



## Global Mobility Transformation Leveraging workforce mobility to strategic advantage

As companies do more and more business across national borders, they need the ability to move their people around quickly and easily. They also need leaders and employees with global experience to help meet their business objectives. This raises the bar on global mobility. Deloitte helps global companies align investment in deployment of workforce across borders to support business priorities, development objectives and global growth strategies.

### Your challenge

- Is your global mobility function structured to support your business priorities through a lean and mean process?
- How effective is your global mobility program in projecting and delivering your talent needs around the world?
- Are you aware that a single international assignment for one individual employee can represent more than a million dollar investment for a company?

- Do you have insight in the cost of your global mobility program and the return on investment?
- Are you confident that your global mobility function manages risk to be effective and compliant in all of your locations?

Traditionally, global mobility programs have sought to create a positive experience for assignees and their families. But times are changing. The traditional approach does not acknowledge the company's strategic business and talent development objectives. Is your program for instance ready for the following trends and developments?

- Matching the best people against the most important business opportunities to ensure continued growth
- Using international experience as a critical component for accelerating the development of leaders who can think and operate globally
- Using mobility to attract and retain generation Y and growth market talent
- Realizing cost reduction
- Evolving global immigration, labor, and tax regulations compound compliance complexity



### Our solution

To meet the aforementioned challenges you need a different view on global mobility and a multidimensional framework focused on business value and talent development. We have developed a vision and a high-class methodology to help you facing the challenges, such as:

- Redesigning mobility programs utilizing a multidimensional framework focused on business value and talent development
- Quantifying the organization's global mobility investment
- Integrating mobility with other talent management programs to enhance the employee value proposition
- Restructuring mobility related HR functions and processes to deliver the right services and expertise to key stakeholders
- Reducing mobility costs focusing on creative policy approaches, tax and social security planning, and streamlining operational costs

### Our approach

In our view developing global mobility capabilities that meet the requirements of today's increasingly global businesses is a three-step process.



#### 1. Refocus

Create a new vision for global mobility that treats global mobility as an integral component of an organization's overall talent management program – both from a strategic and operational perspective

#### 2. Transform

Implement the vision through improved global mobility processes, systems, policies and staff

#### 3. Rebrand

Change how people think about global mobility and demonstrate its increased importance and value for talent and the business

Now it is important to bring your global mobility capabilities in line with the demands of your business and the global environment. Strategic execution of a well-articulated global mobility program can help you achieve your growth objectives. This results from bringing the right resources to the right opportunities and significant cost reduction and enhanced return on investment from employee mobility.

### Why Deloitte?

- We have a globally consistent methodology that effectively aligns organizational business and talent development objectives with mobility.
- We have proficiency in integrating existing client technology platforms to support mobility programs.
- We have an experienced global network of global mobility specialists with comprehensive consulting, HR, and Tax services related to mobility.
- We have assisted numerous companies seeking to align mobility functions with business objectives and improve the return on investment by capitalizing on new skills and experience gained from assignment opportunities.

### Contact details

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