



WORLDWIDE ERC® WEBINARS

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2:00pm ET

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WORLDWIDE ERC®
WEBINARS



TALENT MANAGEMENT:
What's Changed for Relocation
Managers—the Five Year Trends





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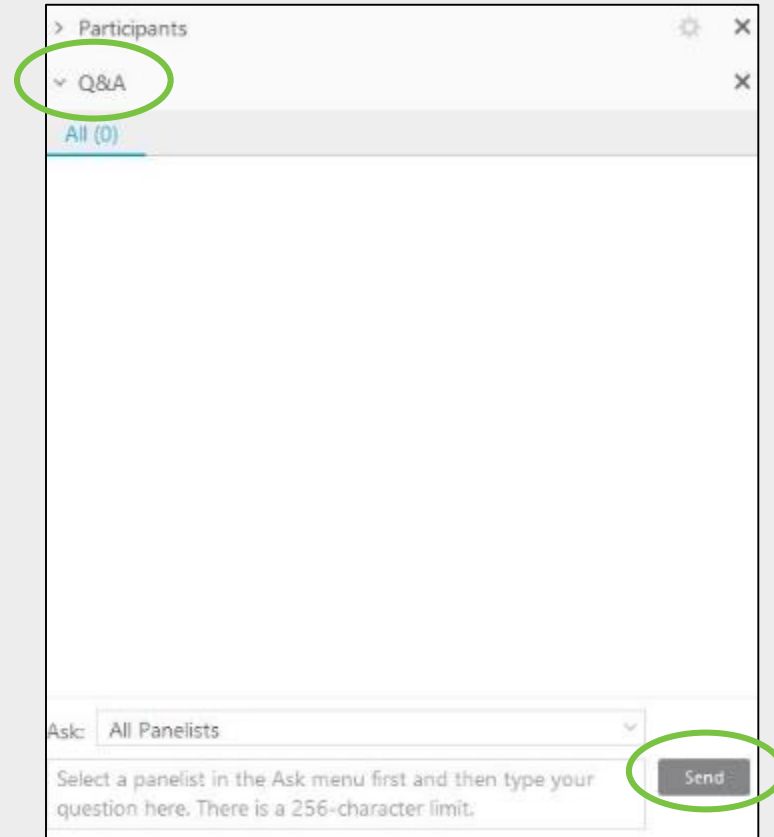
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Q&A instructions

- Submit questions through Q&A dialogue box
- Box is located in lower right corner of screen
- Do not use the Chat Box
- Be specific
- You may submit your question at any time

Q&A Dialogue Box:



The screenshot shows a window titled 'Q&A Dialogue Box'. At the top, there is a 'Participants' dropdown menu with a gear icon and a close button. Below it, the 'Q&A' menu is expanded, showing 'All (0)' as the selected option. The main area of the box is empty. At the bottom, there is an 'Ask:' dropdown menu currently set to 'All Panelists'. Below the dropdown is a text input field with the instruction: 'Select a panelist in the Ask menu first and then type your question here. There is a 256-character limit.' To the right of the input field is a 'Send' button, which is circled in green.

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TALENT MANAGEMENT:

What's Changed for Relocation Managers—the Five Year Trends

Today's presenters



Jan Raymond
*Vice President, Account
Management, Cartus*



Crystal Abbey
*Director, Strategic
Business Solutions,
Cartus*



Holly Clontz
*Manager, Global Talent
Mobility Solutions,
Ingersoll Rand*

➤ Today's agenda



Research background

Surveys studied:

Cartus' research program extends over 15 years and more than 30 surveys

Co-sponsored by industry groups including the National Foreign Trade Council (NFTC), Relocate Global, and the Singapore Human Resources Institute (SHRI)

More than 500 global mobility managers participated

Representing more than 34 million employees



Key areas for improvement: talent over cost



Cartus 2014 and 2016 Policy and Practices Surveys

Key talent issues

Attracting talent with the relevant global skills (leadership/cultural/language) in our target markets

64%

Readiness of our workforce for the complex global business environment

47%

Retention of key talent post assignment

45%

Skill development of local staff in order that they can assume greater leadership responsibility/success

37%

Key talent less willing to relocate due to the loss of their spouse/partner's income and career

35%

Skill development of local staff in order to reduce number of international assignments

31%

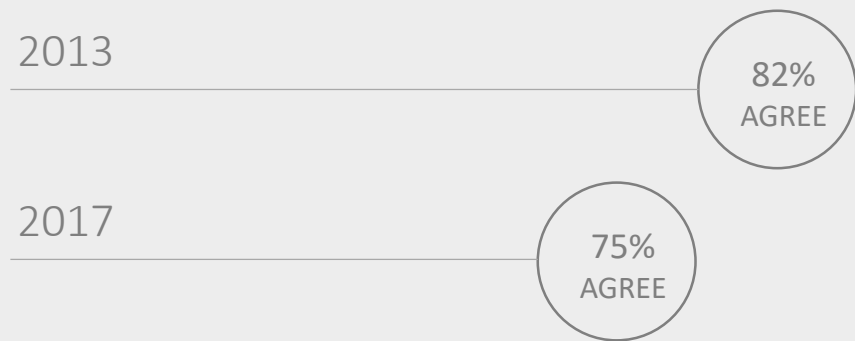
How to develop and engage millennials for global success

28%

Cartus 2017 Biggest Challenges Survey

The view of assignment value

Do International Assignments Have a Positive Impact on Careers?



Reasons for assignment acceptance:

Career Development

78%

Attractive compensation

42%

*Cartus 2013 Talent Management Survey
Cartus 2016 Policy and Practices Survey
Cartus 2017 Biggest Challenges Survey*



CORPORATE INSIGHTS

Holly Clontz, Ingersoll Rand
Company Overview
Mobility Highlights



Ingersoll Rand advances the quality of life by creating comfortable, sustainable, and efficient environments.



- Our people and our family of brands—including Club Car®, Ingersoll Rand®, Thermo King® and Trane®—work together to enhance the quality and comfort of air in homes and buildings; transport and protect food and perishables; and increase industrial productivity and efficiency.
- We are a \$13 billion global business committed to a world of sustainable progress and enduring results.



Industries we serve



Oil & Gas



Auto/Truck
Services



Commercial
Real Estate



Healthcare



Education



Hospitality



Shipbuilding



Power
Generation



Residential



Government



Data Centers



Manufacturing &
Assembly



Mining/Natural
Resources



Aerospace



Municipals
(Transportation)



Retail & Grocery



Pharmaceuticals



Floral





Evolution of talent and mobility



Talent a top priority for CEOs

The right talent is critical for growth

Movement of talent key for well-rounded leaders

Mobility demands changing

Tasked with finding new & creative ways to support movement

Providing more guidance and consultation



Global
Talent
Mobility
Solutions
vision

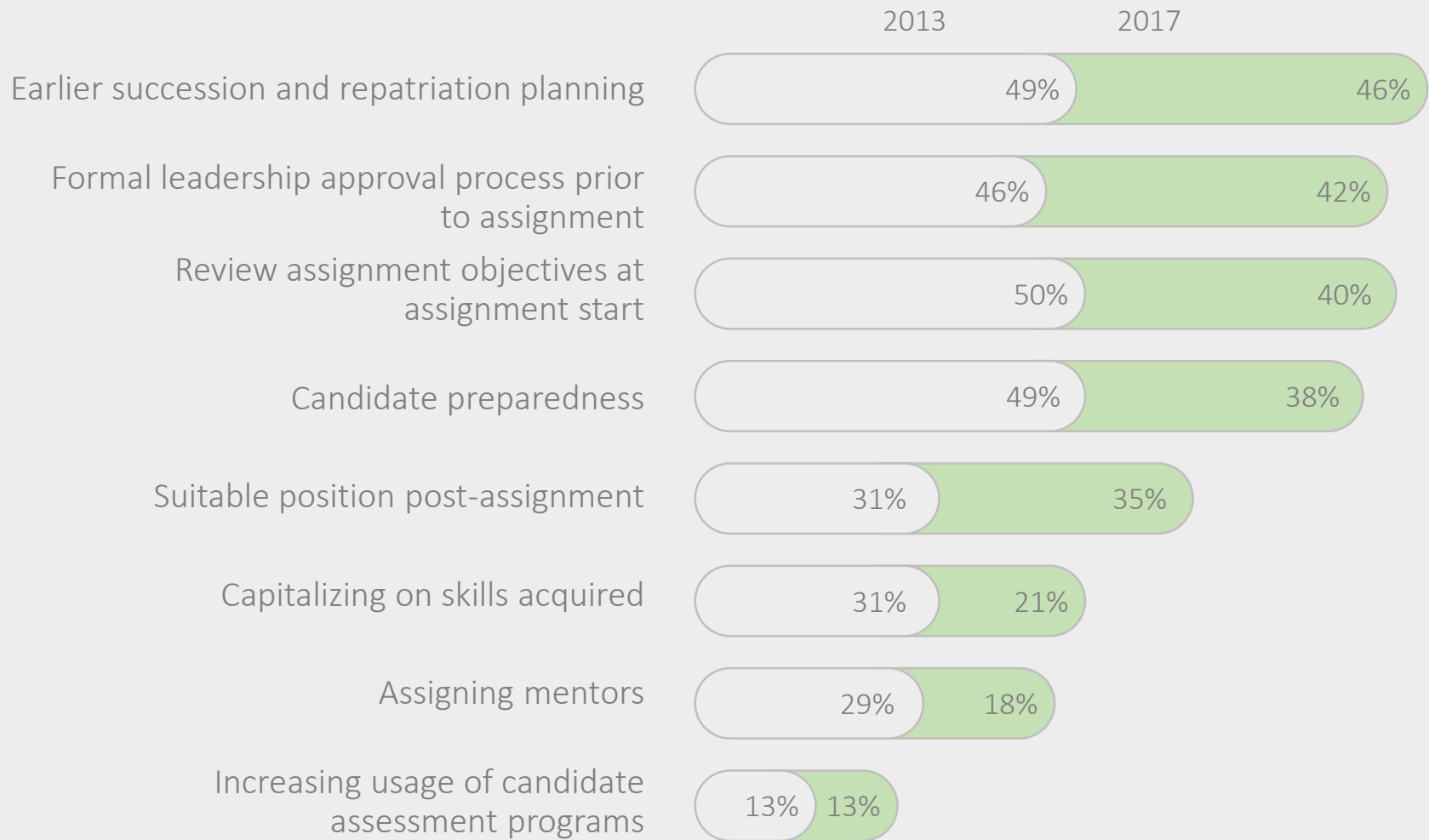


GTMS is the trusted business partner that enables Career Progress through support of our globally mobile workforce by ensuring:

Right role, right person, right place, right time, and right cost!



Components of assignment success





PROGRAM AND POLICY: Flexible Approaches to Mobility



Needs for flexibility increasing



76%

Are seeing an increased need for flexibility in their mobility program.



Drivers for more flexibility in mobility programs



- Flexibility to respond to business needs (74%)
- Cost savings (65%)
- Flexibility to respond to employee needs (58%)
- Reduction in requests for exceptions (36%)
- Better able to meet regional needs (36%)
- Make policy more attractive to candidates (35%)





What are the challenges in shifting to a more flexible approach?



Cartus 2017 Biggest Challenges Survey



Breaking the barriers



Recognizing that talent mobility and cost spans far beyond the relocation-assignments costs

Cross-functional collaboration is key to the success of your global mobility business strategy and workforce

Maintaining relevant programs by incorporating flexibility that is culture-specific and business friendly



QUESTIONS & Answers



 Thank you for attending!

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