



WORLDWIDE ERC®

WEBINARS

September 12, 2017
11:00 AM EST

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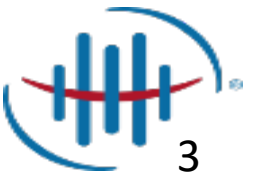


WORLDWIDE ERC®
WEBINARS

Minimize Mobility Disruptors to Maximize Employee Engagement

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Webinar Instructions

Technical difficulties?

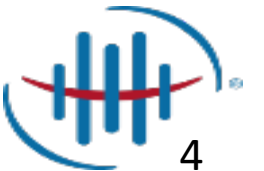
- Dial 866.779.3239, or e-mail questions to support@webex.com

Sound Troubles?

- If your sound quality is poor, check your Wi-Fi strength or connect via cable.
- Call in using the phone number listed under the “Event Info” tab in the upper left-hand corner.

To return to meeting room window:

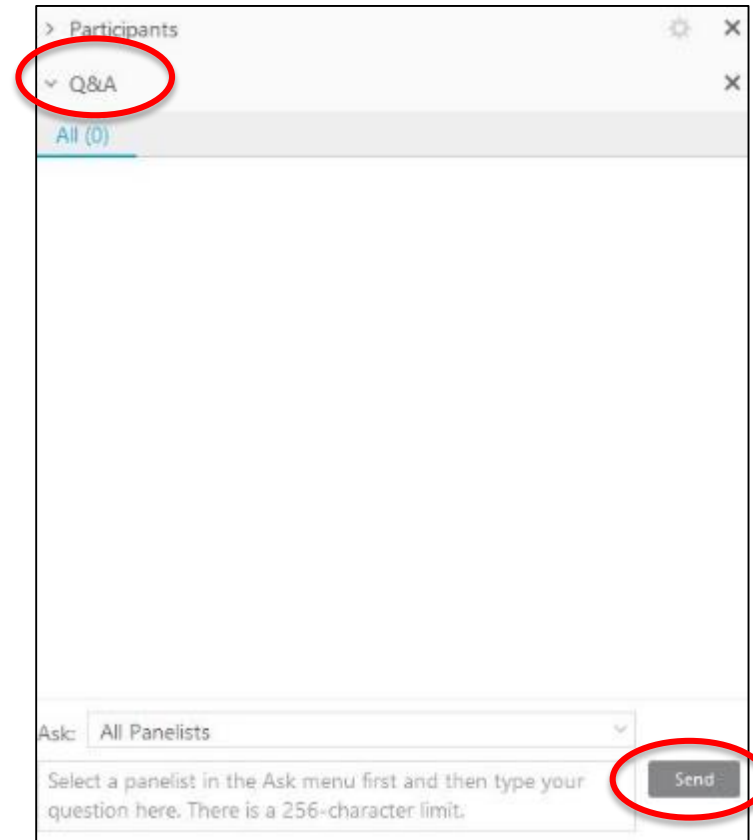
- If you are in full screen mode, you may return to the meeting room window by clicking the View Meeting Room button located at the bottom left corner of your screen.



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

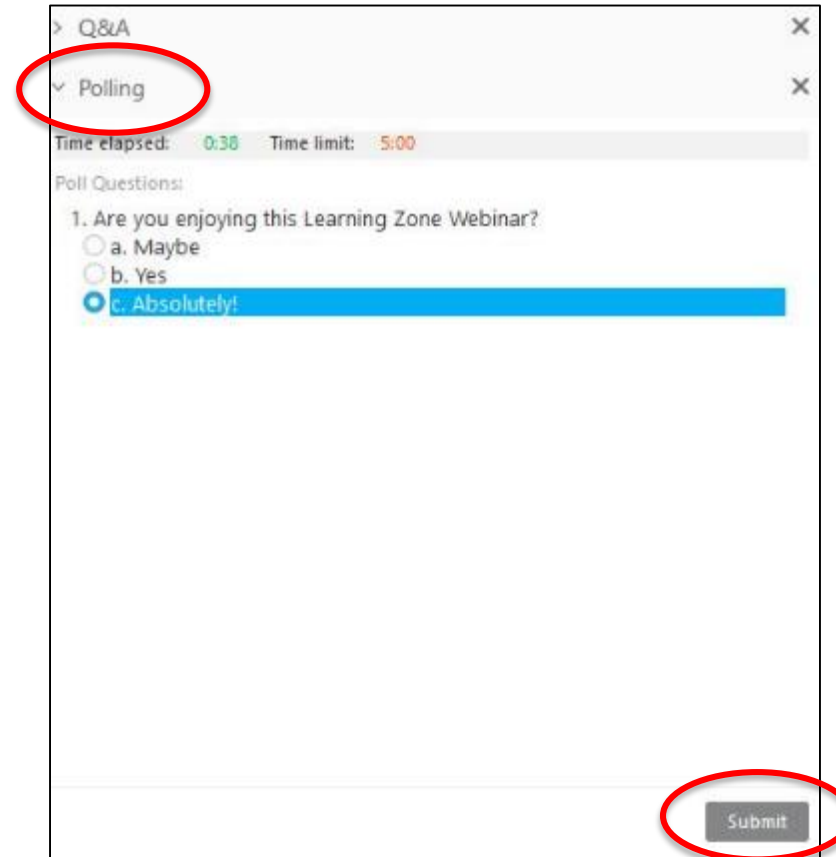
Q&A Dialogue Box:



Polling Instructions

- The Polling Box appears below Q&A Box
- Question will appear on slide and in the Poll Box
- Submit answer quickly
- Results will display in the same location

Polling Box:



The screenshot shows a 'Polling Box' window with a title bar containing '> Q&A' and a close button. Below the title bar, a 'Polling' section is highlighted with a red circle. The 'Polling' section displays 'Time elapsed: 0:38' and 'Time limit: 5:00'. Underneath, the 'Poll Questions:' section contains the question '1. Are you enjoying this Learning Zone Webinar?' with three radio button options: 'a. Maybe', 'b. Yes', and 'c. Absolutely!'. The 'c. Absolutely!' option is selected and highlighted with a blue bar. At the bottom right of the window, a 'Submit' button is highlighted with a red circle.

CRP® and GMS® Certification

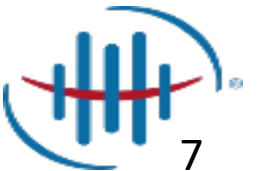
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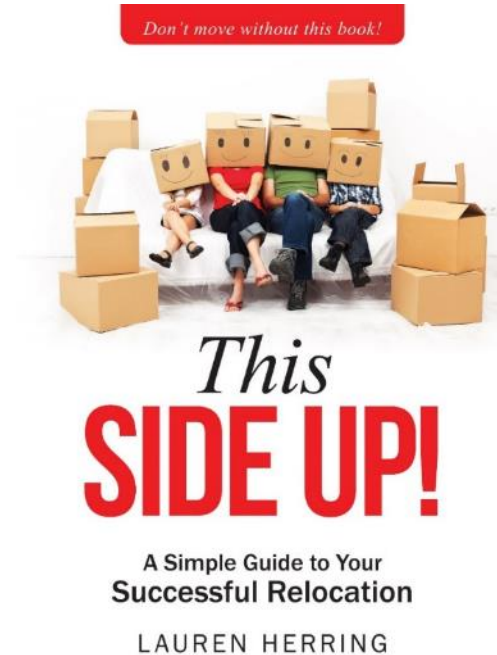
<http://www.worldwideerc.org/Education/GMS/Pages/GMS-Renewal-Application-Form-Video.aspx>



Today's Presenter



Lauren Herring
CEO, IMPACT Group
Author, *This Side Up!*



Moving Careers **FORWARD**



Move

Relocation Support



Grow

Outplacement Assistance



Lead

Leadership Development

Agenda

- **Disruptor #1:** Top Talent Says "NO!" to a Relocation
- **Disruptor #2:** Budget Beatdown!
- **Disruptor #3:** “Sink or Swim” Mentality to Onboarding
- **Disruptor #4:** Productivity & Engagement Plummet during Relocation
- Q&A



Disruptor #1:
Top Talent Says “NO!”
to a Relocation

Securing Talent is Hard Right Now



2/3

of companies had employees decline relocations in 2016

40%

of hiring managers report difficulties hiring

46%

struggle finding available talent

Assignment Readiness Gap



73%

of companies lack pool of ready, willing, and able candidates for international assignments

Reasons for Refusal is Clear

47%

Family Issues/Ties

31%

Lack of Spouse/Partner
Assistance

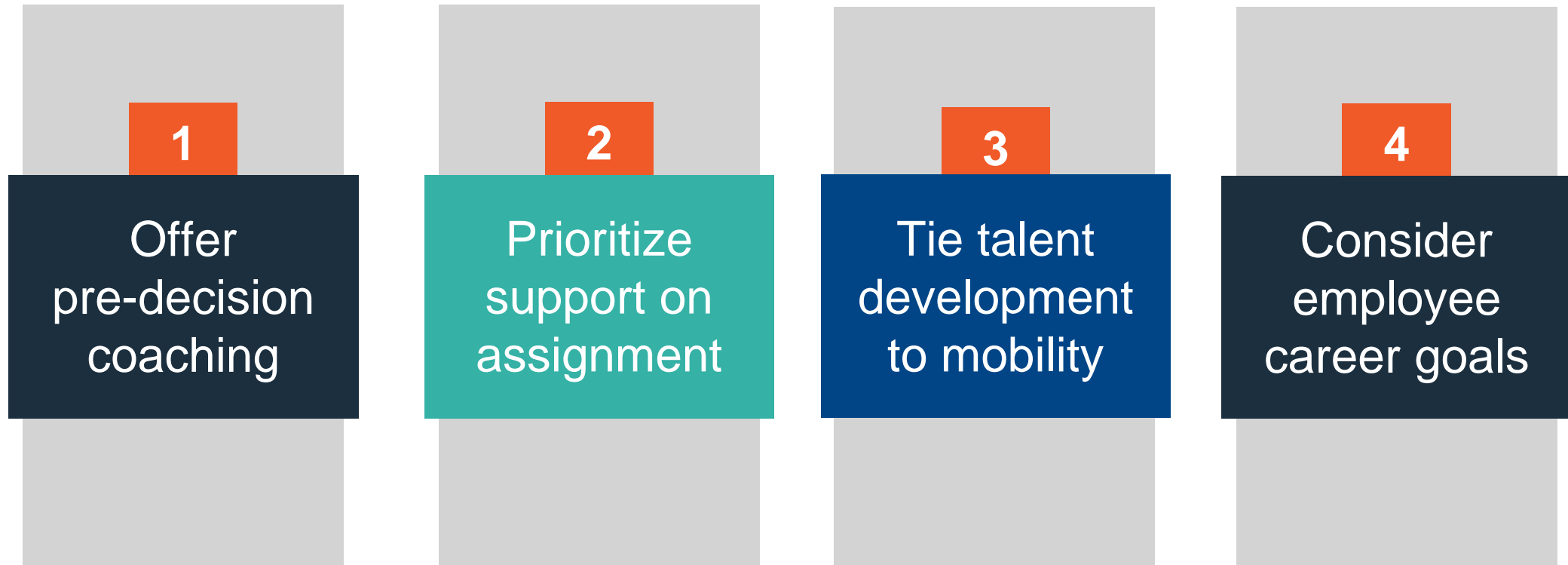
29%

Personal Reasons



“Can I work in the U.S.?
Am I going to get the support
I need to work there?” - Jose

Best Practices to Secure a “Yes!”





Disruptor #2: Budget Beatdown!

The Pressure is On



of companies
cut relocation costs
in 2016

Flexibility to Choose – But What to Choose?



64%

Offer lump sum

56%

Will increase core/flex programs

Best Practices to Maximize Budgets



Personal Needs

*Fully Supported in
New Location*

Balancing Act

Company Needs

*Minimize Cost,
Completed Assignment*

Money Back in the Family's Pocket



2.67x

Faster Than Average
Job Seeker

\$15,000* Saved

\$52,000/year x 52 weeks =
\$1,000/week

“In order for us to be able to afford to live in the new city, **I had to return to the workforce.**” - Jillian

A photograph of a woman in a black business suit shaking hands with another person. The background is blurred, showing other people in a professional setting.

Disruptor #3: **‘Sink or Swim’ Mentality to Onboarding**

Ineffective Onboarding Strategies

40%

**New executives fail
*in first 18 months***

2/3

**Executive transitions
*are internal moves***

60%

**Report it takes 6 months
*to have full impact***

70%

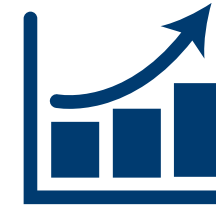
**Leaders rate internal
*transitions as difficult***

Onboarding Done Right



Up to 40%

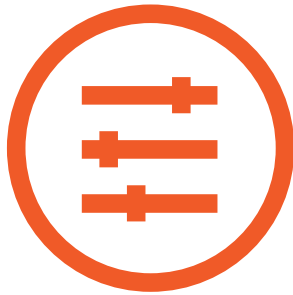
increased performance
accelerated by proper
onboarding



7X ROI

initial investment
in executive coaching

Best Practices for Successful Onboarding



Consider goal
of assignment



Ongoing
cultural
support



Match
transferees with
coach



Disruptor #4:
Productivity & Engagement Plummet
during Relocation

Time to Reach Max Productivity

48%

Report 2-3 months

33%

Report 4-6 months



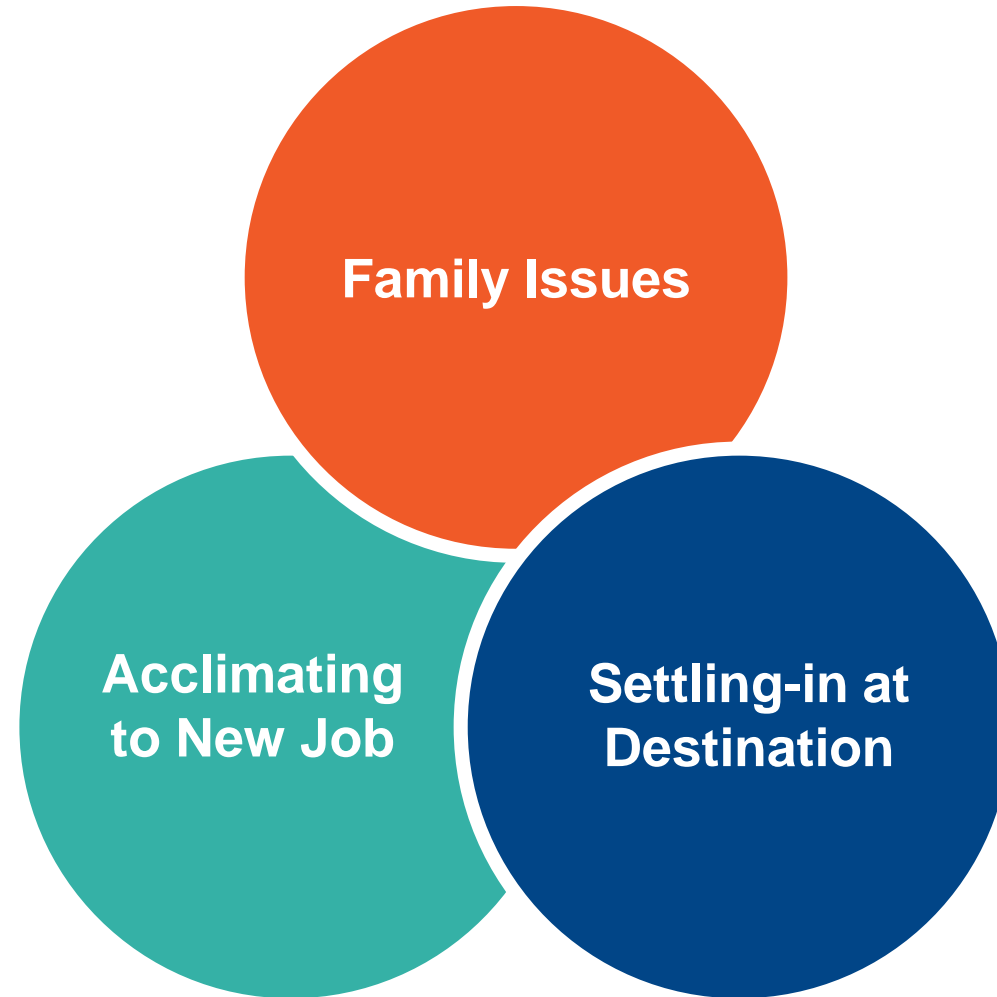
What's at Stake

1 hour/day x 3 months =

60 hours of lost work/transferee



Lost Productivity Factors



Not Moving a Job, Moving a Family



When Employees Know Their Family is Supported



Chris & Leanne

Feared:

- Leaving family and neighborhood
- How Leanne would make connections
- All the unanswered questions

Needed:

- Neighborhood research
- Career options for Leanne
- Doctors, local attractions

Best Practices for Peak Engagement



Create action plan

to address needs at home and office



Transfer secure base

Best Case Scenarios for Transferees



Understand why employees relocate



Balance company & family needs



Develop robust onboarding strategy



Address critical needs at home

See You in Chicago!

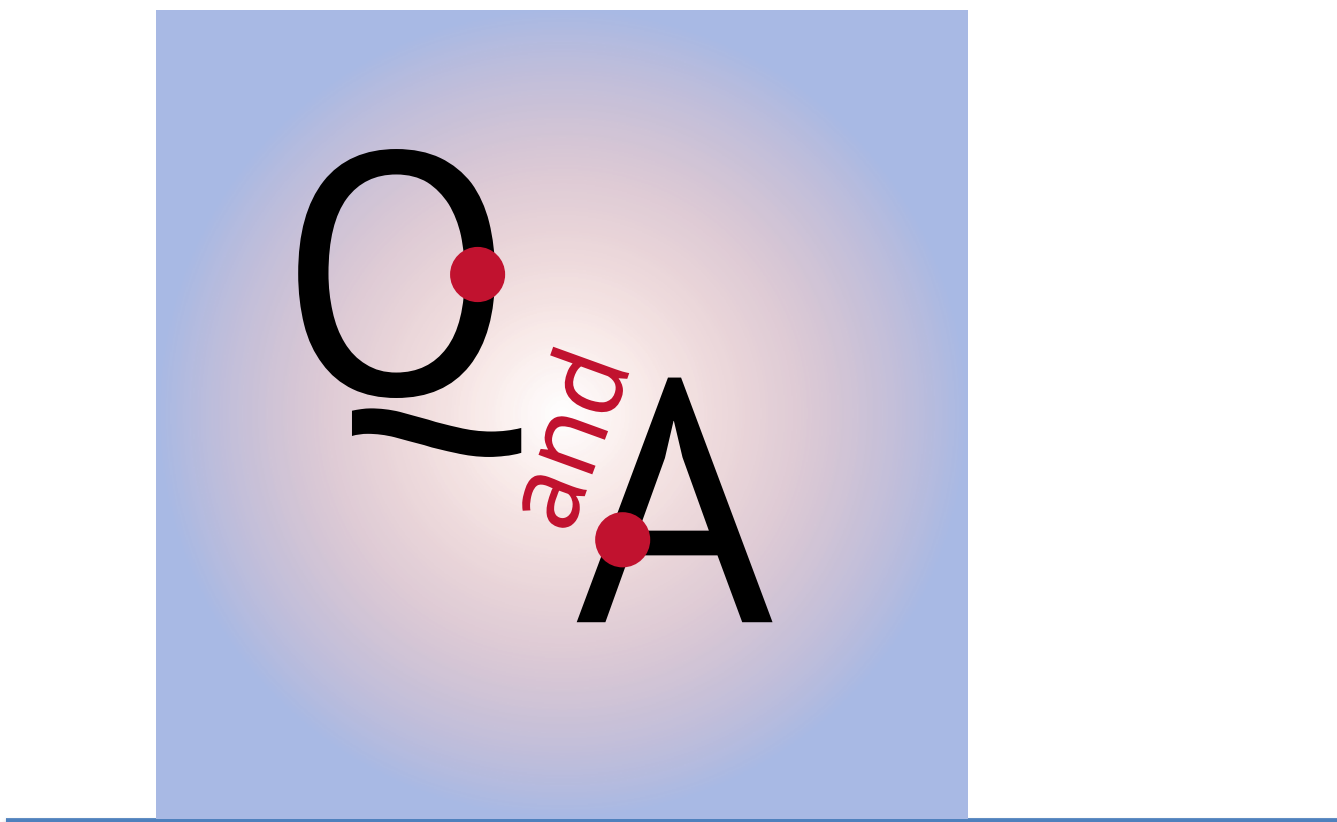
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Visit Booth #520



Questions & Answers

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