

Global Workforce Management



The Challenge

Multinational companies face significant challenges in managing effectively the increasing number of employees who travel between markets. These include:

- Misalignment of global mobility programme with core business and talent strategies
- Inability to assess the effectiveness of their mobility programme through data and insights
- Poor use of technology solutions to manage their mobile workforce

What we hear from our clients:

- **Compliance** - "Are all our moves compliant? What about our business travellers and commuters?" / "We have a lot of back-to-back assignments – how do I assess whether a GEC would be right for us?"
- **Operations** - "We are struggling with the many different country payrolls, and are regularly correcting mistakes."
- **Strategy** - "How can I improve the link between Global Mobility and Talent?" / "How do I manage the well-being of assignees while they are on assignment?"



Client case study

Client/Industry: A major Swiss-parented financial services organisation.

Challenge: To deliver a tax compliance and assignment management service delivery model utilising technology to support business transformation.

Solution: Careful consideration of alternative service models. Selection and implementation of a business partnership with our external technology partner to deliver a mobility proposition that will bring added value through a unique combination of technology and tax services.

Outcome/impact: The resulting service delivery model will allow our client to transform their mobility service delivery model in line with their business requirements, whilst benefiting from leading technology and best-in-class implementation and tax compliance support from Deloitte.



The Solution

The Deloitte approach to Global Workforce Advisory seeks to align the client's mobility programme with its business and talent strategies, ensure the effectiveness of talent mobility, and provide technology solutions to help manage a diverse globally-mobile workforce.

Compliance

Travel data review to gain insights into the current state of tax, social security and immigration compliance; Global Employment Company (GEC) assessment, impact analysis, location reviews and implementation support

Advisory

Global payroll management services; tax advisory and executive compensation; review and set-up of new mobility operating models including shared services; vendor advisory; and technology implementation

Strategy

Talent and business alignment consulting; workforce planning; new country entry and company relocations; global mobility talent labs and data analytics

BENEFITS

- More rapid deployment of talent within and across borders | Talent structures and processes and business strategy alignment
- Improved employee experience due to more innovative and efficient • Better insight into mobility management and global HR deployment
- Transparency of workforce and mobility costs

Contact



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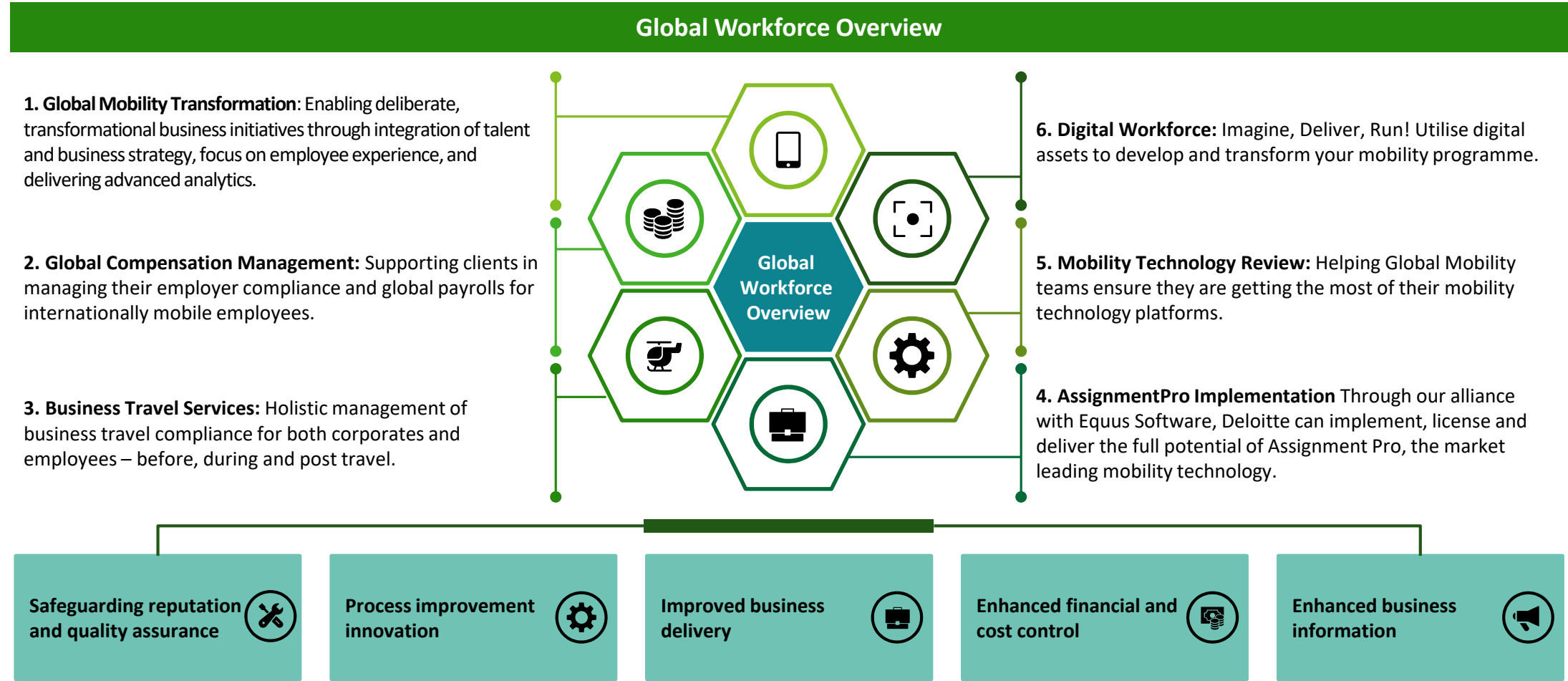
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Contact me for all global workforce advisory related questions

Global Workforce: Overview

On a global scale, the workforce is becoming more agile, diversified and on-demand, leading organisations to re-evaluate their approach to mobility and talent management, and to focus more on employee experience. Deloitte Global Workforce Switzerland is a multidisciplinary team that supports clients in dealing with the operational and strategic challenges of securing, managing and optimising their employee talent globally. Our approach offers transformation consultancy, data driven analytic insights, and guidance on and delivery of innovative technology services.





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