

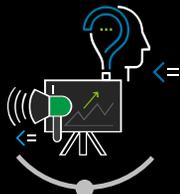
Global Workforce Labs

A Global Workforce Lab can help organisations to start or continue their global mobility journey and to address and overcome a range of challenges. Each Lab is tailored to the participants using our tried and tested methodology. A Lab is an opportunity to take time out of business as usual to disrupt ordinary thinking and review your global workforce challenges in a collaborative way.



Is a Global Workforce Lab applicable to you?

Labs can be designed for all organisations within any industry, regardless of the size of their global workforce population. We have designed Labs for organisations that have just started sending employees overseas to organisations that have over 500 expatriates.



Labs last between ½ and 1 day and are held in a collaborative space. The below is typical baseline of our Lab approach.

Lab Input

1 – 2 weeks pre Lab

- **Kick-off call to understand main objectives** – what questions would you like to receive answers to during the Lab?
- **Background information** – this can take the form of stakeholder interviews and/or current state program data.
- **Program Analytics** – who currently makes up your Global Workforce?



On the Day

½ – 1 day Lab

- **Market trends and insights** – understand how others in your industry operate & general global workforce, future of work and HC trends.
- **Facilitated discussions** – exercises designed around Lab objectives to solve challenges and find opportunities.
- **Action planning** – make sense of all the actions captured during the Lab.



Immediate Lab Takeaways

- **Energised team** from taking time out of business as usual & owning any challenges or opportunities together.
- **Common goals & a common vision** setting everyone off on the same path to reach your business priorities.



Documented Lab Output

1 week post Lab

- **Business case** – Executive summary explaining current state, the vision for the future & the necessary steps to get there.
- **Action plan** – a prioritised roadmap.



Company

Overview and Objectives

An Australian oil and gas company with a global presence. With close to 50 expats, the mobility program is shaped by the evolving oil and gas market and resource driven cycles, requiring regular review to ensure it aligns with business strategy. The client sought our assistance to establish best market practice and identify areas of optimisation.



The Solution

The client participated in a one day Global Workforce Lab attended by mobility, talent, reward and HR business partners. The Lab explored the purpose and strategic role of global mobility, current operational effectiveness and the link between mobility and talent. It also looked to:

- Evaluate the current state to determine good practice and areas requiring optimisation;
- Review market trends to allow benchmarking against global, regional and industry focused markets;
- Determine of priorities and the integration of a fit for purpose mobility program, including the need for new flexible but transparent policies;
- Create a road map to align talent strategies, the use of data analytics and greater technology.

The Problem



The global mobility function was well embedded into the business, however there was a disconnect with the alignment of strategy, leadership support and human resources. The mobility program was perceived to be reactive as opposed to proactive. With a recovering oil & gas market, the need for the mobility program to be optimised with a flexible and scalable approach was becoming more vital.

The Outcome



The Lab was an opportunity for the client to share their view on how mobility can support the business, define a better way to seek stakeholder buy-in and take ownership of their current challenges.

Our Deloitte professionals were able to create a Mobility Output capturing all the actions and decisions from the Lab, as well as create a road map which established short, medium and long term goals to better establish the function within the business and to align the talent program.



*Thank you very much for the Lab output report. It is **extremely exciting** to see our thinking crystallise on paper! Thank you and the team again for hosting and delivering an excellent workshop for us all."*

Head of Global Mobility | Not for profit organisation



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