

Future-Proof Your Mobility Program

Don't let technology
and automation make
you irrelevant



Every industry is starting to see the impact of technology and automation on their business.

Amazon redefined the way people buy with the help of technology and automation, completely disrupting the brick and mortar retail industry. The result? Many companies were slow or never reacted to this evolution and have been left behind—even going out of business.

So, how does a global mobility team avoid the same fate?

How do you stay ahead of the curve, so that in 5-10 years your function remains relevant as an organization may no longer need dedicated full-time staff to just administer the program?

The answer is to move away from the typical collation of reports and redundant administration of the program to Talent Strategy.

Global mobility as a function is changing. Technology driven solutions are helping to evolve it into a truly strategic function providing significant business impact. By adjusting the services you traditionally offer to employees and the business, your team will be viewed as one that brings value, not as a cost center.

Here are some key considerations to help future-proof your mobility program.

Create Value For Mobile Employees

Leverage new data sources and modern tools for more informed and engaged employees

The workforce is more willing to move and according to a recent survey, Strategic Global Mobility: Unlocking the Value of Cross-Border Assignments, by Harvard Business Review Analytics Service and EY, **more than 70% of respondents expect the need for global mobility to increase.**



Therefore, making sure the right people are sent to the right locations has never been more important.

Did you know that by using machine learning and AI—from companies like Teleport—you can find out how well suited an assignee is to a certain location? And, if they are a good match, is their family?

In addition, you can go beyond learning the basic facts about a location—schools, public transport, COLA rates, etc.—and find out what it feels like to live there. You can ask quality of life questions around more emotional aspects like, are people in this location tolerant of different religions, LGBT or is gun ownership high?

Virtual Reality is being used in upfront decision-making, as well. The assignee can take virtual home and school tours, so no need for pre-assignment on-site visits—ultimately driving up efficiency and driving down costs. In addition, there are apps—from companies like Crater—that allow the assignee to take home surveys on their phone. While saving money for the organization with no on-site surveys needed, it is also empowering for the employee.

Another tool is intention matching or how do you connect an employee's current assignment to future work? This process helps an employee answer this question, "Is this experience going to move me closer to my career aspirations?" While an employee may not seem like the right match for an assignment at first glance, by digging deeper they may learn that they are challenging themselves, developing different skills, etc., and that this is the perfect next step.

Create Value For The Business

Integrated systems create HR efficiency and insight for talent strategy

In the same survey, Strategic Global Mobility: Unlocking the Value of Cross-Border Assignments, **more than 40% of the respondents said they didn't have a global mobility strategy.**

With an integrated global mobility platform, this changes.

Your team no longer spends their days uploading and downloading data and then manipulating that data into the right format that is needed to share.

The team can go past just moving an employee from Point A to Point B and develop a strategy while taking a deeper look into the entire program.



For example, the mobility team can have a presence in workforce planning. You can determine how many new hires are needed, how many will come from abroad, will your current policies hold up, and what it all costs. Your team will be more proactive in finding the right talent through internal advertising of roles, identifying high potential candidates, and offering the right programs.

With the move to Talent Strategy, the goal line for measuring success changes as well. Your team's success can now be measured on if it was the right candidate for the role (and were they successful in it) and was it the right location. Evolving beyond did the relocation go well—and was it on budget?

Leveraging technology and automation, mobility teams can spend time on problem solving, talent/assignment forecasting, program performance, staying ahead of and maintaining compliance, analyzing data to support strategic decisions, providing data to the wider executive team for better organizational planning, having a seat at the table for executive decisions, etc.

In addition, the team can perform feasibility and trade-off analysis, by engaging in such tasks as side-by-side cost estimates with different candidates and different opportunities.

With the industry evolving at such a quick pace due to technology and automation, it is time to take a look at how you can future-proof your mobility function. To see how Topia can help you transform your program from one that only handles transactions, to one that develops talent strategy, **visit www.topia.com/demo**.

About Topia

Topia is the end-to-end global mobility management suite that allows companies to move and manage their global talent. Over 100 global companies rely on Topia's technology and services for relocation and expatriate management, tax and payroll, and immigration data across more than 100 countries with maximum operational efficiency, employee satisfaction and engagement, and assured compliance.