Mobility Transformation: Aligning Mobility Programs and Policies to Support Business Growth and Talent Objectives
Today’s Presenters

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Agenda

• The Evolution of Mobility
• Mobility Today
• Key Focus Areas
• Mobility Strategy
• Mobility and Talent Integration
• Enhancing the Value of Mobility
The Evolution of Mobility

The world of business is changing at ever increasing rates.....

*Is your mobility program successfully adapting to these changes?*
Key Focus Areas

1. Mobility Strategy
2. Mobility and Talent Integration
3. Enhancing the Value of Mobility
Mobility Strategy
Assignee levels have increased by 25% over the past decade (PwC).

For all relocation types, populations are expected to remain the same or increase over the next one to three years, with the highest likelihood of increase for International Short Term (49%) and Extended Business Travelers (41%). (2017 SIRVA Global Report)
Global Talent Search

The search for talent is global. Certain countries will be net importers of talent, while other will be net exporters. Canada and the U.S. will be importers.

How will your organization respond to this need?

Source: Global Talent 2021, Towers Watson, Oxford Economics
Link to Talent Management

Organizational growth (38%) and talent development (22%) are ranked as the highest priority of the organization’s overall culture, and talent development/employee relocation is rated “very important” to the organization’s overall success of business and talent strategy (2017 SIRVA Global Report).

Organizations are looking to define talent needs on a global, enterprise wide basis, not solely based on local business unit needs.

*Mobility is required to support these needs.*
Talent Management Strategy

Do we require our future leaders to have had international experiences?

Do our mobility program demographics align with our talent management demographics?

Is our mobility value proposition a talent management value proposition?

What do our business units need in terms of human capital in order to succeed? Can we share talent and/or experiences across business units?

How will we measure ROI?

What is our program performance related to retention, engagement and promotion statistics?
Mobility and Talent Alignment

- **Formal Mobility Strategy**: Mobility strategy to enable the organizational talent strategy
- **Talent Integration**: Facilitate talent-based deployment for leadership or employee development
- **Operational Excellence**: Efficient operational model to facilitate resource deployment to fill resource gaps
Mobility and Talent Integration
Talent Driven Mobility

**RISING STARS**
- **Target Employee:**
  - Employees looking for diversity in experience and career/personal growth
  - High potential employees
  - Focus on development experience
  - Reduced support package balanced with career development opportunities and support (mentoring)

**FUTURE LEADERS**
- **Target Employee:**
  - High potential senior employees targeted for critical roles and strategic deployment
  - Focus on succession planning (career development), job experience and retention

**SELF-SELECT VOLUNTEERS**
- **Target Employee:**
  - Self-select volunteer
  - Minimal perquisites and support
  - Local transfers

**TECHNICAL/PROJECT BASED**
- **Target Employee:**
  - Employees with significant specialized experience
  - Project-based employees
  - Support aligned with requirement for rapid deployment
  - Enablers for immediate focus on role in host
Mobility Planning

The ability to pair the right person with the right opportunity and the right support package is critical to the success of talent alignment mobility.

Mobility program infrastructure also be positioned to support the program in line with stated objectives and priorities.
Enhancing the Value of Mobility
Modern Mobility

**Choice and flexibility**
Needed to meet the varying needs of business units and mobility employees

**Agility and simplicity as key guiding principles for mobility**
Overall speed and ease in all areas of the process

**Global mobility to mobility**
Intra-country mobility is increasing, with GM teams expected to manage it

**Empathy and family focus**
Focus on the delivery of the mobility experience and the package components

**Travel and Commuting**
Business requirements, family need and location desirability

**‘Global nomads’**
People having no real ‘home’ country with their employer

**Home based approach not the only approach**
Local plus and destination pay approaches increasingly popular
Q&A
Thank You!

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