

## Global Mobility and Workforce - Reimagined

Seizing the opportunity to transform and Elevate global mobility to meet talent and business needs driven by the future of work.



**Global Mobility has demonstrated exceptional value** through helping maintain business continuity in turbulent times and responding to the wider megatrends of the Future of Work. With **expanding scope**, greater **business scrutiny**, and increased **expectations of talent**, now is the time to transform and elevate global mobility.

### How is Global Mobility evolving? – Key market trends<sup>1</sup>

<b>Trend 1 - Global Talent and Mobility</b> <ul style="list-style-type: none"> <li>Global Mobility is now a critical enabler of global talent strategy</li> <li>Moving people to jobs, and jobs to people, enabling the Future of Work</li> </ul>	<b>Trend 2- Virtual Working</b> <ul style="list-style-type: none"> <li>Global Mobility as an enabler for Remote Working and accelerator of a truly global workforce</li> <li>Expanding Global Mobility's scope and scale</li> </ul>	<b>Trend 3 - Hyper Inclusive workplaces</b> <ul style="list-style-type: none"> <li>Integrating Diversity and Inclusion into Mobility and Workforce</li> <li>Mitigating biases and tracking progress to optimise business value</li> </ul>	<b>Trend 4 - Worker wellbeing</b> <ul style="list-style-type: none"> <li>Embedding at the individual, team and organisation level to unleash the workforce</li> <li>Responding to Social, Mental, Physical and Financial Wellness pillars</li> </ul>
<b>Trend 5 - Protectionist and immigration complexity</b> <ul style="list-style-type: none"> <li>An increasing complex immigration landscape heightened compliance risk and uncertainty to navigate</li> <li>Creating immigration backlogs, reluctant assignees and an increased focus on local labor talent pools</li> </ul>	<b>Trend 6 - Digital Workforce Experience</b> <ul style="list-style-type: none"> <li>Global Mobility is humanising and digitising to meet challenges</li> <li>Using data to pair people and technology for human outcomes in mobility and talent</li> </ul>	<b>Trend 7 - #stayontheground</b> <ul style="list-style-type: none"> <li>Commit to 'build back better', especially for business travel given the climate crisis</li> <li>Embedding sustainability throughout the assignee journey and ecosystem</li> </ul>	

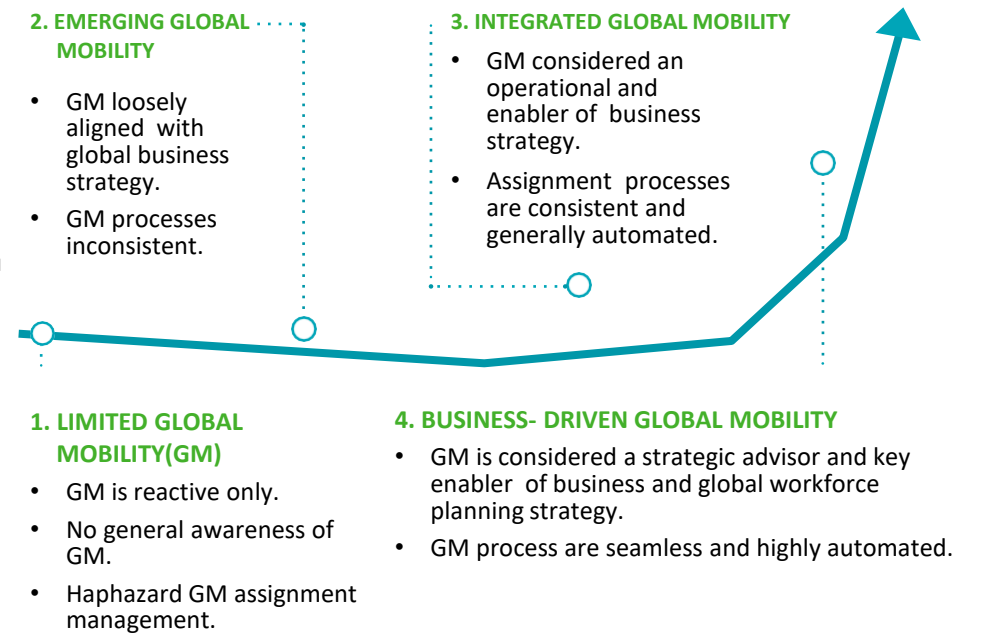
### What does Global Mobility include now?

The scope and scale of Global Mobility functions is increasing and shifting, merging with talent management and acquisition to include:

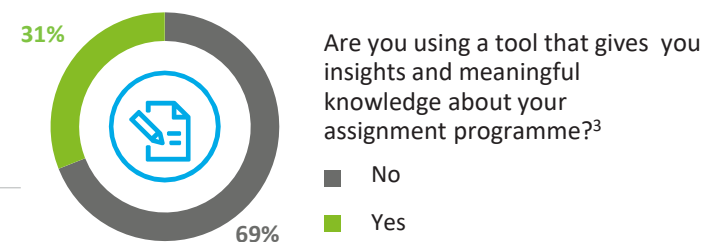
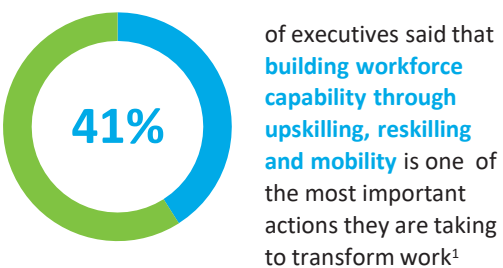
- International / Domestic
- Long-term / short-term
- Business Travel / International Commuting
- Virtual / Physical
- Volunteer / Business need
- One-way / Return
- Employee / Contingent worker
- Remote / Hybrid
- Role / skills based
- Whole family / split family

### How are Global Mobility functions changing?

The role of Global Mobility ("GM") is changing from a processing function to a partner who can deliver business and talent support capabilities, requiring new skills sets and service delivery models – where are you?



### Global Mobility Trends in data



1. Deloitte Global Mobility Trends, Autumn 2021  
2. Deloitte The Future of Global Mobility Report, September 2021  
3. Deloitte Human Capital trends 2021  
4. Deloitte Remote Work Compliance workshop survey July 2021

# Global Mobility Workforce transformation framework

Helping clients to find better ways to move people, to move their business

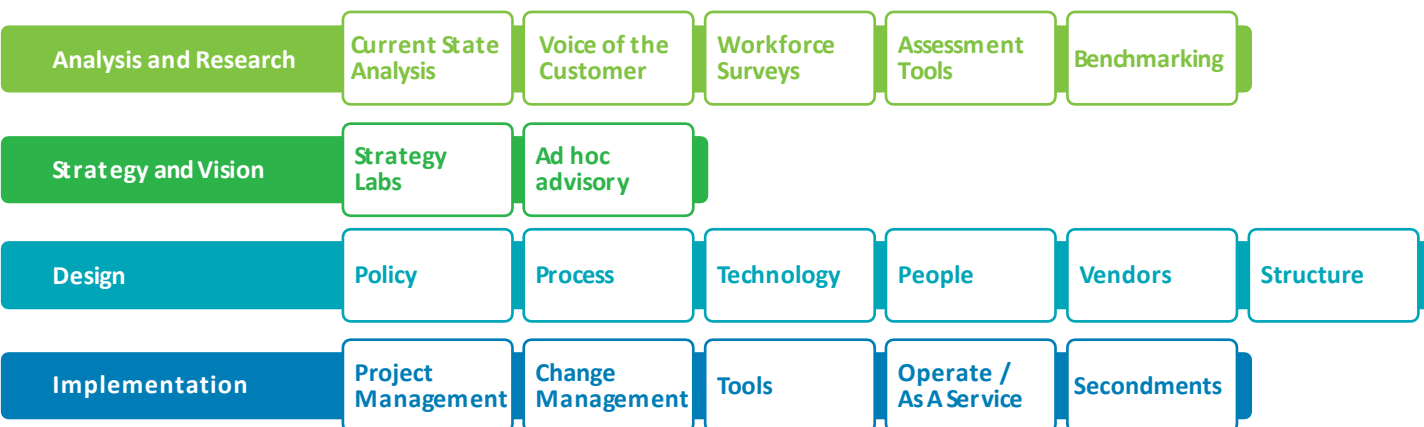


Our **Global Mobility Workforce transformation framework** helps establish future-proof global workforce strategies, tailored to client specific **business and talent objectives**. Using design thinking and data driven approaches to help optimise and transform the **operational, strategic and digital** aspects of global mobility, underpinned by the **Future of Work** changes.

## What are typical client focus areas?



## How Deloitte can help?



## How are our clients addressing these challenges?

<p><b>Enabling program expansion</b> Creating global mobility program from scratch to enable deployment of resources on short term projects</p>	<p><b>Maturity</b> Assessed the Global Mobility function's maturity with a strategy lab to develop a roadmap to make the function future ready</p>	<p><b>Process Optimisation</b> Mapped current process identifying pain points and new policy impacts leading to cost savings, enhanced employee experience and compliance assurance</p>	<p><b>Technology implementation</b> Facilitated cross function agreement on strategy, balancing business with employee need and design of process to enable technology implementation</p>	<p><b>New age mobility</b> Assisted in creating and implementing remote work program; building and operating employee help desk</p>	<p><b>Enabling BAU</b> Acting as an extended arm of organisation' global mobility team. BAU stabilised with minimal disruption to employees and the business.</p>	<p><b>Enabling Expansion</b> Analysing the compliance considerations for talent deployment framework to ensure compliance control and optimise operational cost</p>
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## Deloitte's Point of Views

<p>Global Mobility Trends 2021</p>	<p>Building a Global Mobility Programme</p>	<p>Remote working- Setting right strategy</p>
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## Contact Us

**Tapati Ghose**  
Taghose@deloitte.com  
Partner  
Deloitte Touche Tohmatsu India LLP

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