



Flexibility Equals Success: Implementing Mobility Virtually

The implementation steps we take at the outset for a new or transitioned mobility, compensation or consulting program lay the foundation for lasting success.

During this early stage, we dig deep to clearly understand your unique mobility needs—your desires, goals and ambitions—so we can seamlessly align programs, policies and technology to meet them. Our implementation team lays the groundwork for success with a thorough review of your program so we can provide exceptional mobility experiences to your internal stakeholders as well as the employees you relocate.

Our implementation team spans the globe and they have successfully integrated the mobility programs of leading organizations in all corners of the world through in-person meetings and now, more than ever, virtually.

Remaining Flexible in an Evolving Landscape

Even as virtual communication continues to increase and business operational requirements evolve, establishing a strong rapport and understanding with your team from the onset of our partnership is critical, no matter where individuals are located. We are sensitive to time zones and travel, so we offer virtual communication solutions beginning with our very first meeting.

Your program is unique, and no matter how complex it may be, we will work strategically and consultatively with you when we transition your program to Graebel. Each implementation step comes with a plan to make sure we account for every element and contingency.

The transition begins with a kick-off meeting. If we are not able to have this session with you in person, we will arrange for an equally robust virtual kick-off meeting using your preferred web conferencing tool.

Your Transition to Graebel

The transition extends beyond the kick-off session of course. It includes change management training, which is an opportunity for your team to get to know about the services we will provide your employees and the tools we will use to provide exceptional mobility experiences. We will also meet with your key stakeholders to better understand their role in your organization and to help guide them through the entire implementation process.

Another major element of the transition is extensive configuration and training for globalCONNECT®, our people-first technology platform. The Graebel approach to technology is strategic and consultative so that we can build a platform that is shaped by you and supported by us. We will focus on what matters most to your mobility team, drill down on the technology experience for your employees and define what features, tools and APIs get activated. This configuration and training quickly prepares your team to initiate assignments, manage reporting, approve exceptions and leverage key features.

All of this interaction can be virtual as well.

Video Conferencing Keeps Connections Personal

Our staff is trained to follow standards and practices that help ensure successful virtual kick-off and subsequent meetings:

- Identify meeting times (start and finish), web conferencing requirements and meeting expectations
- Establish roles, responsibilities and assignments
- Respect time constraints and identify a timekeeper
- Define an agenda, including appropriate breaks during day-long meetings

In these virtual settings, regardless of the barriers posed by distance and other challenges, we will grow to understand each other and then effectively collaborate on the best ways to bring exceptional relocation experiences to your most important asset: your people.

Let's get started

To learn more about our implementation team and our virtual process, contact us today.



Setting up for Success

After learning what “exceptional” looks like to you, we will work collaboratively with your team to imagine, develop and support people-first mobility programs and experiences. First, we will make best practice policy recommendations that carefully balance cost, service and exceptional experiences for your employees. Your refreshed program will be efficient and cost effective with high levels of satisfaction for your mobile employees.

Our Five-Stage Process

Our five-stage implementation process has proven to be quick, easy and effective.

The steps include:

-  Planning
-  Gathering Data
-  System Configuration and Testing
-  Go-live
-  Review and Refine

Timeline for Success

A detailed timeline is created that lists all project tasks, the resources needed to complete them and the timeframe for each task. These timelines ensure that everyone knows what is needed from them—and when.