



WORLDWIDE ERC® WEBINARS

**Tuesday, August 1, 2017
11:00 am, Eastern Daylight Time (New York, GMT-05:00)**

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WORLDWIDE ERC®
WEBINARS

FUTURE PROOFING GLOBAL MOBILITY
The Practitioners' view

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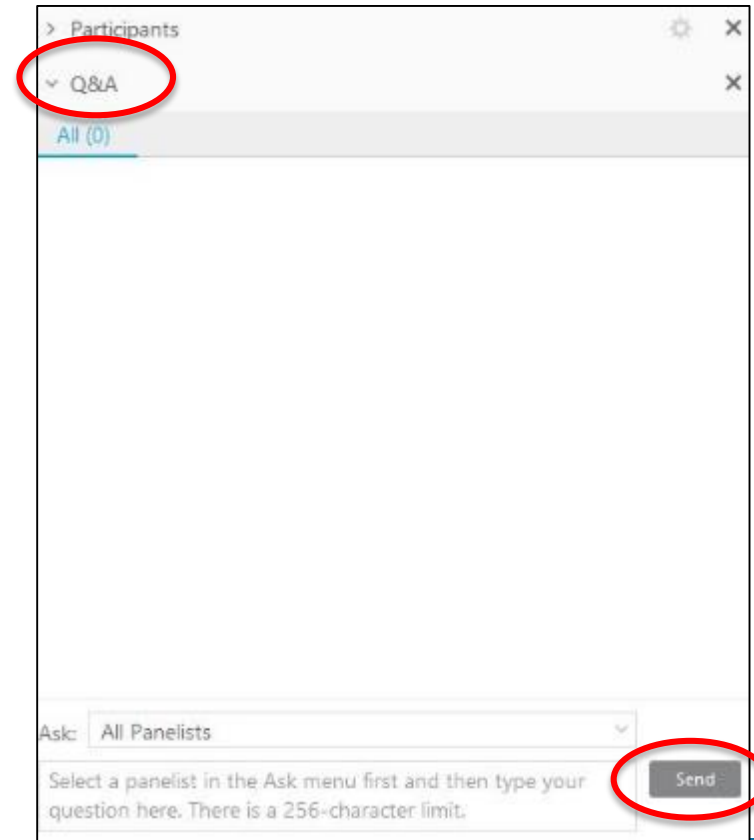
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- You may submit your question at any time

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Today's Presenters



Betsy Welch
Global Mobility Director
The Americas
Santa Fe Relocation



Selina Jones-May
Group Director
Global Mobility
Worley Parsons



John Rason
Group Head of Consulting
Santa Fe Relocation

ABOUT THE 7TH ANNUAL GLOBAL MOBILITY SURVEY



Commissioned by:



Conducted by:



Own Offices

96	47
Offices	Countries
6	3000+
Continents	Employees

Listed on NASDAQ Copenhagen

- Independent international research
- Studies in 100+ countries
- ISO20252 certified



FOCUS FOR TODAY



This session explores how HR and global mobility teams can enhance their strategic contribution to business outcomes.



THREE KEY AREAS FOR DISCUSSION

Key Business
Drivers

Strategic Value of
Global Mobility

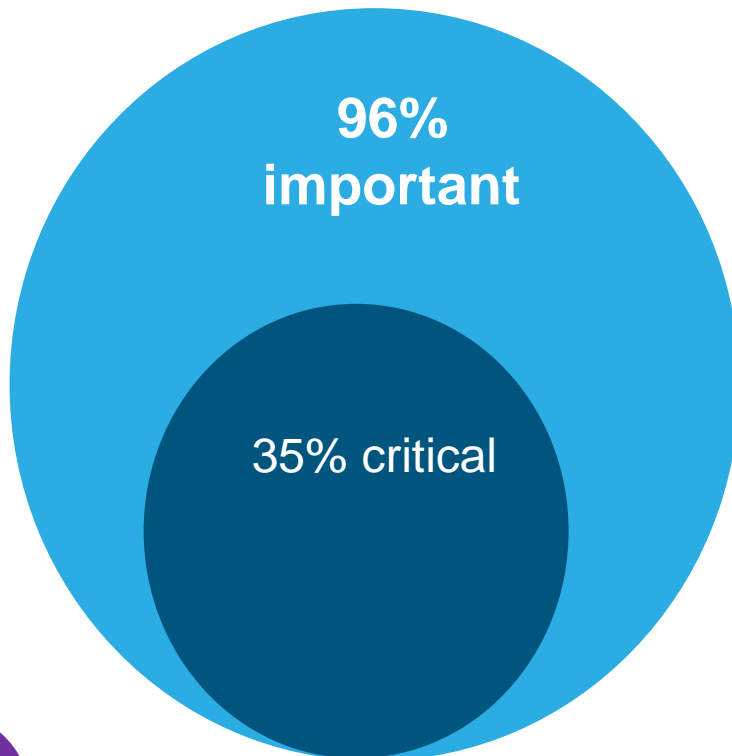
Future challenges
and opportunities



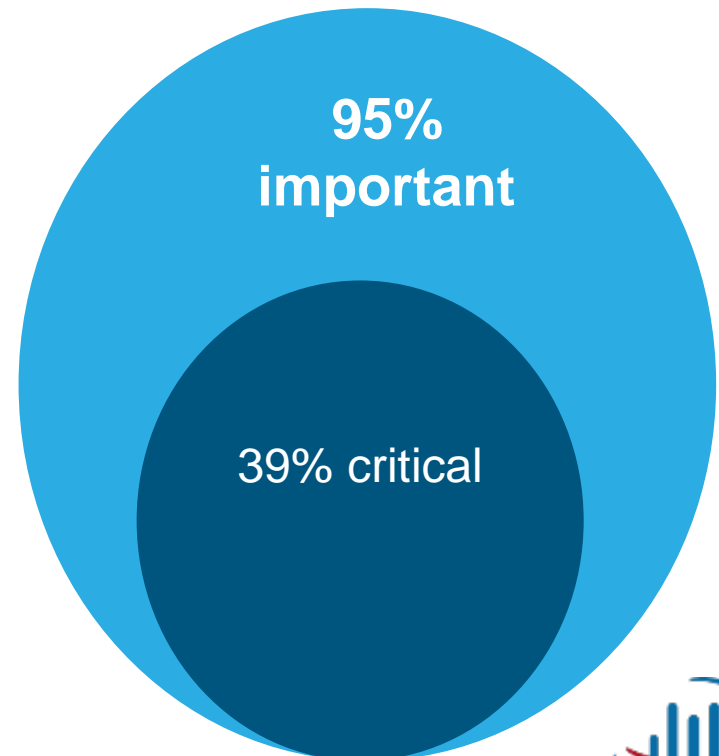
IMPORTANCE TO ACHIEVING STRATEGIC GOALS

How important are an internationally mobile workforce able to meet strategic objectives?

Business Leaders

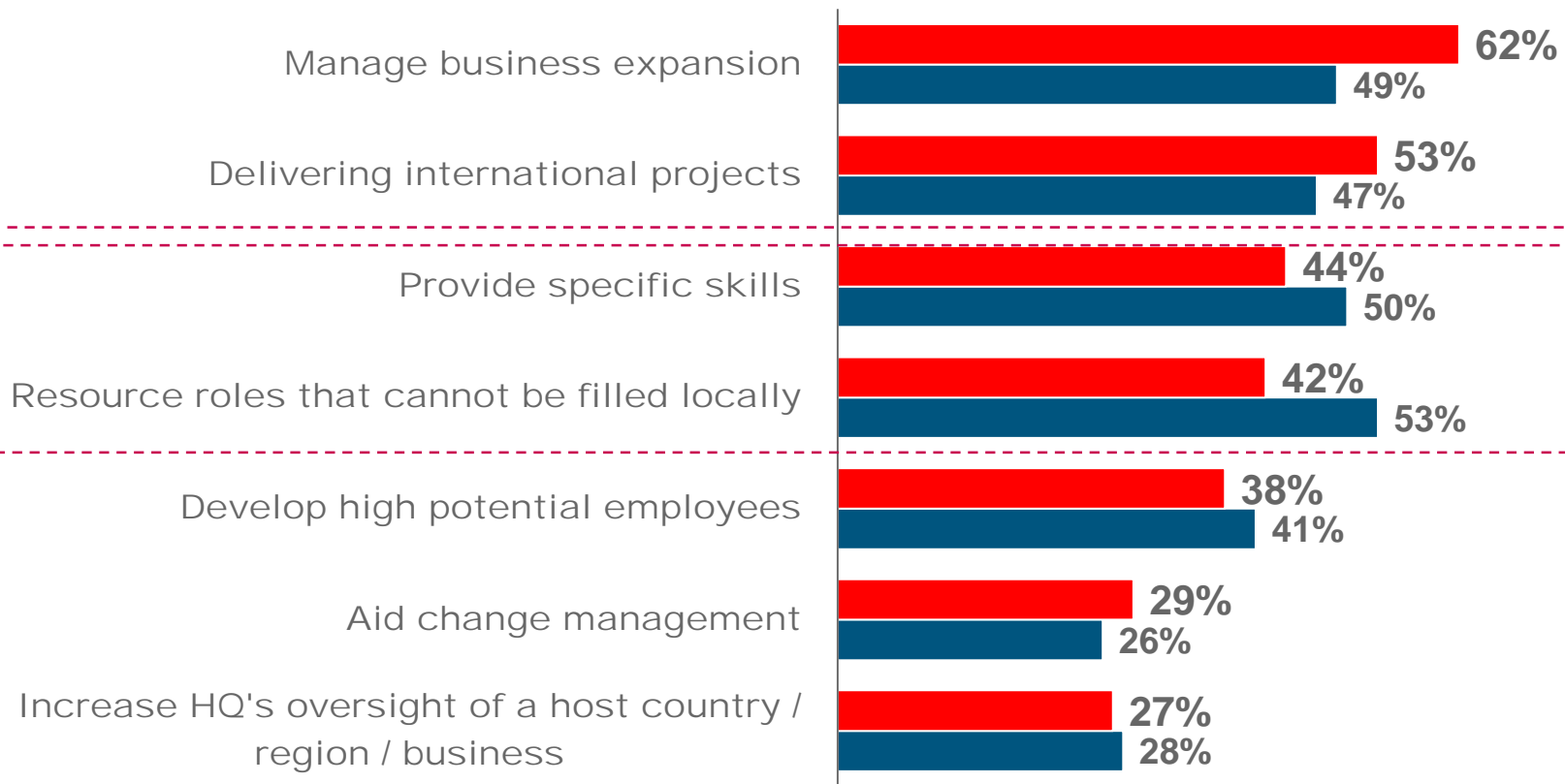


Global Mobility professionals



KEY BUSINESS DRIVERS FOR MOBILITY

Key business drivers for international assignments amongst GM professionals and Business Leaders



■ Business Leaders

■ GM professionals

% ranked reason in top 3 business drivers

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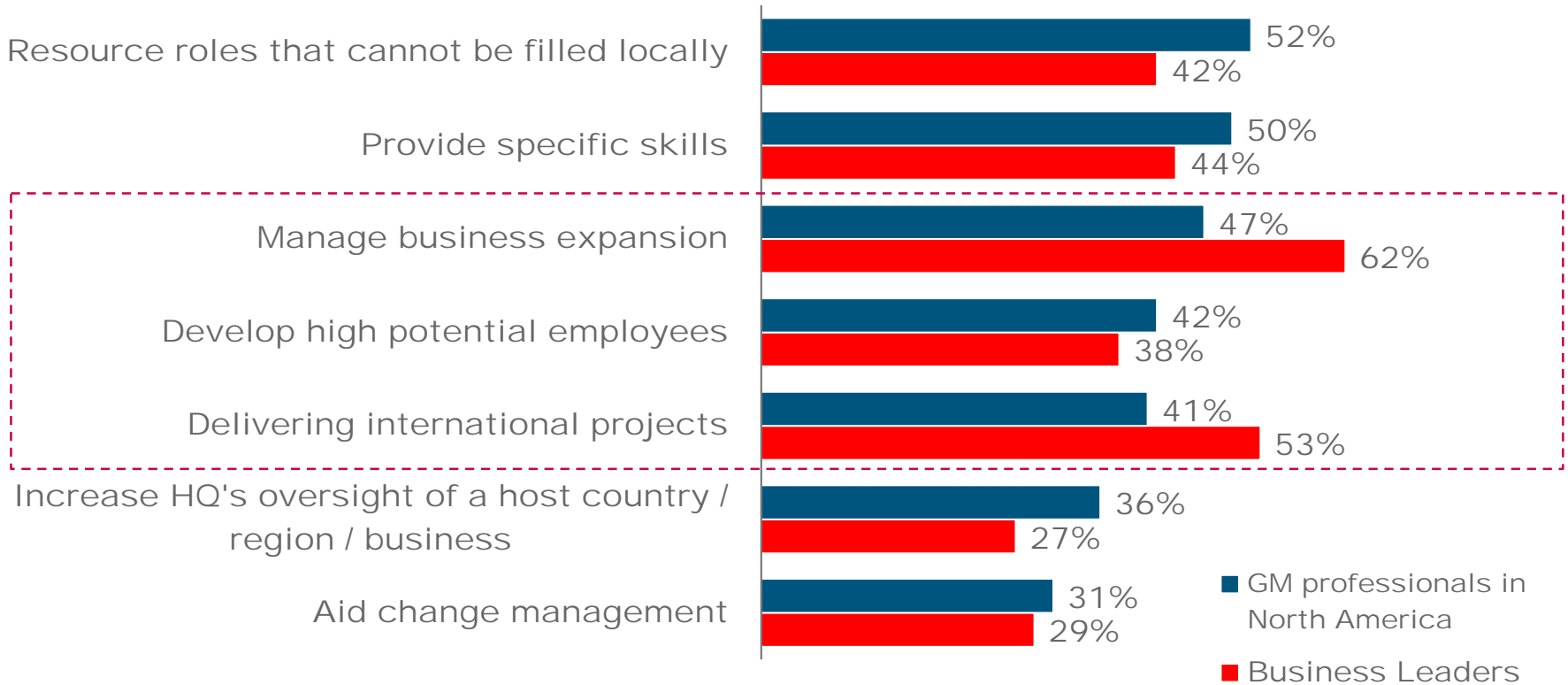
Key
Business
Drivers



KEY BUSINESS DRIVERS FOR MOBILITY



Key business drivers for international assignments amongst North American Global Mobility professionals and Business Leaders



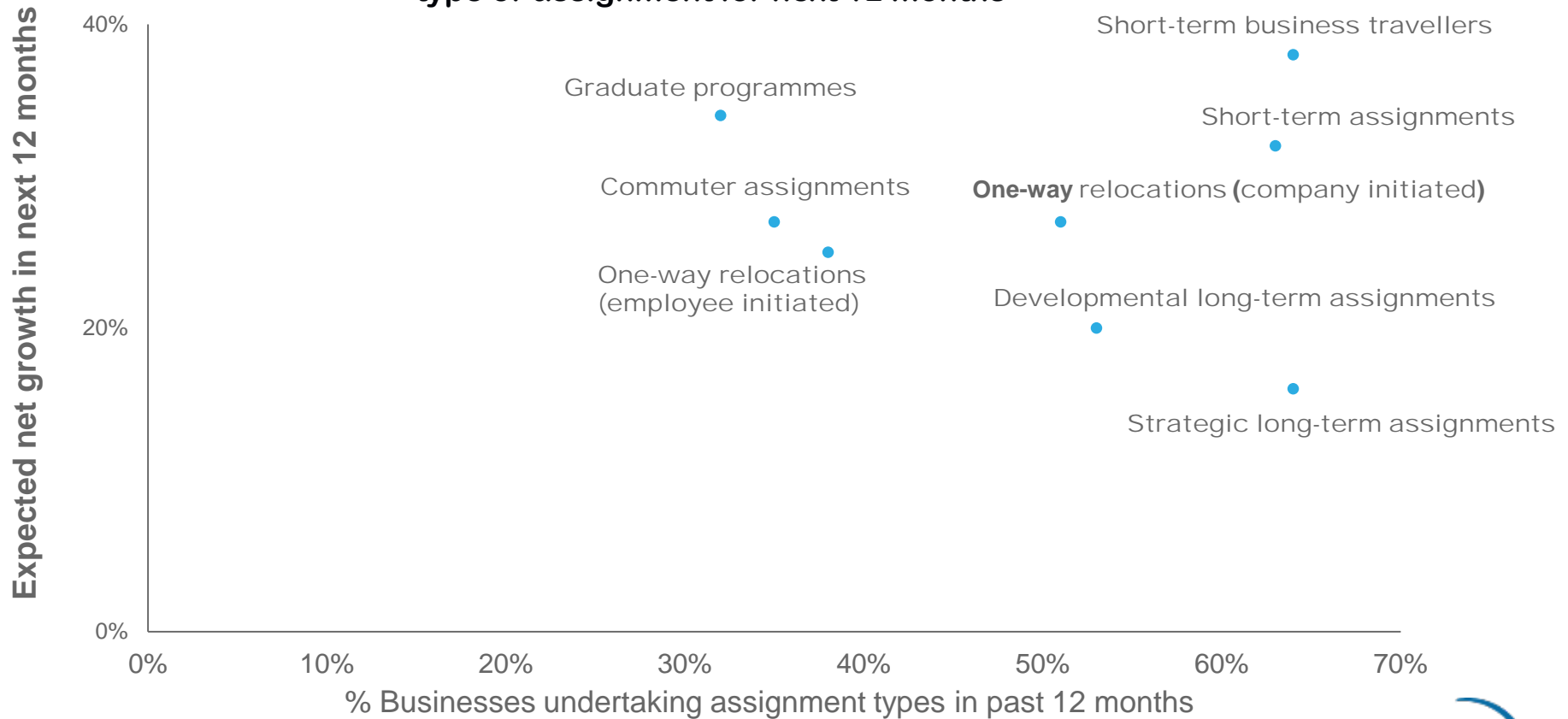
% ranked reason in top 3 business drivers



BUSINESS ASSIGNMENT TYPES UTILISED COMPARED WITH CHANGE EXPECTED IN NUMBER OVER NEXT 12 MONTHS



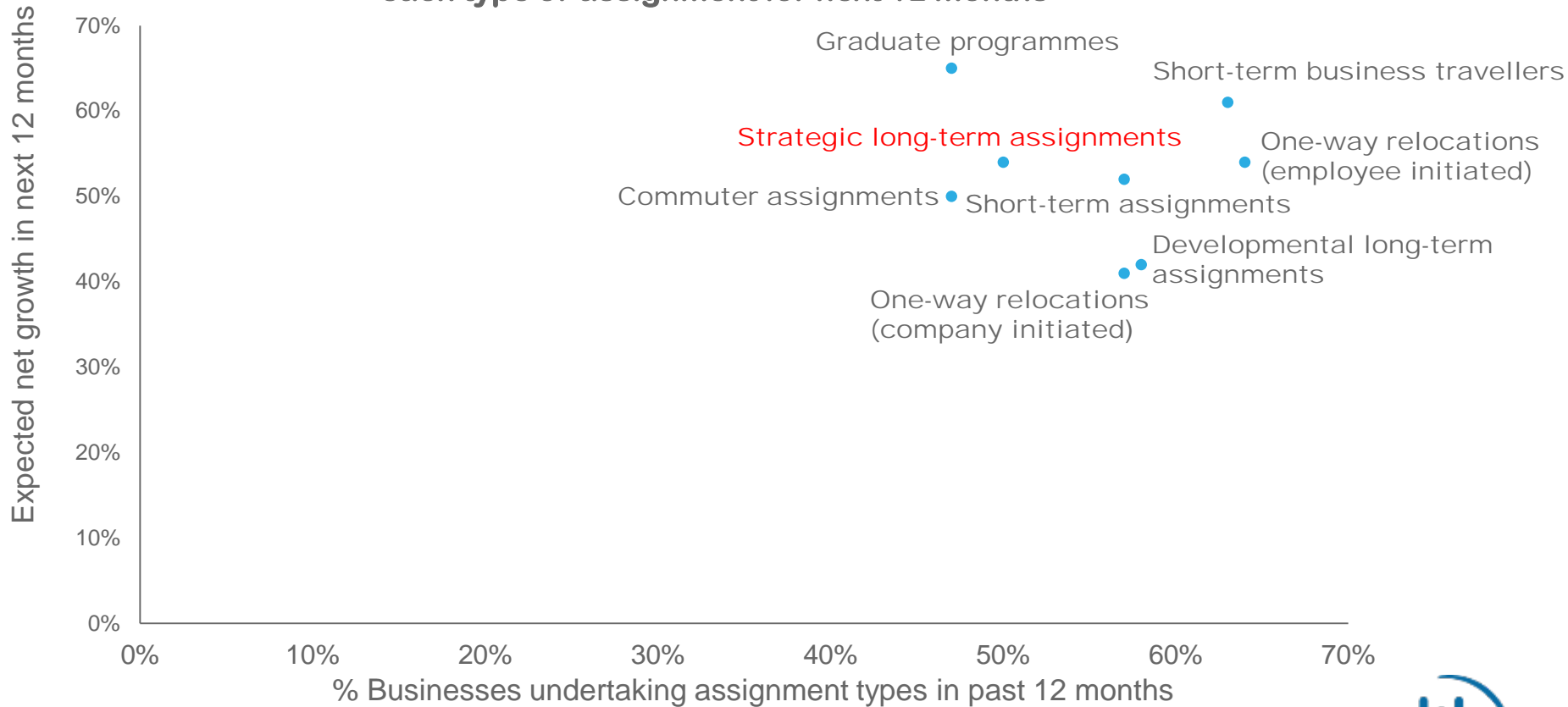
Number of assignments over last 12 months and expected growth in each type of assignment for next 12 months



BUSINESS ASSIGNMENT TYPES UTILISED COMPARED WITH CHANGE EXPECTED IN NUMBER OVER NEXT 12 MONTHS

North America

Number of assignments over last 12 months and expected growth in each type of assignment for next 12 months

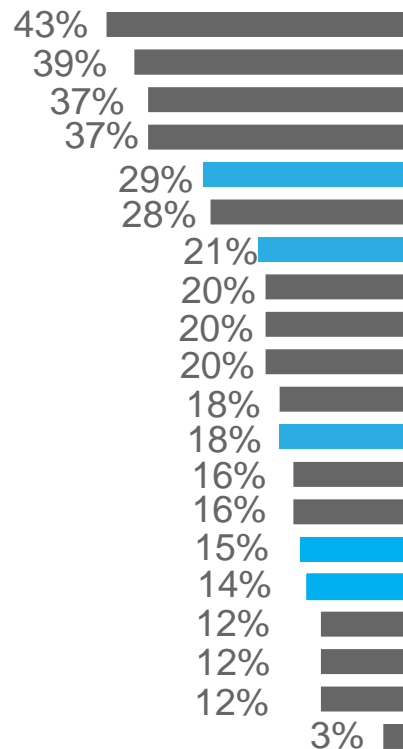


GLOBAL MOBILITY RECOGNISE THE NEED TO FOCUS ON STRATEGIC ACTIVITIES

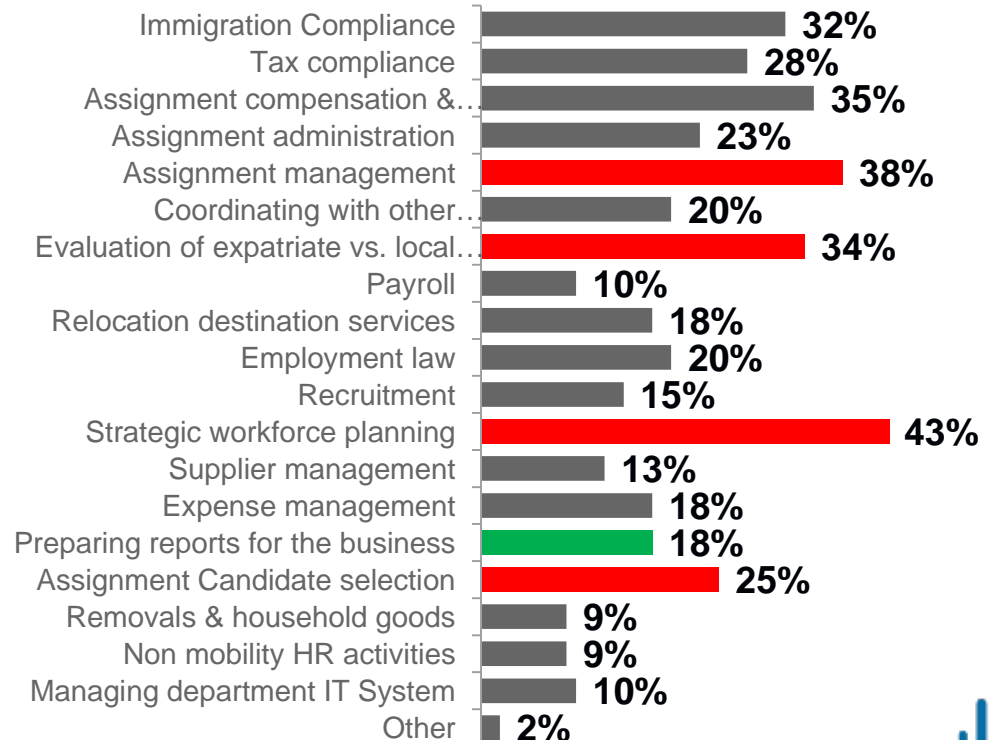


Where do Global Mobility teams spend their time and where should they be spending their time?

ACTUALLY SPEND TIME ON

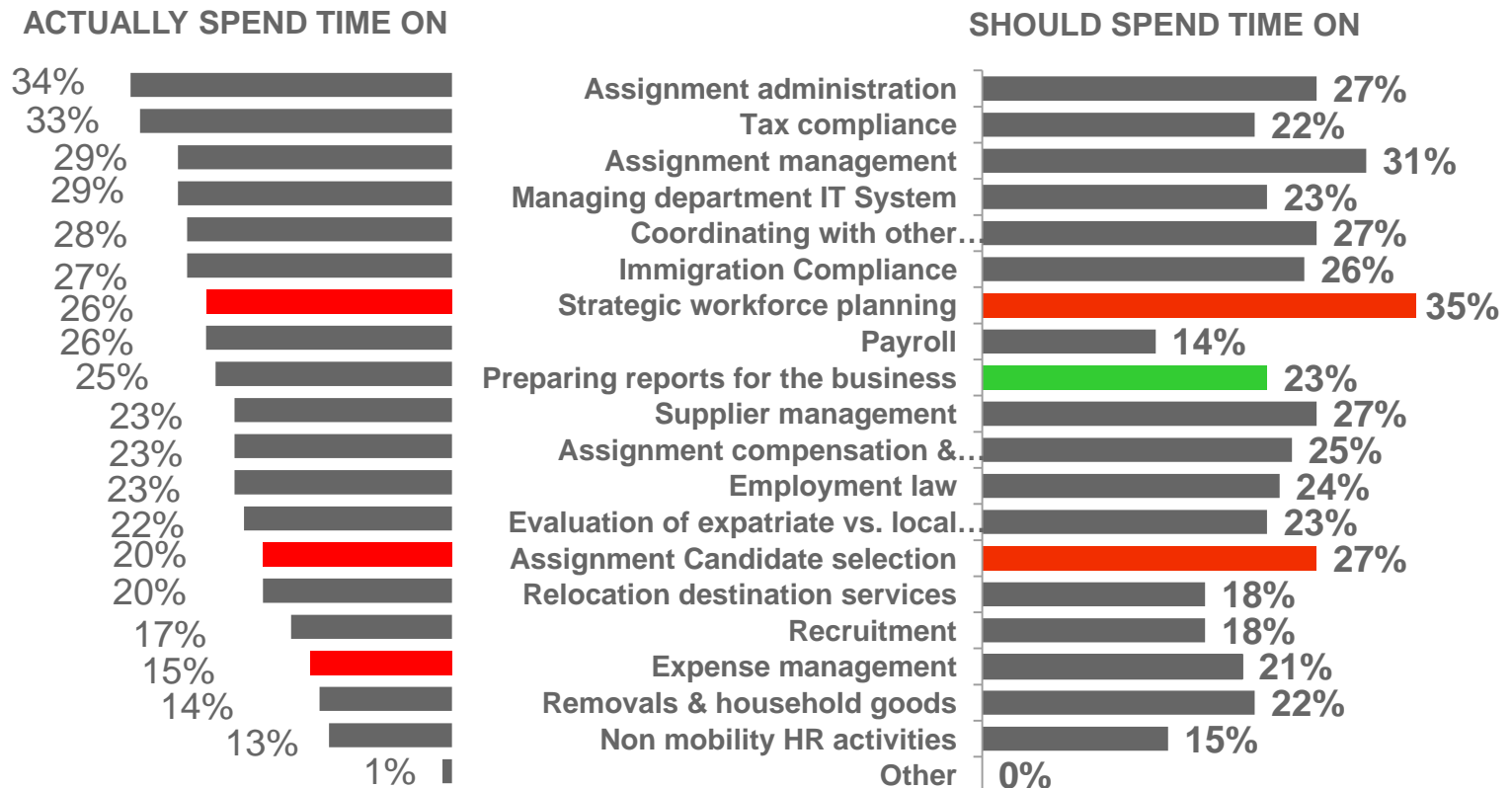


SHOULD SPEND TIME ON



WHERE GM SPEND MOST TIME VS. SHOULD BE SPENDING THEIR TIME

Where do Global Mobility teams spend their time and where should they be spending their time? North America

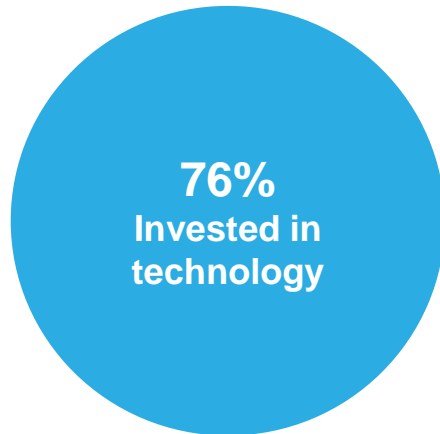


INVESTING IN TECHNOLOGY TO MEASURE ROI

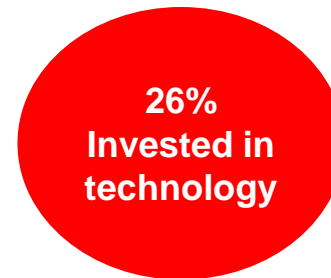


Number investing in technology amongst those who always measure ROI, compared to those who never measure ROI

**Global Mobility teams
who always measure
ROI**



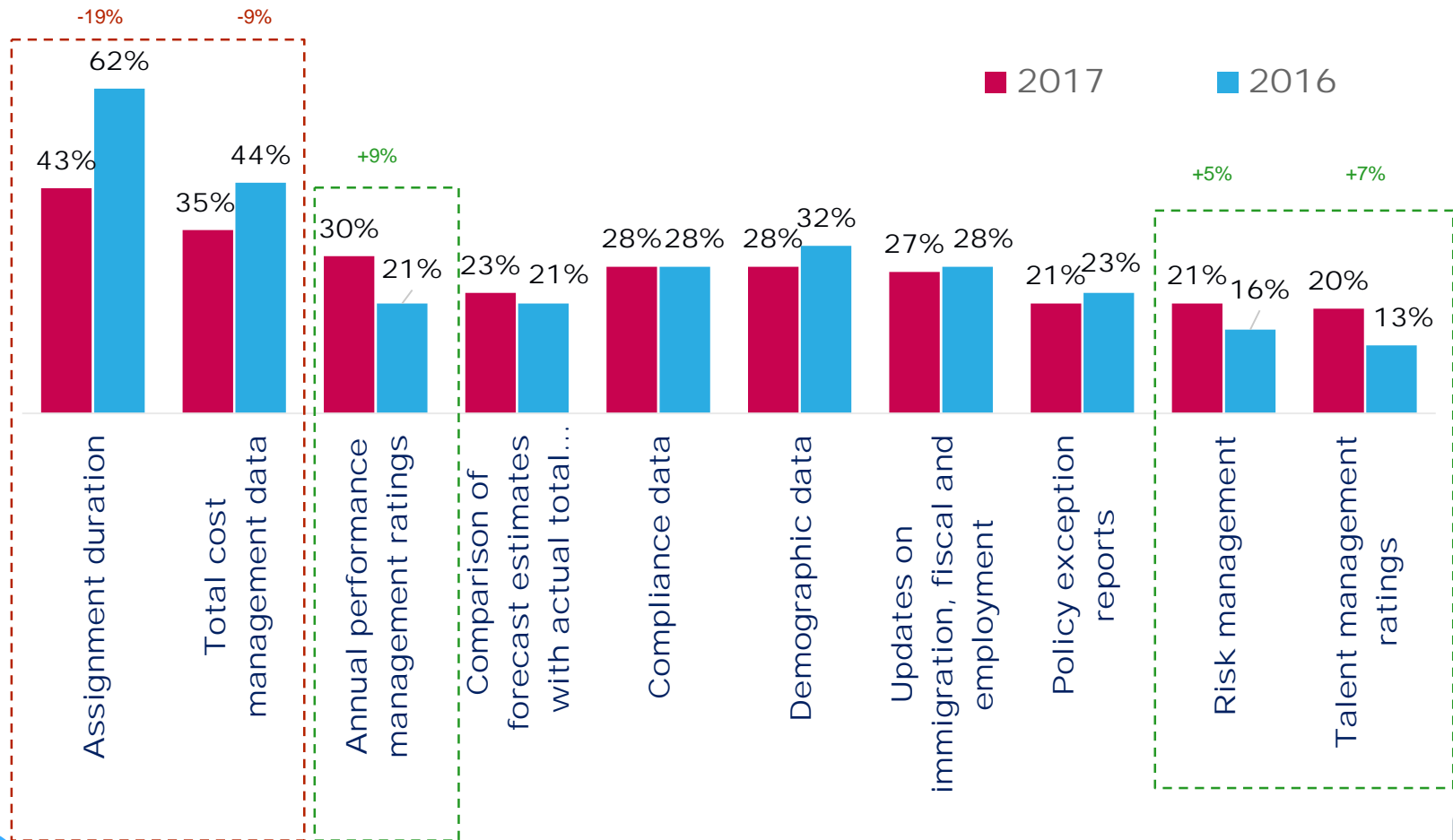
**Global Mobility teams
who never measure
ROI**



COMPARISON OF MANAGEMENT DATA SHARED WITH LEADERSHIP 2016 Vs. 2017



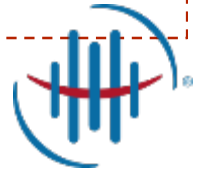
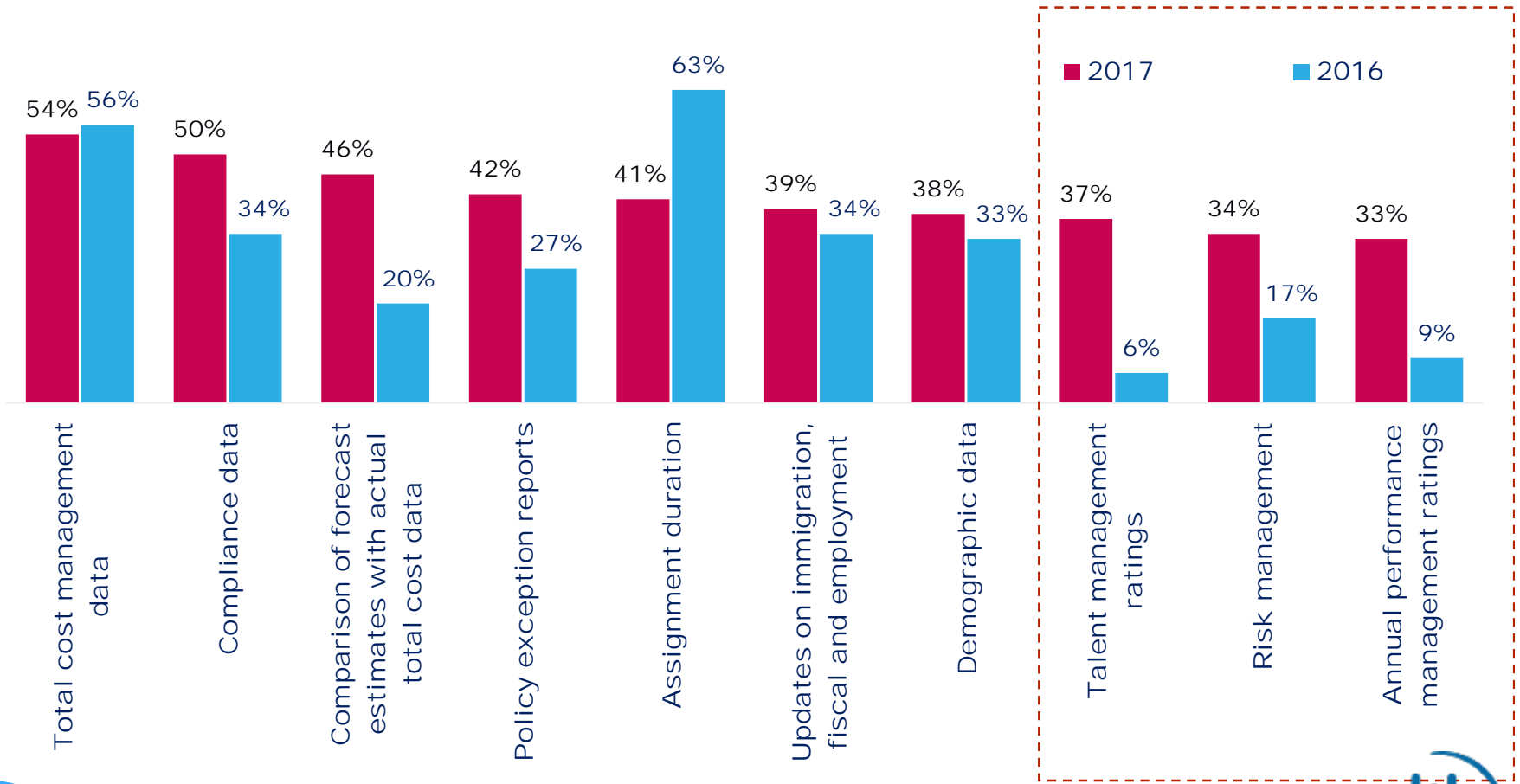
Global view: Data provided to the wider business



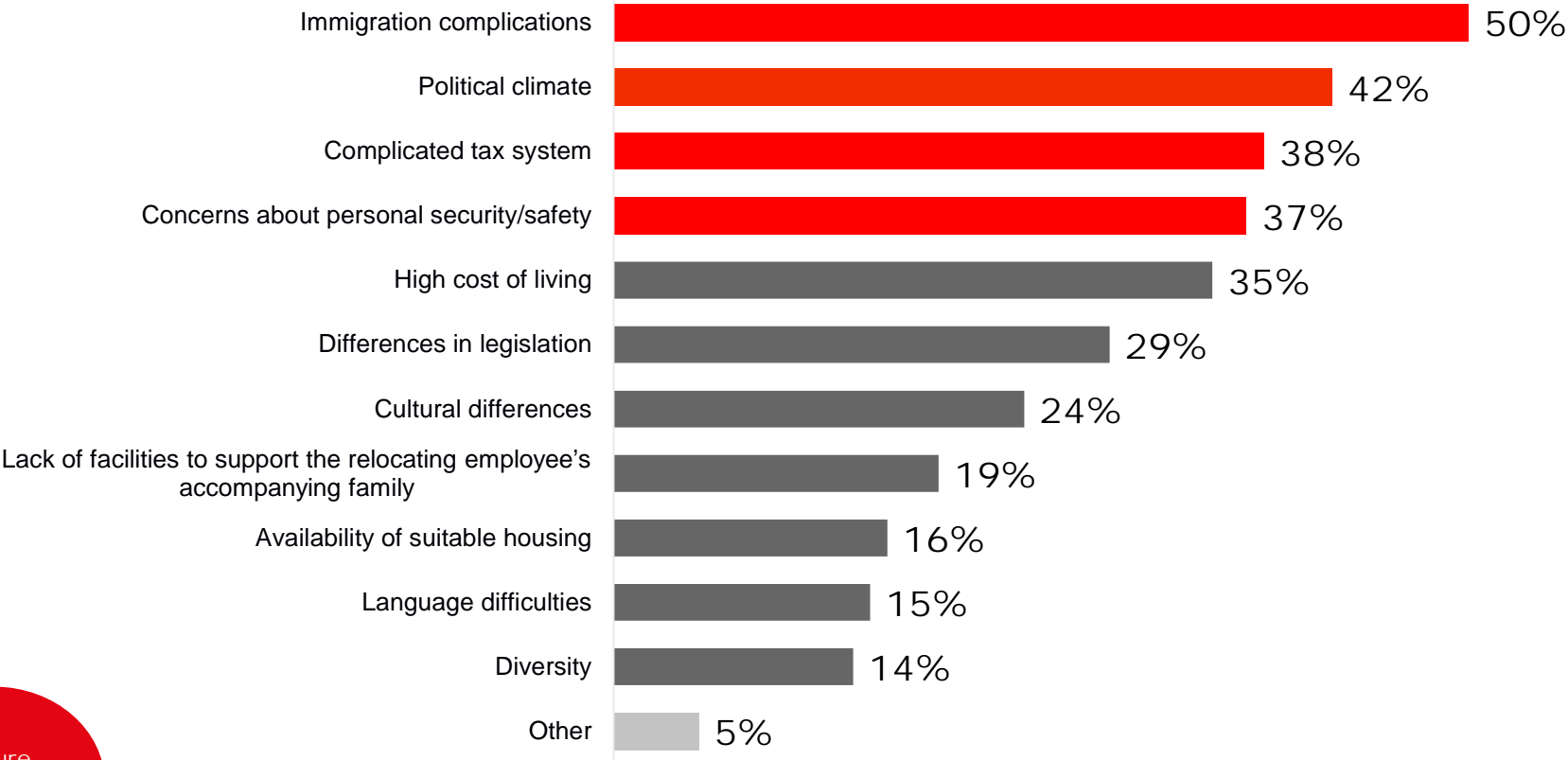
COMPARISON OF MANAGEMENT DATA SHARED WITH LEADERSHIP 2016 vs. 2017



North America findings: Data provided to the wider business



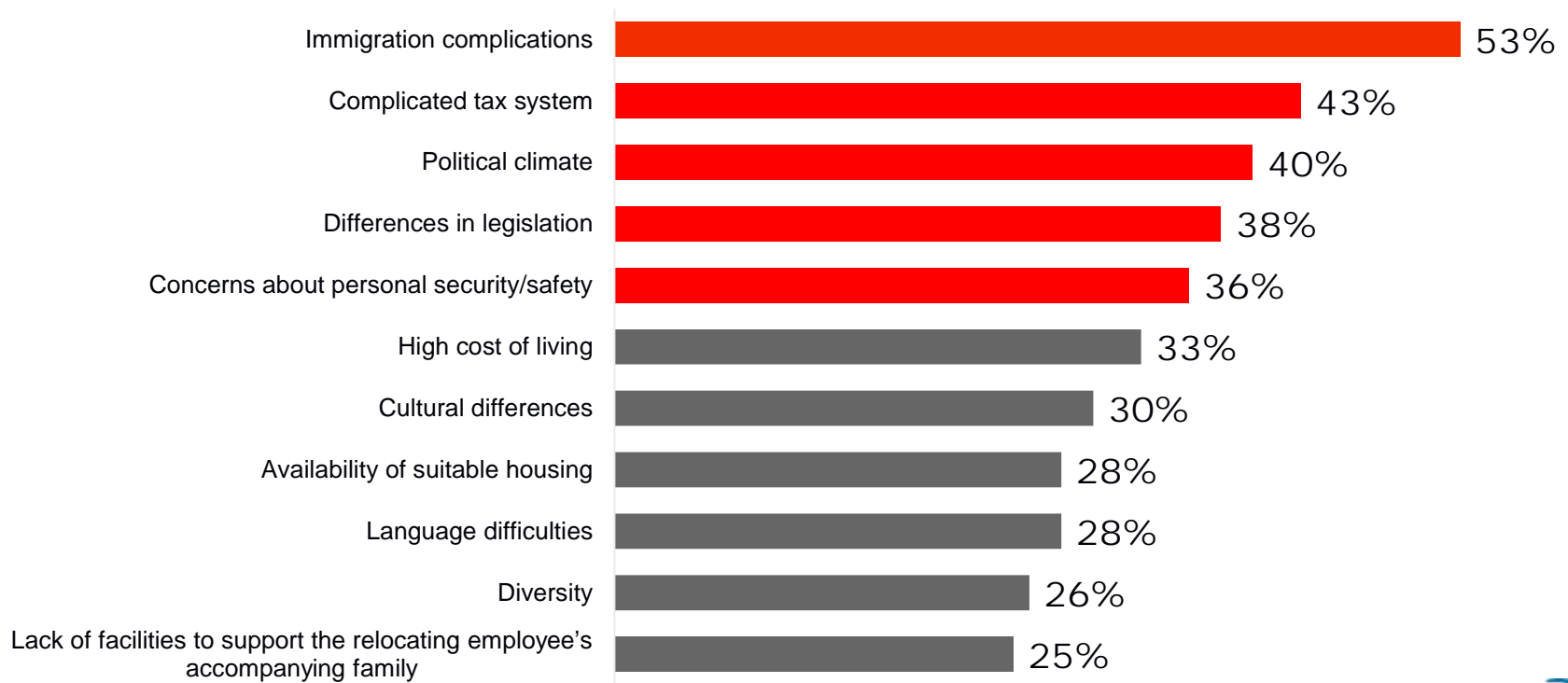
MAIN CHALLENGES TO ACHIEVING GLOBAL MOBILITY OBJECTIVES OVER THE NEXT FIVE YEARS



MAIN CHALLENGES TO ACHIEVING GLOBAL MOBILITY OBJECTIVES OVER THE NEXT FIVE YEARS



North America



Future challenges & opportunities

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CREATING A 'VIRTUOUS' RELATIONSHIP

- **COMMERCIAL** alignment to drive strategic engagement
- **TECHNOLOGY** is an enabler not a panacea
- **DIVERSITY** – are policies aligned with changing demographics ?
- **RISK** management – do you have clarity on your global mobility profile?
- **DATA ANALYTICS** – what do your leaders really require and value?
- **SUCCESS** opens doors



дякую
rahmet
dhanyavad
arigatô **nizzik ĥajr** хвала
mèsi faleminderit tack
akpé dank u wel **aguyjé** danke
obligado
ngiyabonga tapadh leat chnorakaloutioun
wado **paldies** bayarlalaa
kam sah hamnida
terima kasih blagodaria
gratzias na som
ขอบคุณครับ dziękuje
gracias **Thank you** děkuji hvala
blagodaram
merci ačiū mulțumesc
დიდი მადლობა dankie
waad mahadsantahay takk faafetai lava köszönöm
спасибо gràcies tānan
asante **motashakkeram** diolch
go raibh maith agat
asko дзякую
toda
xièxie
spas
tak
grazie
sukriya



SANTA FE
RELOCATION



Questions & Answers

Q
and
A



Thank you for attending!

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