



Making the Switch

What a modern business needs in a relocation partner

Create exceptional experiences for your mobile employees and positive results for your organization.

For an informative discussion of key insights, watch our webinar [here](#).



WORKFORCE TREND

Volatility continues to impact teams

Continued economic instability and fears of recession have many businesses pressing pause or making cuts—to budget, headcount or both. When times are tough and the future uncertain, mobility professionals have to be able to stand confidently behind their choices, impact and results.



NEW REALITY FOR MOBILITY

Uncertainty demands transparency

Deep visibility helps prove mobility's value, build authority and credibility, and ultimately allow you to extend mobility to more employees. Bring full visibility to mobility expenses—including those from your relocation partner's suppliers—and report on metrics that matters most to your company.





WORKFORCE TREND

Shifting dynamics between employees and companies

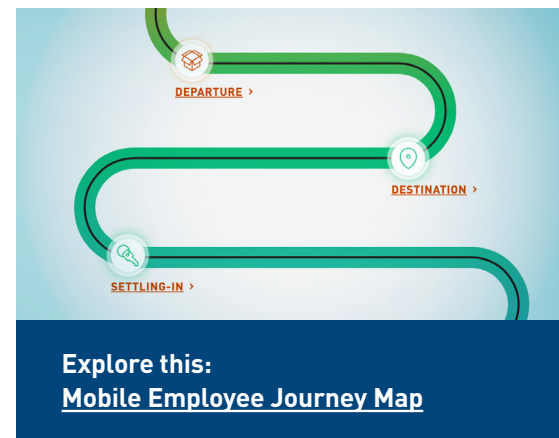
Remote and hybrid work, self-initiated moves, “the great reshuffling” and “quiet thriving” are all signals of a shifting dynamic. While employees still hold leverage in key sectors, businesses must adapt to shifting expectations around flexibility and work-life balance to attract and retain top talent in a competitive landscape.



NEW REALITY FOR MOBILITY

People want to work with people—not robots

Mobility teams live at the cross-section of business and people and are uniquely equipped to help deliver value to both. Creating people-first experiences at every step of the mobile employee’s journey can help ensure you meet the needs of people while driving return on mobility.



WORKFORCE TREND

Rethinking mobility’s strategic value

For years, mobility has struggled to get a seat at the strategic table—and not just a high chair. Evolution in corporate diversity, equity and inclusion (DEI) and employee experience have a direct line to global mobility, and mobility teams have the opportunity to lead a people-first transformation.



NEW REALITY FOR MOBILITY

Flexibility is non-negotiable

Family structures are diverse and cultural norms have evolved. A static program can never adequately support the diverse needs of today’s families. Building inclusive programs that represent the myriad needs of a global workforce is the only way to satisfy your people while balancing the realities of the business.





Is your current relocation partner right for the future?

Switching relocation providers is a big decision. Here are some steps to help decide if it's time to start the conversation with someone new.

1

REVIEW your program

Are your policies and your relocation partner transparent? People-centric? Flexible? See the prompt on the next page.

2

IDENTIFY the gaps

What's lacking? What's missing altogether? How important are these things to you, your mobile employees, your business?

3

ASSESS the risk

What's at stake today and in the future if you stay? Do you entrust the provider you have now to deliver what you need?

4

MAKE your move

If you're ready for change, make your move by choosing the partner that aligns best with your principles, needs and vision.



CHECKLIST

Is your relocation partner creating people-first mobility experiences?

Use these discussion prompts to evaluate whether your current or prospective relocation partner is creating mobility experiences that meet the needs of your mobile employees and your business.

Transparency

- ✓ Do you have full visibility into all expenditures?
- ✓ Is access immediate and in real time?
- ✓ Is information easy to access, or do you have to jump through hoops to get it?
- ✓ If Finance asks to audit your program, can you deliver in 24 hours?
- ✓ Can you track 95% of your total global spend?

People-centricity

- ✓ How many points of contact do you deal with? Do they talk to each other?
- ✓ Does your relocation consultant feel like a member of your team?
- ✓ Does your relocation consultant take the time to understand your unique culture?
- ✓ Does the supplier network your relocation provider employs provide a trusted level of service?
- ✓ How and what does your relocation provider report on with respect to supplier performance?

Flexibility

- ✓ Does your program reflect your unique culture?
- ✓ Are programs designed around your needs?
- ✓ How inclusive are your programs?
- ✓ Are touchpoints mapped to the relocation experience?
- ✓ How much choice do mobile employees have in selecting benefits? Their family's?
- ✓ Is the technology platform highly accessible? Intuitive? Personalized? Helpful?

Get more people-first mobility content on Graebel.com

Be sure to check out our State of Mobility Report, Mobility Program Assessment, Employee Journey Map and Next-Level DEI Tool. And if you're ready to discuss making the switch, connect with our talent mobility experts at [Graebel.com/contact](https://www.graebel.com/contact).