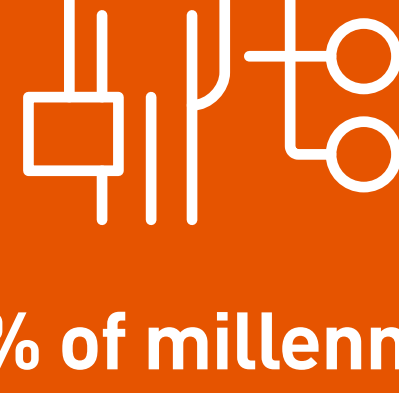


Mobility matters.

Are you doing everything you can to fuel your organisation for business growth?



In the last 20 years, companies hosting mobile employees internationally has grown by 50%.¹



82% of millennials believe relocation is necessary to advance their career.²

YET:



63% OF MOBILITY PROFESSIONALS Report their programme doesn't play a role in formal workforce planning initiatives that fill gaps in the company's workforce.³



73% OF MOBILITY PROFESSIONALS Report that their programme does not have a defined role in the company to select talent for relocations.⁴



64% OF MOBILITY PROFESSIONALS Report that their company doesn't have a method for identifying the right talent for assignments and relocations.⁵

Reasons why a formal Mobility plan is critical to enterprise success:

1 Acquiring Talent

A strong Mobility offering is a powerful recruitment tool.

Companies that embrace career Mobility:

- Increase employee engagement (49%)
- Improve employee productivity (39%)
- Improve employee teamwork (39%)

2 Retaining Talent

A well-conceived global Mobility strategy illuminates paths of advancement for your best and brightest.

36%

of millennials surveyed said they will look for a job with a different organisation in the next 12 months.⁷



3 Company Branding

Your Mobility reputation is front and center for the world to see.

87%

OF EMPLOYERS Agree that Talent Mobility is crucial to talent attraction, engagement and retention

BUT ONLY

33% OF EMPLOYERS Have a programme in place.⁸

4 Compliance Issues

Each global election ushers in a new era for regulatory compliance. You must be prepared to react, and be agile enough to adapt.



69% OF COMPANIES Expect to see more compliance regulations in the coming year.⁹

5 Productivity

Identifying the knowledge gaps between Mobility and other company initiatives can help you anticipate areas of improvement.

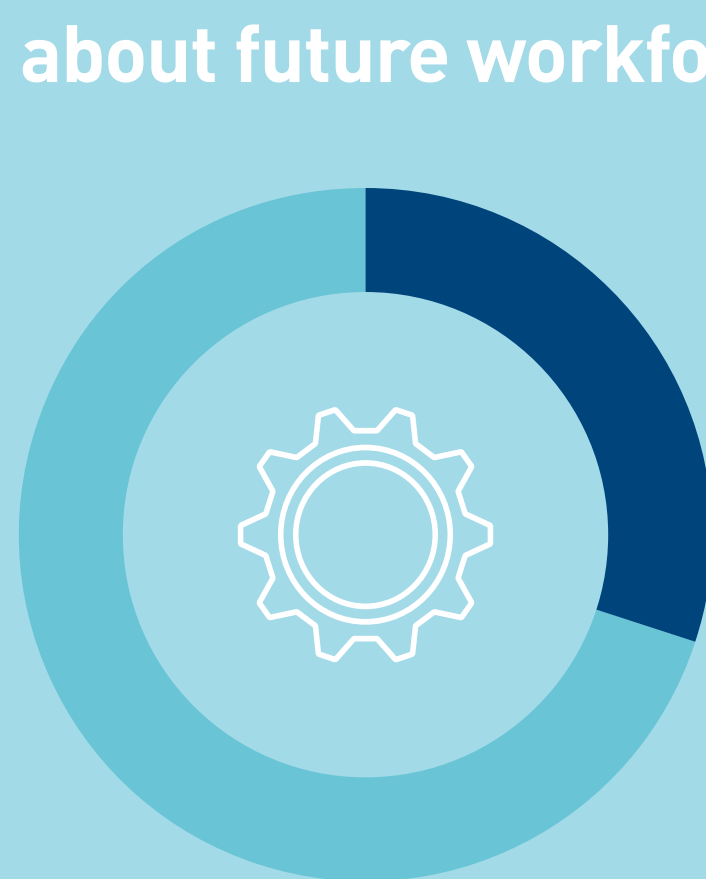
Mobility professionals identified the following areas they would like to improve or enhance:¹⁰



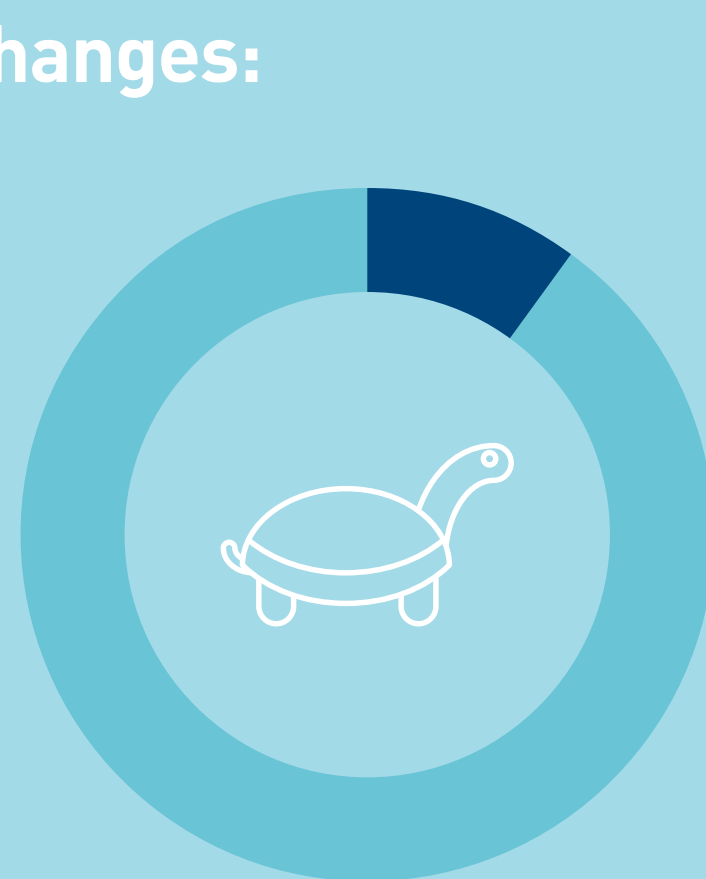
When polled about future workforce changes:



60% Said their company tends to be reactive, and does respond well to changes.



30% Stated their company analyses future trends regularly and plans proactively.

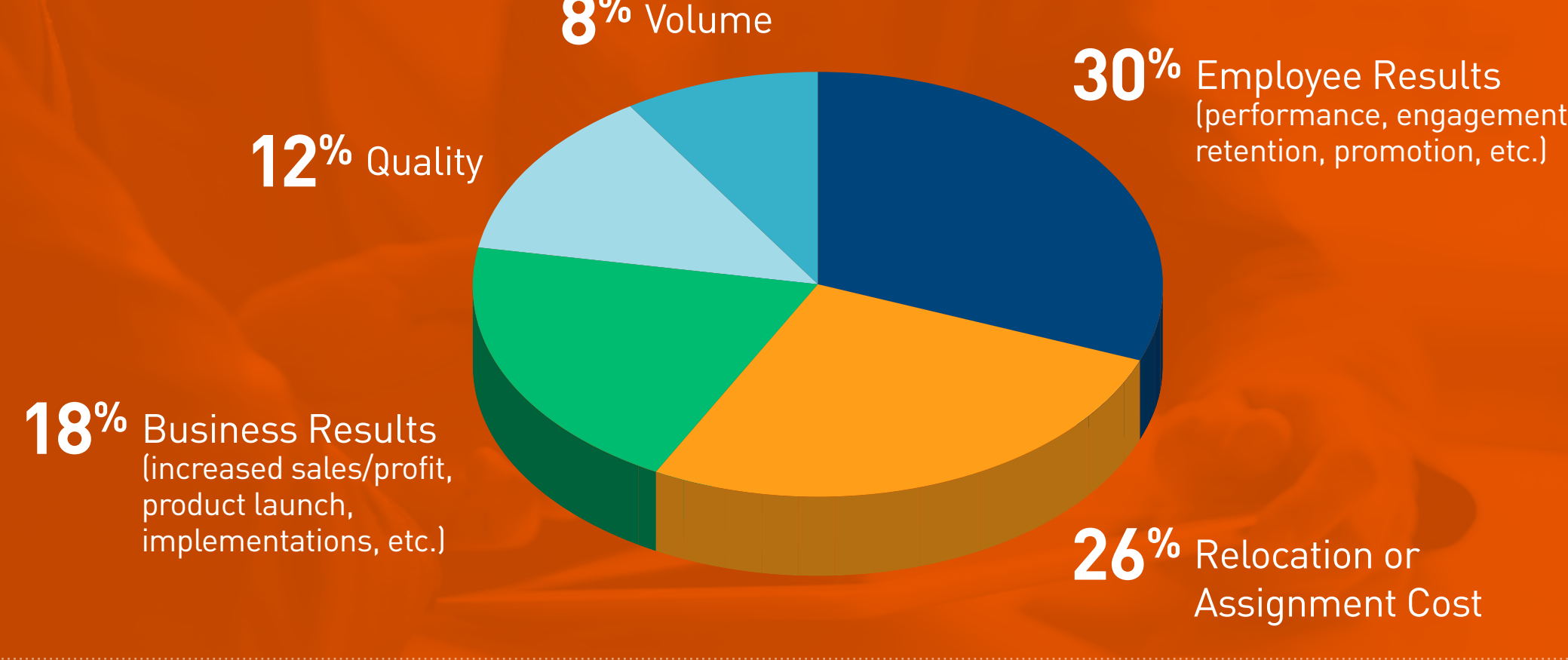


10% Felt their company responds very slowly and is often behind in planning.¹¹

6 Improve Return

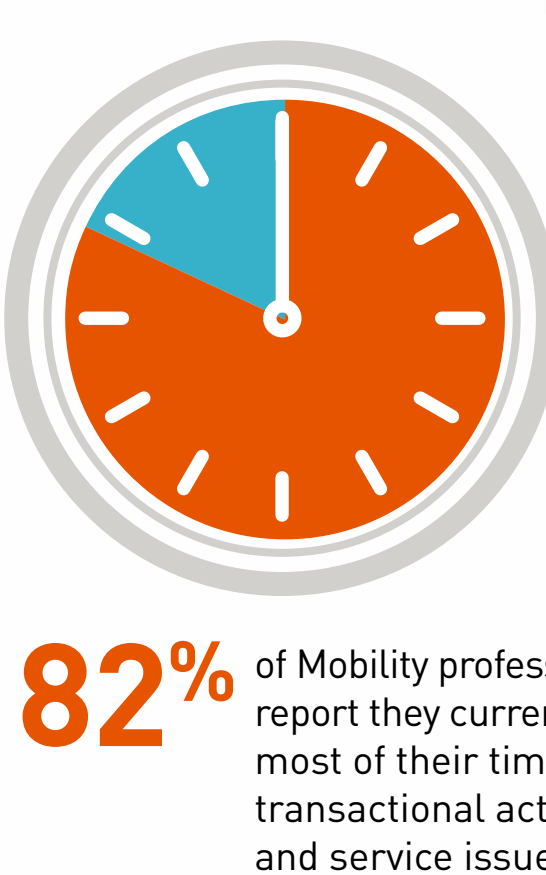
Investing in talented employees with a sound Mobility programme puts new profit opportunities within your grasp.

In quantifying Return on Mobility, the following types of data are used by Mobility professionals:¹²



7 Business Impact

A well-conceived Mobility programme helps allocate your time where it provides the greatest organisational benefit.



82% of Mobility professionals report they currently spend most of their time on transactional activities and service issues.



96% said they'd rather spend their time solving strategic-level activities.¹³

Are you on the path to Mobility success?

The time is now to take bold steps.

Contact us and get started today.