

Strategic Moves



We found ...

... that there is consensus as to what the top strategic business issues are



... and that ...

... businesses expect global mobility to address these issues ...

Proportion of those who identified global mobility as an important tool to address top-three strategic business issues



... but in reality only a small proportion of businesses are completely doing so

Proportion of those who said they are using global mobility completely to address the top strategic business issues



Additionally, global mobility functions are facing significant internal and external challenges ...



... which points to a significant gap between the expectations of global mobility versus what is being delivered ...

Professionals who describe their own organisations' global mobility practices as "World-class"



70% of business HR stakeholders say global mobility in their organisation is underperforming or needs significant improvement



88% said that their organisations do not have either clear measures or measurement based improvement plans, or both



But also not measured ...

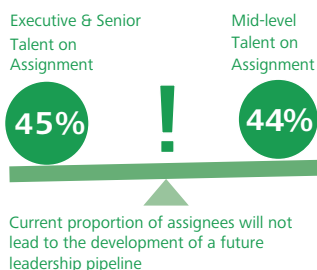
(Although) 54% cited improving operational efficiency as a top mobility challenge

(Fewer than) 10% are using operational metrics for continuous improvement

(Only) 29% are looking at operational metrics in anyway at all



This gap is leading to sub optimal investments, a lack of integration and clear strategic direction



71% Proportion of talent & reward professionals who consider talent agenda to be important or very important for global mobility

70% Proportion of talent & reward professionals who consider global mobility to be underperforming or need radical improvements

34% plan to review their global mobility strategies in the next 12 months

And whilst the gap is starting to close, organisations appear to be aligning mobility with functional needs (process & policy) and not with key business priorities.