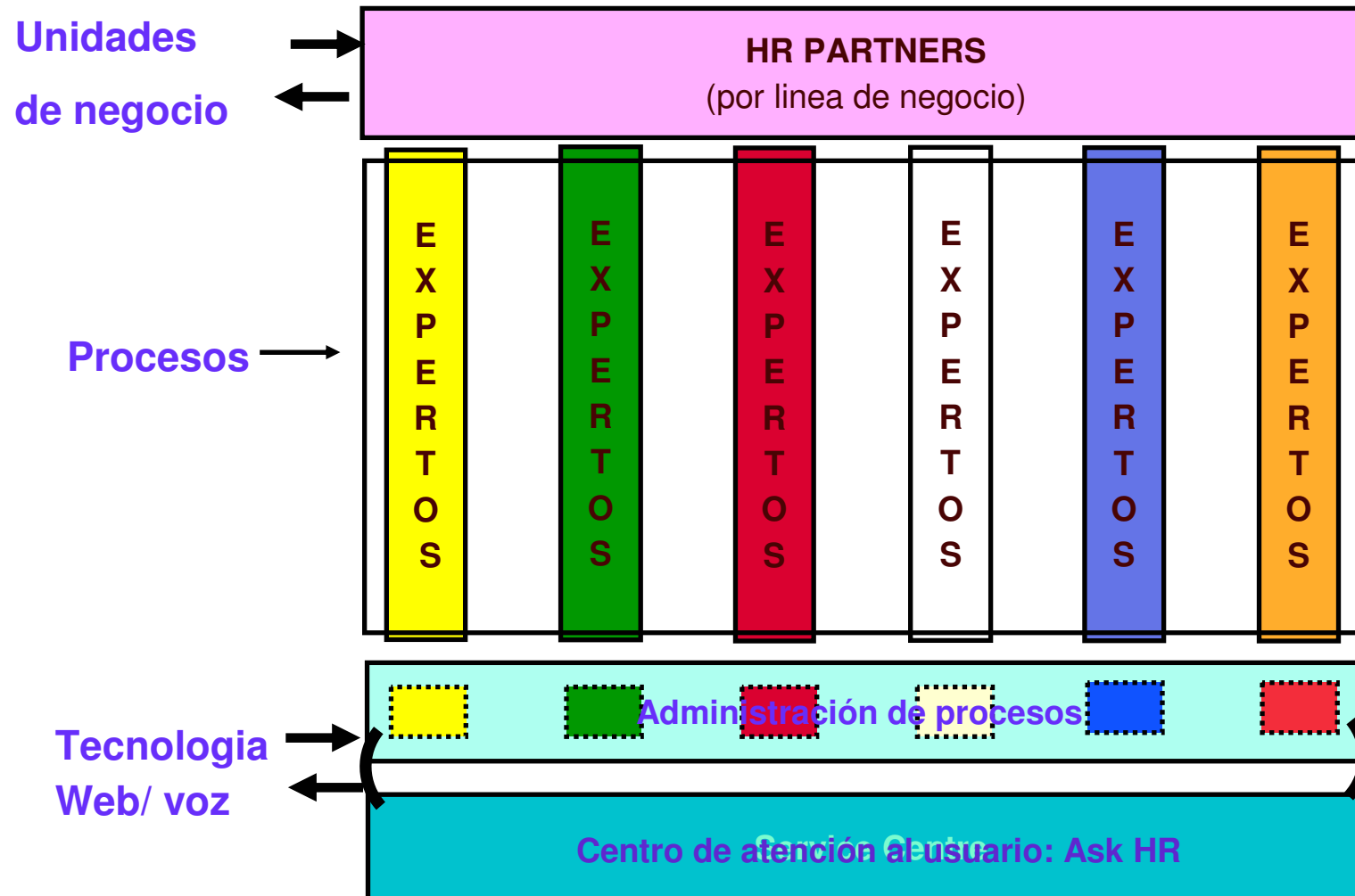
- ▶ **"Socio" de las líneas de negocio**
- ▶ **Motor del cambio**
- ▶ **Impulsor del talento y del conocimiento**
- ▶ **Líderes en "Prácticas de RRHH"**

## OBJETIVOS DE RRHH

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- ▶ **Dirigir por procesos**
- ▶ **Implantar soluciones**
- ▶ **Crear una cultura única**
- ▶ **Pensar y actuar globalmente**

# MODELO ORGANIZATIVO DE RRHH



# INTRANET DE RRHH.

**w3** IBM's On Demand Workplace

**w3** Intranet España

**w3** You and IBM SA - España

**w3** You and IBM GSE SA - España

Tu dinero

Tu salud

Tu vida

Tu carrera

Indice Alfabético

**w3** You and IBM SA - España

You and IBM SA - España Updated on 21/09/2006

Manager portal

Your money

Your health

Your life

Your career

Ask HR

Alphabetical index

**Top features**

**El portlet Your career llega a OnDemand Workplace**

El punto de partida para tu vista personalizada de las herramientas y la información necesarias para gestionar y enriquecer tu carrera... y ahora todo en el mismo sitio [\[read\]](#)

## INTRANET DE RRHH: AUTOSERVICIO, INFORMACION Y GESTION.

<b>Información</b>	<b>Tu dinero:</b> <b>Tu salud:</b> <b>Tu vida:</b> <b>Tu carrera:</b>	<u><a href="#">Sistema Retributivo</a></u> <u><a href="#">Programa de apoyo a discapacitados</a></u> <u><a href="#">Vacaciones</a></u> <u><a href="#">Desarrollo Profesional</a></u>
<b>Autoservicio</b>	<b>Tu dinero:</b>  <b>Tu vida:</b> <b>Tu carrera:</b>	<u><a href="#">IRPF</a></u> <u><a href="#">Coches de compañía</a></u> <u><a href="#">Proceso de bajas</a></u> <u><a href="#">Movilidad y transferencias</a></u>
<b>Gestión</b>	<b>Tu carrera:</b>   <b>Tu perfil:</b>	<u><a href="#">IDP Web Application</a></u> <u><a href="#">PBC Web Application</a></u> <u><a href="#">GOM</a></u> <u><a href="#">Bluepages</a></u> <u><a href="#">About You</a></u>



# BluePages: Perfiles en IBM

**BluePages | My profile - Mozilla Firefox**

http://w3.ibm.com/bluepages/simpleSearch.wss?searchBy=Name&location=All+locations&searchFor=daniel+olmo

**w3 BluePages** Search w3  GO

Updated on 28 abr 2007  
You have an unpublished draft dated 8 Jun 2007

**My profile** [Edit my profile](#) [BluePages wizard](#)

**Simple search** | Search contact information | Search entire profile

Search type: Name Location: All locations Search for: daniel olmo

**Olmo Chica, Daniel**  
IBM employee, Regular  
IBM Sales & Distribution, Software Sales  
Lotus Software Sales Specialist, FSS Top Accounts

Madrid Spain  
Building: 1 | Floor: 04 | Office: 4105  
Local time: 14:50 | 2:50PM

My preferred contact method is e-mail

Phone: 34-91-397-6447 (T/L: 66447)  
ITN: 33466447  
Mobile: 34-626-978510  
E-mail: daniel.olmo@es.ibm.com  
Notes mail: Daniel Olmo Chica/Spain/IBM@IBMES  
Sametime status: [Olmo Chica, Daniel](#) | [Sign out](#)

Add to: [Notes address book](#) [Sametime list](#) [My BluePages list](#)

**Report to chain**

- Sanchez Ricart, Aurelio
- Angulo Aguado, Eduardo
- Olmo Chica, Daniel**

Other views

- [Full report to chain](#)
- [Same manager](#)
- [Extended relationships](#)

**Jobs & contact information** | Experience & qualifications | Skills | Projects & teams | Communities & interests | Reporting structure | Summary

**Important contact information**

No information provided

Spoken languages: English, French, Spanish, Castilian  
Additional spoken languages: No information provided

**Name**

Full name: Olmo Chica, Daniel  
Alternate last name: Olmo

Datos personales, de contacto y comunicación integrada

Información profesional, áreas de interés, comunidades, contactos

Información de reporte



# Otros ejemplos de "social networking" en la Intranet IBM

**W3 CommunityMap**

Administration

Search for:  Go

Search by:

- Name only
- Keyword only
- Both name & keyword

CommunityMap

Create Community Profile

My Communities

Help

Tagging

My tags

Other people's tags

Information discovery

Profile

Desktop of the future

Description

This community will focus on desktops of the futur collaboration client solution (OCCS) -a way to get effective and security rich Microsoft desktop alter social computing technology to network. This com Redhat, Canonical/Ubuntu, Apple, RIM, etc. Read /w3ki/pages/viewrecentblogposts.action?key=000

Keywords

linux open collaboration client solution novell redh

**W3 Technology Adoption Program**

TAP home Offerings Propose offering What is TAP? Innovation Enablers Events

Welcome to TAP. We dream differently, and we hope you will too. And now that I'm here, what can I do?

- 1 Connect: Do you have a passion for innovation? Join us.
- 2 Innovate: Share your innovation with TAP.
- 3 Discover: Come see our new offerings!

Ready to explore? Want to see what offerings are on TAP? Looking for a specific one? Go ahead...

Browse all offerings

or search for an offering

Search: TAP & SAE

How do I propose an offering? Propose an offering

Need something to create an offering before proposing? Check out our Innovation Enablers!

Explore the Situational Applications Environment

TAP : Spotlight

Brand New Just Updated TAP Favorites

These offerings just boarded as the latest additions to TAP. Check them out!

- Carbon Emission Dashboard: Tracking Carbon Footprint using Dashboards
- GUI Objects and Actions Generator: A tool to facilitate the development of GUI testing automation
- C3 - Centralized Customer Care: The easy way to manage Customers, Contacts and Services

Check out the buzz on Web 2.0 and mashups: Talkin' Tech is hosting a conference to explain what mashups are and how the IBM Mashup Center can help you easily build mashups! Browse their list, or create your own! And don't forget about the 2008 Situational Applications Contest, where you can win up to 15,000 USD for building a working mashup that shows IBM technology at its best.

Do you want to win 1000 USD? Participate in the 2008 Software Demo Contest! This global contest is open to all full-time IBMers and is focused on innovations in software demonstrations.

Sharing success stories: Are you up to date on innovation at IBM? Read all about the success of some of our innovation teams in the Innovation Update.

**W3 Situational Applications Environment**

SAE home Situational applications Consumables Wishlist Construction zone Forum Guidelines FAQs

Welcome to the SAE. What exactly is the Situational Applications Environment(SAE)?

And now that I'm here, what can I do?

- 1 Find: Find a situational app. to fit a business need.
- 2 Build: Use construction zone to build solutions.
- 3 Share: Host and register your solutions.

Situational applications Consumables Wishlist

FEATURED | LATEST | MOST POPULAR

Our featured situational applications are selected as examples of special interest to the community

BlueTwt Top Posters: Top 10 posters on the BlueTwt website

eyesSSH: eyeSSH uses a webservice to interact with servers through the SSH shell. It is a eyeOS application...

Software License Library: Software License Library is an application allowing employees to keep track of their own Software...

SAE News

Learn to hack with HackDay: Wednesday 1 October, 2008 HackDay 6 is on 24th October, 2008. I have laid on a series of educational courses! Don't forget that if you...

2008 Situational Application: Wednesday 22 September, 2008 We are delighted to announce our up and running. Once again there for the best mashup built on IBM...

Zero Alive on SAE: Thursday 18 September, 2008 We have just added an exciting is a browser based development for WebSphere splash application...

Latest Catalog Activi

Blubiquity - New or updated: 3 November 2008, 09:32:50 | The Blubiquity is an experiment into language-based user interface fr range of se...

Mentoring - New or updated: 30 October 2008, 08:39:17 | This SA try to provide a full fund communication and collaboration

Team Analytics - Comment: bluegroups: 27 October 2008, 16:06:06 | mo can u create a team analytics p

**W3 BlogCentral**

Blog Home elesar's - The KM Blog Thinking Outside The Inbox My Blogs Guidelines Help

Blog index

locate entries

By Entry: blog index

By Search:

search All Entries go

My Catteded Files

What am I doing now?

Visitor Widget (mini)

Blog Tools

Post an entry

Create a new blog

Subscribe to entries

Subscribe to comments

More

Blog Post: elesar's - The KM Blog Thinking Outside The Inbox

Luis Suarez 29 Oct

Earlier in today I have been having a couple of conversations with some folks on something that has been in my mind for a while now and which I have decided to blog about today, as a short break from the highlights blog posts I am putting together from the Web 2.0 Expo in Berlin, but also because I feel it is a rather important topic that I would want to bring out over here for everyone to share their thoughts as well.

If you have been reading this blog, elesar's, for a long while now, you would know how very soon I will be coming closer to the five year mark of regular and steady internal blogging. All along it has been a superb experience! One very difficult to forget, mainly because, amongst many other things, it helped me land on my dream job about one year ago and very soon it is going to change my professional life for good, too!

Yet I am starting to sense something that is beginning to get me worried more and more. And that is the fact that I am blogging a lot less than what I used to. There were days where I used to put together 3 to 5 entries a day and now I would be lucky if I get one. (Which nowadays just seems to be a copy and paste from my external blog(s)) and, unfortunately, I don't seem to be the only one in this.

For a good number of months now there have been a number of increasing bugs in BlogCentral v3 that have deteriorated our own corporate blogging experience, at least mine. That's how I have now realized the main reason why I haven't commented in previous blog posts is not, because things have been incredibly busy, but because of plenty of those bugs that stop me from commenting back and then I move on! One has just got to browse through various other posts to find out something is going on. Something is starting to break. And badly (if it hasn't already...).

(Not to worry, I am still determined to keep coming back & engage back in each and everyone of them! You bet!)

The thing is that things weren't always like this. Have you noticed how very few of the core bloggers of, say, over 4 years ago, are still blogging on a regular basis? Something is happening. I am sure that most of you would remember the good old times of BlogCentral v1 & v2, where a bunch of us were using BlogCentral rather heavily testing things out, sharing our ideas, hacking its code, putting together some really cool widgets and basically having fun working our ways through getting the job done using BlogCentral to share our knowledge, communicate and collaborate not only with other fellow IBMers, but also with the developers of this blogging platform.

We would mention something was not working and BANG! there they were, both James Snell and Elias Torres coming along and fixing it for us in a matter of days. We would be mentioning something like we need this or that feature and BANG! within a couple of weeks or something like that we would have it in place. Well, try that now! We have been saying for a long while now how EO3 needs to fix a good number of bugs in order to bring back that incredibly inspiring blogging user experience and time and time again we hit the wall with nothing happening. In fact, at the time I am saying this we have been waiting for almost one year for the next version of BlogCentral, v4 to kick in, which is supposed to help out with those issues. Yet, here we are, still waiting for it... (Getting close is not good enough, by the way)

Bear with me, this is not one of those blog posts where I am not appreciating the incredible piece of outstanding work that James & Elias have been doing. On the contrary, I think that without their essential piece of work, BlogCentral would have died a couple of years back! What I am just saying is that

# NUESTRO MODELO DE EMPRESA

**e-business /  
organización**





# CommunityMap: comunidades en IBM

Administration
w3
CommunityMap
IBM

[w3 Home](#) | [BluePages](#) | [HelpNow](#) | [Feedback](#)

**CommunityMap**

- Create Community Profile
- My Communities
- Help

**Tagging** ⓘ

 Add  
e.g., ajax, big\_blue

▼ My tags

You have not tagged this link

▼ Other people's tags

No one else has tagged this link

information discovery

Search for

 Go

Search by

- Name only
- Keyword only
- Both name & keyword

Show all

Profile

## Desktop of the future

**Description**

This community will focus on desktops of the future thought leadership and the IBM open collaboration client solution (OCCS) -a way to get started in this direction. OCCS offers cost effective and security rich Microsoft desktop alternative. We will leverage IBM collaboration and social computing technology to network. This community include our relationships with Novell, RedHat, Canonical/Ubuntu, Apple, RIM, etc. Read hot news here: <http://w3.tap.ibm.com/w3ki/pages/viewrecentblogposts.action?key=occs>

**Keywords**

linux open collaboration client solution novell redhat redflag ubuntu canonical virtual z desktop future ambassador sharepoint exchange office symphony mobile

**Contact People**

[Antony Satyadas - antony\\_satyadas@us.ibm.com](#)

**How Do I Join**

Join using this community map. I will be notified and will then add you to relevant collaboration repositories

**For more information goto...**

<https://w3.webahead.ibm.com/w3ki/display/occs/Home>

**Generally we communicate via...**

email, web spaces, IBM forums, instant messaging, teleconferences, e-Meetings, meetings or work sessions, conferences or workshops, lunch, coffee, etc.

**Join this Community?**

[→ JOIN THIS COMMUNITY](#)

[Membership Directory](#)

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# BLOGCENTRAL: WEBLOGS EN IBM

Hello Eduardo Angulo Aguado - Logout



BlogCentral

w3 Home BluePages HelpNow Feedback

Blogs Home
elesar's - The KM Blog Thinking Outside The Inbox
My Blogs
Guidelines
Help

## elesar's - The KM Blog Thinking Outside The Inbox

*KM, Communities, Collaboration, Learning, Social Computing & Enterprise 2.0, Social Software & Thinking Outside the Inbox!*

[blog index]
< Previous | Next >

### I Really Miss You, BlogCentral - Where Art Thou?

*Luis Suarez 29 Oct*

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+ 10

- [blogcentral](#)
- [socialnetworks](#)
- [productivity](#)
- [blogging](#)
- [innovation](#)
- [socialnetworking](#)
- [bcv3feedback](#)
- [socialcomputing](#)
- [socialsoftware](#)
- [communities](#)
- [kcbblue](#)
- [socialmedia](#)
- [enterprise2.0](#)
- [knowledgesharing](#)
- [collaboration](#)
- [bcv3](#)
- [blueiq](#)
- [web20forbiz](#)
- [metablogging](#)

SEARCH WITH AN




[my profile](#)
[hive5s](#)
[photos](#)
[events](#)

My Cattaied Files ↓

What am I doing now? ↓

Visitor Widget (mini) ↓

Blog Tools

-  [Post an entry](#)
-  [Create a new blog](#)
-  [Subscribe to entries](#)
-  [Subscribe to comments](#)

More ↓

»
«
Νοέμβριος 2008

Δευ	Τρι	Τετ	Παρ	Σαβ	Κυρ
				1	2
3	4	5	6	7	8
9	10	11	12	13	14
15	16	17	18	19	20
21	22	23	24	25	26
27	28	29	30		

Today

# BlogCentral: WebLogs en IBM

Sign in 
w3
Technology Adoption Program

TAP home | Offerings | Propose offering | What is TAP? | Innovation Enablers | Events
MyTAP

## Welcome to TAP.\*

We dream differently, and we hope you will too!

And now that I'm here, what can I do?

**1 Connect**  
 Do you have a passion for innovation? Join us.

**2 Innovate**  
 Share your innovation with TAP.

**3 Discover**  
 Come see our new offerings!

### Ready to explore?

Want to see what offerings are on TAP? Looking for a specific one? Go ahead...

Browse all offerings >

or search for an offering

Go >

Search TAP & SAE

Brand New 4/4

Just Updated 4/4

TAP Favorites 4/4

These offerings just boarded as the latest additions to TAP. Check them out!

**Carbon Emission Dashboard**  
Tracking Carbon Footprint using Dashboards

**GUI Objects and Actions Generator**  
A tool to facilitate the development of GUI testing automation

**C3 - Centralized Customer Care**  
The easy way to manage Customers, Contacts and Services

- EasyInspect
- India iNotes 8.5 Webmail Pilot
- PIE - Personal Ideation Environment

See all offerings >

### TAP : Media

**TAP Flash 33: Your guide to innovation at IBM**  
Check out what's new with TAP and all the other happenings this month in the October version of TAP's newsletter: TAP Flash 33! Click on the w3

### TAP : Spotlight

**Check out the buzz on Web 2.0 and mashups**  
Talkin' Tech is hosting a conference to explain what mashups are and how the IBM Mashup Center can help you easily build mashups! Browse their list, or create your own! And don't forget about the [2008 Situational Applications Contest](#), where you can win up to 15,000 USD for building a working mashup that shows IBM technology at its best.

**Do you want to win 1000 USD?**  
Participate in the 2008 Software Demo Contest! This global contest is open to all full-time IBMers and is focused on innovations in software demonstrations.

**Sharing success stories**  
Are you up to date on innovation at IBM? Read all about the success of some of our innovation teams in the [Innovation Update](#).

**TAP innovation on Lifehacker.com**  
Lifehacker.com, an online productivity blog, highlights IBM's new social office suite (and TAP innovation!) codenamed Bluehouse. Read more and see what people are saying about Bluehouse.

**Delivering value to clients**  
IBM offers many different tools to support its client-facing professionals in the field. Some are old, trusted friends; while others are flashy, new betas contributed by colleagues. Find out about how TAP is making a difference for IBMers on the front lines!

### How do I propose an offering?

Propose an offering

---

Need something to create an offering before proposing it? Check out our [Innovation Enablers!](#)

### Explore the Situational Applications Environment

### TAP : Tags

Tag Cloud

less  more

8.0.1 active\_world activity blue\_bar blue\_bird file\_sharing firefox\_exte... iphone note notes\_8 notes\_8.5 omnifind plug\_in sametime\_7.5... **sametime\_8** sametime\_plu... small\_blue virtual\_worl...