



WORLDWIDE ERC®

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# Global Mobility and Talent Management: Mobility's Role in Developing Future Leaders

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Director, Talent Mobility  
Consulting, BGRS

## **Michael Washbourn**

Sr. Manager, Global Mobility Lead,  
Pfizer

## **Tony Pattio**

Sr. Manager, Global Mobility,  
Oceaneering





# Today's Discussion

## Moderator

- **Brenda Bellon**  
Director, Talent Mobility Consulting  
BGRS

## Panel

- **Michael Washbourn**  
Sr. Manager, Global Mobility Lead  
Pfizer
- **Tony Pattio**  
Sr. Manager, Global Mobility  
Oceaneering





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# Michael Washbourn

Sr. Manager, Global Mobility Lead





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# Tony Pattio

Sr. Manager, Global Mobility





# Polling Question One

How strong is the alignment between Global Mobility and Talent Management within your organization?  
(choose one)

- a) **Full integration between Global Mobility and Talent Management**
- b) **Strong alignment between Global Mobility and Talent Management**
- c) **Just starting to develop alignment**
- d) **No alignment**



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# Changing Nature of Work and Trends

● Demographics

● Innovation and digital disruption

● Globalisation ... and protectionism

● Culture

● Talent

... and **58%** indicate change is large-scale

**85%** report making strategic enhancements or changes to the way mobility is managed

**63%** state mobility is high on their senior leadership agenda





# Transformation Focus on Talent

Transformation continues to focus on operational efficiencies, employee experience and cost control. But there is a growing focus on Talent needs as well.

Companies say benefits of transformation include:

**61%** Talent Development

**45%** Development of the organization's global competencies

**34%** Promotion of Diversity and inclusion

Planned Mobility Changes:

**43%** Improving career management and repatriation (#1 change)

**18%** Optimizing leadership development





# CEO Index

OLDEST CEOs in Fortune 100		
Age	International Experience	Nationality
86	NO	American
79	NO	Korean
76	NO	Monegasque
68	NO	Japanese
68	Yes	French
67	Yes	Azerbaijani & Russian
66	NO	Chinese
66	NO	American
65	NO	American
65	NO	Chinese

YOUNGEST CEOs in Fortune 100		
Age	International Experience	Nationality
29	No	Chinese
31	YES	Chinese
41	YES	Italian
44	No	American
49	YES	Indian
49/50	YES	Australian
50	YES	French
50	YES	Mexican
50	YES	American
51	YES	German



*“ Companies achieve far more of their top strategic business priorities when they are more effective at recognizing, and adapting to, other cultures’ work styles and business behaviors, and when they support and promote employees who exhibit a Global Mindset. ”*

*- Global Mindset Index Study*

Source: The study was conducted by CultureWizard with market-research firm Seymour Insights.





# Polling Question Two

What types of development support do you provide to your expatriates to develop their global leadership skills? (check all that apply)

- a) **Business Skills Training**
- b) **Intercultural Training**
- c) **Coaching**
- d) **Mentor or Buddy System**
- e) **None of the above**



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# Panel Discussion





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# Q & A





# Global success relies on globally skilled leaders

“ A leader is one who knows the way,  
goes the way, and shows the way. ”

- John C. Maxwell





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# Questions or Comments?

Thank you.

