

# Amsterdam Network Huddle

## 12<sup>th</sup> February 2019

### Agenda



- 9.30am – 10.00am**      **Coffee & Registration**
- 10.00am – 10.10am**      **Welcome & Table Introductions**
- 10.10am – 10.50am**      **Transformation: The benefits of the proactive approach to change**
- With global business changing so fast global mobility has two choices; to take the proactive approach or to react to the change going on around them. In this session Tim will visit this conundrum and look at how Global Mobility teams can use technology to turn business transformation to their advantage.
- Tim Wells, Equus*
- 10.50am – 11.15am**      **Corporate Update: Managing a multicultural group move after a company merger**
- Ditte Riis, HR Business Partner from RHI-Magnesita will share useful insights into the issues faced when coordinating a group move following a company merger. Ditte is an expatriate in The Netherlands herself with a solid background as an International HR professional.
- Altair Global introduces one of their valued clients - Ditte Riis, RHI-Magnesita*
- 11.15am – 11.45am**      **Tea & Coffee Break**
- 11.45am – 12.30pm**      **Network Huddle - Facilitated Discussions on Priorities, Current Challenges and Issues within Relaxed Small Groups**
- How do we manage time and workload created by assignee caseload? In particular, do others have solutions for effectively managing time spent on tracking and supporting this population? *Frederike Oosterhoff, ASML*
- What are the latest developments and trends in tax policy for expats? Is tax equalization still applied? *Floor van der Meer, Signfy*
- Do others have input and experience around availability of international schooling? *Caroline Sheffer, European Space Agency*
- There is a shortage of language schools and international schools in Amsterdam, while Dutch local schools are facing more challenges with the rise of non-Dutch children in their class rooms. Schooling can be a deal breaker for a candidate in deciding whether or not to relocate. What do other companies in Amsterdam do to tackle this problem? *Carole van Tinteren, Booking.com*
- How are other companies managing the shortage of housing options in the Randstad and hence the rising costs of housing options (both temp living and long term)? *Jackie Blais, Avery Dennison*
- 12.30pm – 1.15pm**      **Lunch**
- 1.15pm – 1.45pm**      **How to flex your Global Mobility policy and why**
- Building flexibility into policy has been a notable trend over the course of the last year. There are a variety of ways in which organisations achieve varying levels of flexibility. In this session Stuart will explore how organisations are providing flexibility within their policies, why they would want to and which pitfalls to avoid.
- Stuart Jackson, Sterling*
- 1.50pm – 2.45pm**      **Network Huddle - Facilitated Discussions on Priorities, Current Challenges and Issues within Relaxed Small Groups**
- Brexit - specifically commuters between EU & UK. How will this be organised in the future? *Ruth Versluys, Wolters Kluwer*

We have a large group of “flexible workers” and commuters. I’m particularly interested in remuneration methods for flex workers? What typical remuneration can be used to reward commuters for their continuous flexibility? How do other companies organise their remuneration strategies? *Ruth Versluys, Wolters Kluwer*

I would be very interested to discuss the compliance challenges of non-traditional assignment types like frequent travelers or people with regional/global roles and working for a branch office. *Marion Sorman, Robeco*

How do other companies deal with the EU Directive? Who is responsible in the organisation and how is it implemented from a practical point of view? *Floor van der Meer, Signfy*

Is there a central location for information relating to each EU/EEA country as to which aspects of the PWN they have so far implemented? If not, how do I find out that information? *Karen Fendley, BackOffice Associates Ltd*

In the future I may have to assign workers to many third party EU work locations and am struggling to get specific information on what level and aspects of the PWN Directive that each country has implemented. *Karen Fendley, BackOffice Associates Ltd*

**2.45pm – 3.15pm**

### **Tea & Coffee Break**

**3.15pm – 3.45pm**

### **EU Posted Workers: What Every Dutch Business Needs to Know**

Enforcement of the Posted Worker Rules is on the rise in the European Union (EU). Increasingly, unannounced workplace inspections and the imposition of fines for late filings of posted worker declarations are becoming the norm in many jurisdictions. In this session, we’ll cover the vital information businesses in The Netherlands need to now know to keep compliant with these changing requirements. Specifically, we’ll explain how and when to file the required notices with labour authorities, the status of the new electronic notification system, what specific employment documents employers are required to retain (and in what form and for how long), and how and who to appoint as your designated representative to deal with authorities regarding the posting.

*Joost Zoetemeyer and Mehibe Hill, Newland Chase*

**3.50pm – 4.20pm**

### **The Talent Mobility Disconnect**

While it’s well known that much of what motivates employees to stay revolves around company culture, engagement and a sense of purpose in their work, surprising new evidence shows that mobility is also a major factor in employee satisfaction. In this session, Steve will be presenting findings from recent research around the disconnect between employees, mobility teams and the HR leadership. Our study found that nearly all HR execs in the U.S. (96%) and the U.K. (97%) know the value of relocation programs but need better ways of communicating and managing them. By actively promoting mobility as a strategic differentiator in the war for talent, companies can capitalise on this incentive to attract and retain high-performing talent.

*Nina Breneman, Topia*

**4.20pm – 4.30pm**

### **Wrap Up & Expat Academy Update: What’s Coming Up?**

**4.30pm**

### **Networking Drinks**