

**Deloitte.**



**Global Mobility  
Innovation Lab**



# Mobility Innovation Labs

Our Mobility Transformation team, can facilitate and support with a range of Labs. The Labs are designed to specifically support organisations and their leaders understand and resolve their business challenges. Each Lab session is tailored and is unique to the participant/s, using our tried and tested methodology and our experience and thought leadership from our 10 years' experience enhancing Mobility across all types of organisations.

This document aims to provide you with guidance in relation to our **Innovation Lab**; an experience which you will find challenging, rewarding and tailored to your specific needs.



# Overview

## What is it?

Our Global Mobility Innovation Lab is an opportunity to take time out of business as usual and take a step back to review and benchmark your programme to identify optimisation opportunities. The session, tailored to your specific requirements, will be facilitated by an independent mobility specialist from our Global Mobility Transformation (GMT) team.

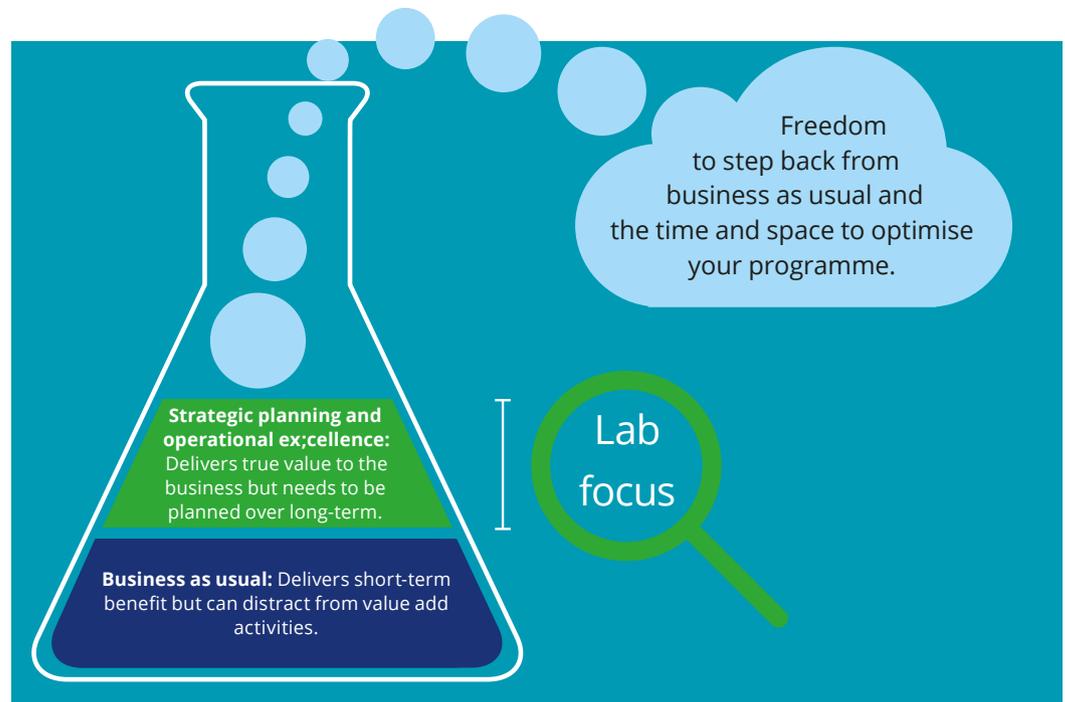
## Who is it for?

The lab is designed for all companies within any industry. It is also applicable for all sizes of expatriate programmes, whether this means you have 5 expatriates or 500. Some reasons why companies have held a session with us include; initiation of a change programme, cost optimisation, newly appointed HR/Global Mobility Lead to organisation or role, recent company restructuring/acquisition or embedded as part of an annual review cycle.

## Why is it valuable to you?

Over the last few years our team have facilitated a number of sessions which have enabled organisations similar to yourself, manage day to day operations more effectively and plan strategic activities that will deliver long term benefit. Our high energy environment facilitates discussion and decision making. At the end of the lab you will get a roadmap to achieve the desired state that will be mapped out during the day.

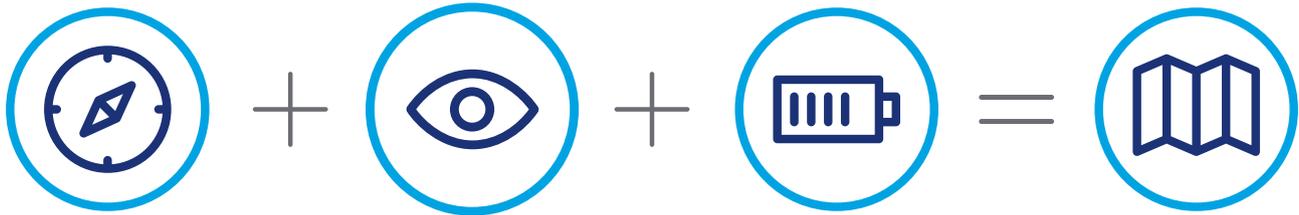
Our high energy environment facilitates discussion and decision making.



# Our approach

## Our lab formulae

Our tried and tested lab formulae provides a dynamic and fluid environment to shape your mobility programme's future:



### Data and Direction

In preparation for the workshop we will review your programme data and engage with you to understand your programme objectives.

### Insights and Innovation

We will apply our market leading thought and innovative methodologies that are supplemented through partnerships with organisations such as INSEAD and Our Bersin by Deloitte research.

### Experts and Energy

The diverse perspectives of our mobility experts and your key decision makers will help you achieve in a day what may take months.

### Roadmap for Success

You will leave with defined objectives, a clear strategy and gameplan for the optimisation of your mobility function.



## Global mobility approach

The session will address questions fundamental to an organisation's mobility approach. Applied in its entirety, our framework is designed to take an organisation from the strategic to operational. The focus area of the lab will be determined with you according to your priorities.

You will leave with defined objectives, a clear strategy and gameplan.

# What to expect from the day



1-2 weeks



Lab inputs

## Visualisation and understanding of programme data

- Current state programme data
- Global Mobility programme analytics
- Workforce analytics
- Existing policy and process documentation
- Stakeholder survey (online or interviews)
- Business, talent or mobility objectives/strategy
- Prioritised programme business drivers



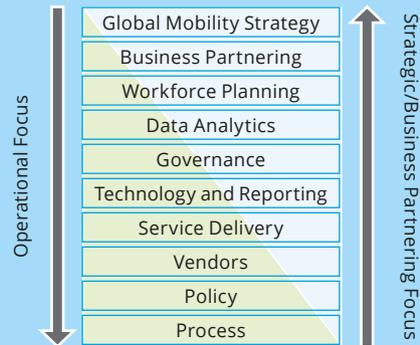
½ - 1 DAY



On the day

## Analyse and discuss improvement opportunities/requirements

- Market trends and insights as applied to the organisation
- Facilitated discussion, maturity analysis and improvement/requirements per mobility area:



- Challenge, debate and make decisions to shape the future of your mobility programme



1 week



Lab output

## Develop a clear roadmap for mobility optimisation

- Defined optimisation priorities for your mobility programme
- Global Mobility roadmap and prioritisation
- Defined roles/responsibilities and timelines
- Short, medium, long term actions
- Global Mobility drivers/guiding principles
- Defined Global Mobility strategy or value statement
- Agreed critical workforce groups or segmentation criteria



Typical sessions last between ½ and 1 day

# Our experience – case studies

	Company overview	Lab inputs	On the day	Lab Output
Company A	<ul style="list-style-type: none"> <li>Consumer business company with 30 assignees. Company undergoing a global restructuring with Africa a significant growth area.</li> </ul>	<ul style="list-style-type: none"> <li>Conducted 6 stakeholders interviews (HR/business and executive assignees) to obtain a view on current state of Global Mobility and vision for future.</li> </ul>	<ul style="list-style-type: none"> <li>Dynamic discussion on business strategy and impact on global talent including business and assignee experience expectations.</li> <li>Determined the policy types that best fit the company particular drivers (based on stakeholder interviews).</li> </ul>	<ul style="list-style-type: none"> <li>Defined Global Mobility strategy and value statement and agreed critical workforce criteria that will be presented to HR leadership with an agreed implementation roadmap.</li> </ul>
Company B	<ul style="list-style-type: none"> <li>Financial Service company with more than 1,000 assignees globally.</li> <li>Operational challenges with noise mostly around policies, processes and technology.</li> <li>New Head of Global Mobility recently appointed.</li> </ul>	<ul style="list-style-type: none"> <li>Preparatory call with Head of Global Mobility and HR Director to collate first year objectives and analysis of programme data, SLAs and KPIs and assignee satisfaction survey.</li> </ul>	<ul style="list-style-type: none"> <li>Conducted a maturity analysis across core mobility areas (People, Process, Technology, Vendors, Governance) against 'best in class'.</li> <li>Prioritised actions and initiatives based on impact and time to implement.</li> </ul>	<ul style="list-style-type: none"> <li>Optimisation priorities across multiple workstreams.</li> <li>Delivered a 100 day plan for Head of Global Mobility.</li> </ul>

"In a day I feel we achieved what usually takes months."

"We've established a platform for mobility to be at the centre of our international expansion plans."

"I feel we really pushed the boundaries of what we wanted to achieve and have a plan to tackle longstanding issues."

"The roadmap we developed in the lab did not leave my side for my first three months."



### Our Global Mobility Transformation (GMT) Practice

Our lab will be facilitated by a member of our GMT practice. The GMT practice is a market leading offering, established in 2006. Since then we have worked with over 300 organisations to assist them with their global mobility programme goals. We have partnered with each of these organisations to achieve a wide range of outcomes unique to that organisation's strategic and business objectives. Our dedicated team of full time GMT consultants span the globe and consist of a variety of global mobility and talent specific backgrounds from HR consulting, tax, technology and reward.

Examples of recent projects include:

- Global Mobility strategy
- Process review and design
- Benchmarking
- Governance and organisation model implementation
- Service delivery model design
- GEC feasibility analysis
- Policy review and design
- Vendor review
- Workforce planning
- Global Mobility fundamentals training

# Key contacts

For further information about the Global Mobility Lab or our GMT practice please contact one of the following:



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