

Reimagine Global Mobility (GM) and the workforce

Seize the opportunity to transform and elevate Global Mobility to meet talent and business needs driven by the Future of Work



Global Mobility has demonstrated exceptional value by helping maintain business continuity in turbulent times and responding to the wider mega trends of the Future of Work. With **expanding scope**, greater **business scrutiny**, and increased **expectations from talent**, now is the time to transform and elevate Global Mobility.



How is Global Mobility evolving? Key market trends¹

<p>Trend 1 Global Talent and Mobility</p> <ul style="list-style-type: none"> Global Mobility is now a critical enabler of a global talent strategy. Moving people to jobs, and jobs to people, enabling the Future of Work 	<p>Trend 2 Virtual Working</p> <ul style="list-style-type: none"> Global Mobility as an enabler for remote working and an accelerator of a truly global workforce Expanding Global Mobility's scope and scale 	<p>Trend 3 Hyper Inclusive workplaces</p> <ul style="list-style-type: none"> Integrating diversity and inclusion into Mobility and the workforce Mitigating biases and tracking progress to optimise business value 	<p>Trend 4 Worker wellbeing</p> <ul style="list-style-type: none"> Embedding at the individual, team, and organisation level to revitalise the workforce Responding to social, mental, physical and financial wellness pillars
<p>Trend 5 Protectionist and immigration complexity</p> <ul style="list-style-type: none"> An increasingly complex immigration landscape, heightened compliance risks, and uncertainties to navigate. Creating immigration backlogs, reluctant assignees and an increased focus on local labor talent pools 	<p>Trend 6 Digital Workforce Experience</p> <ul style="list-style-type: none"> Global Mobility is humanising and digitising to overcome challenges Using data to pair people and technology for human outcomes in mobility and talent 	<p>Trend 7 #stayontheground</p> <ul style="list-style-type: none"> Commit to 'build back better', especially for business travel, given the climate crisis Embedding sustainability throughout the assignee journey and ecosystem 	



What does Global Mobility include?

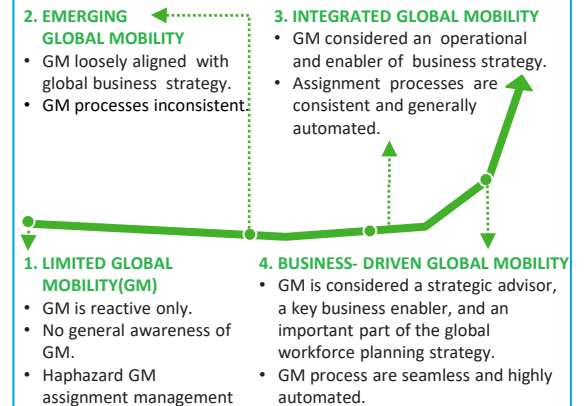
The scope and scale of Global Mobility functions is increasing and shifting, merging with talent management and acquisition, to include:

- International / Domestic
- Long-term / short-term
- Business Travel / International Commuting
- Virtual / Physical
- Volunteer / Business need
- One-way / Return
- Employee / Contingent worker
- Remote / Hybrid
- Role / skills based
- Whole family / split family

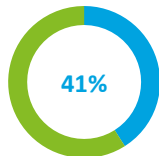


How are Global Mobility functions changing?

The role of Global Mobility ("GM") is changing from a processing function to a partner who can deliver business and talent support capabilities, requiring new skillsets and service delivery models – where are you?



Global Mobility trends in data



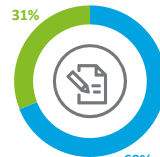
of executives said that **building workforce capability through upskilling, reskilling, and mobility** is one of the most important actions they are taking to transform work¹



In most companies, Remote Working is owned by:
Global Mobility (35%)
HR Operations (32%)²



of organisations have at least 50% of their workforce working remotely in a different state or country⁴




Are you using a tool that gives you insights and meaningful knowledge about your assignment programme?³

- No
- Yes

1. Deloitte Global Mobility Trends, Autumn 2021
2. Deloitte The Future of Global Mobility Report, September 2021
3. Deloitte Human Capital trends 2021
4. Deloitte Remote Work Compliance workshop survey July 2021

Global Mobility workforce transformation framework

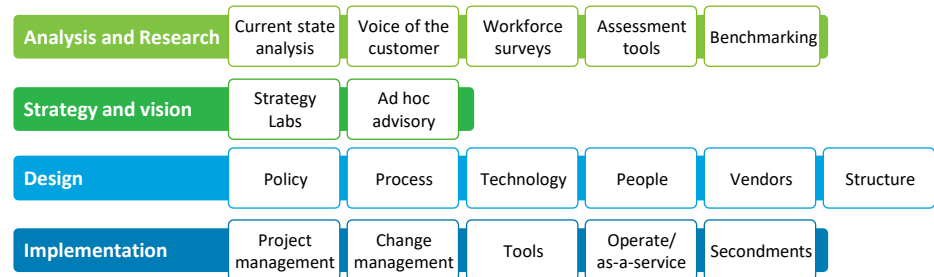
Helping clients find better ways to move people, and their business

 Our **Global Mobility workforce transformation framework** helps establish future-proof global workforce strategies, tailored to client specific **business and talent objectives**. We use design thinking and data driven approaches to help optimise and transform the **operational, strategic, and digital** aspects of global mobility, underpinned by the changes introduced by the **Future of Work**.

What are an organisation's focus areas?





What should they do?




How are our clients addressing these challenges?

 <p>Enabling programme expansion Creating a global mobility programme from scratch to enable the deployment of resources on short-term projects</p>	 <p>Maturity Assessing the Global Mobility function's maturity with a strategy lab, to develop a roadmap to make the function future-ready</p>	 <p>Process optimisation Identifying current process pain points and new policy impacts, which can lead to cost savings, enhanced employee experience, and compliance assurance</p>	 <p>Technology implementation Facilitating cross-function agreement on strategy, balancing business with employee needs, and designing processes to enable technology implementation</p>	 <p>New age mobility Getting assistance to create and implement a remote work programme. Building and operating an employee helpdesk</p>	 <p>Enabling BAU We act as an extended arm of the organisation' global mobility team. Stabilising the BAU with minimal disruption to employees and the business.</p>	 <p>Enabling expansion Analysing the compliance considerations for a talent deployment framework to ensure compliance control and optimise operational costs</p>
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Deloitte's point of views

 <p>Global Mobility Trends 2021</p>	 <p>Building a Global Mobility Programme</p>	 <p>Remote working-Setting the right strategy</p>
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Contact Us

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