Managing a global workforce

Here are some tips to help your organization future-proof its global mobility program and create a positive experience for international assignees.

Make room for millennials
Design overseas assignments and flexible policies to meet the needs of this growing workforce.

Focus on family
Create opportunities to give families more insight and foster a supportive culture.

Embed analytics into processes
Leverage data to make more informed decisions and place employees in the appropriate global roles.

Recognize that international isn’t always long term—or predictable
Create new overseas opportunities such as “remote years” and extended business travel.

Take a human-centric approach to global mobility
Put humans at the center to achieve better risk and cost management outcomes.

Focus less on collecting, more on connecting
Foster an integrated ecosystem of vendors and internal partners to provide consistent communications across shared platforms.

Leverage digital to bring it all together
Platforms such as Deloitte’s ConnectMe can give assignees access to information 24/7 and a consumer-like experience.

Think broad
Consider external candidates for overseas assignments.

Adopt cognitive
Leverage technologies that can offer personalized support to assignees—from virtual assistants to virtual reality immersions.

Be a social enterprise—globally
Embed a sense of purpose by fostering opportunities to volunteer overseas and collaborate to help communities.

ConnectMe™

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