

Going Global Setting up your global mobility framework

The workforce is becoming more agile, diversified and on demand. In this ever changing environment, an organisation must continually evolve it's approach to Global Mobility and Talent approach to ensure it meets the needs of it's employees and the business, and manages risk and compliance.

Deloitte's market leading **Global Workforce team** works with organisations to put a strategy, policy and processes in place to take their workforce mobility to the next level.

Organisations reported that, aside from cost, the biggest **barriers** to manage a globally mobile workforce are:



Employee willingness to move



Lack of a structured international talent management program



Availability of the right employees for international assignments

Source: Deloitte Global Human Capital Trends 2018 Survey

At Deloitte, we have developed the Global Mobility Building Blocks framework to assist companies that are looking to create an approach to managing workforce mobility.

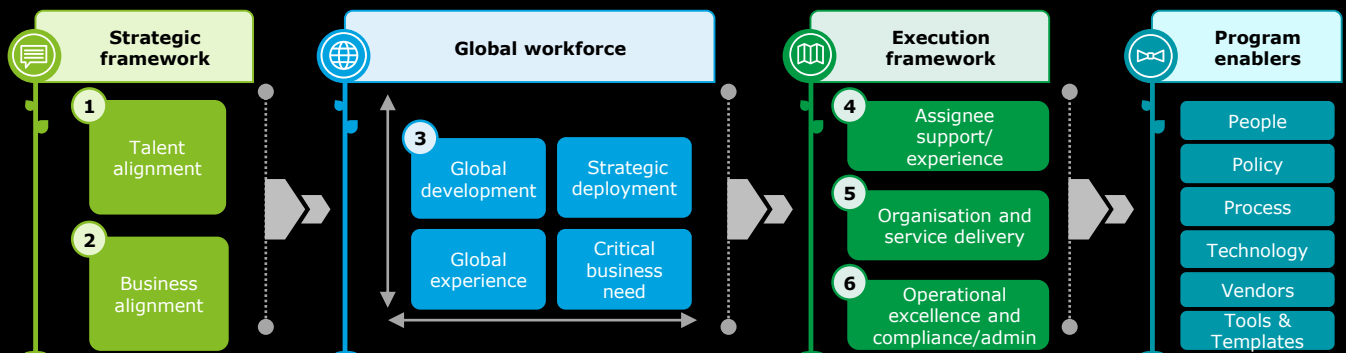
Deloitte's Global Mobility Building Blocks

Phase 1 - Vision and Consensus

Run Stakeholder interviews and workshop

Phase 2- Design and Build

Create policies and processes



Data management and reporting

What questions will you receive answers to?

- Why** do we use Global Mobility?
- Who** are we sending and why?
- What** should a great service look and feel like?
- How** do we achieve this in practice?

Company overview and objectives

A technology company was anticipating expansion into new locations and increased revenue growth from overseas markets over the next few years. In response to changing business needs, the company wanted to develop a scalable global mobility approach that would successfully support the organisation's growth agenda.



The Problem



There was a lack of formal or consistent approach to managing their globally mobile employees. The existing approach caused inequity amongst employees and was not sustainable.



The Solution

To help the company create a sustainable approach, we:

- Completed stakeholder interviews to understand the business and talent requirements to ensure that global mobility was designed to meet the company's current and future needs.
- Ran a tailor made Global Mobility strategy lab to provide insights into wider market approaches, agree how mobility can support business and talent strategies and what mobility policies are needed.
- A policy benchmarking workshop to agree policy provisions and create policy documents.

The Outcome



The company now has:

- A scalable and consistent policy framework that delivers an enhanced mobility experience for the assignees and the business.
- Global Mobility policies, assignment letter templates and processes – with clear roles and responsibilities.
- Management and oversight of risk and compliance.
- Buy in from key stakeholders.



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