

Geneva Network Huddle

13th February 2019

Agenda



- 9.30am – 10.00am** **Coffee & Registration**
- 10.00am – 10.10am** **Welcome & Table Introductions**
- 10.10am – 10.40am** **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*
- 10.45am – 11.15am** **International mobility costs - Practical steps to reduce costs without affecting employee engagement**
- According to our research, rising mobility costs represents the number one challenge that companies will be facing in the future. In the context of increased focus on employee experience and engagement, what practical steps can companies take to address this dilemma? We will explore the operational and strategic aspects of introducing cost cutting initiatives and how they can be utilized in different company contexts.
- Narcisa Chelaru and Melanie Steiner, Mercer*
- 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**
- What are your experiences of the management of virtual teams? (from an immigration, tax and social security perspective). *Ara Samuelian, Nestle*
- How do I pro-actively keep on top of business travelers who are a little hidden from my 'mobility' radar, ensuring they are compliant from an immigration perspective as well as any tax and social security triggers? We do not have a specific policy segment on this population and would be interested to share ideas with others on policy terms and any recommendations on how to track this elusive population. *Suzi Williams, Bobst Mex SA*
- Is an international pension plan among the benefits generally provided to the Expats by Swiss based Companies? *Imma Imperatore, Kempinski Hotels SA*
- International pension schemes – how do you set-it up? What are the key advantages? What do you use it for? *Akos Jakobsen, Merck Group*
- 12.30pm – 1.15pm** **Lunch**
- 1.15pm – 1.45pm** **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

1.50pm – 2.45pm

Network Huddle - Facilitated Discussions on Priorities, Current Challenges and Issues within Relaxed Small Groups

Have you run any satisfaction surveys to assess the assignee experience and feedback on their assignment related benefits? *Imma Imperatore, Kempinski Hotels SA*

Is there a growing trend towards flexible benefits and are the elements determined by the employee according to their needs? *Imma Imperatore, Kempinski Hotels SA*

Global Mobility Marketing – how do you explain your policies? What type of communication channels are you using to enable your HR/Line Manager organisation and brand your program? *Akos Jakobsen, Merck Group*

Return on Investment - How do you measure ROI in your global mobility program? How do you evaluate total program cost? What and how do you measure as a success/value of an assignment? *Akos Jakobsen, Merck Group*

2.45pm – 3.15pm

Tea & Coffee Break

3.15pm – 3.45pm

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

3.50pm – 4.20pm

Global Mobility is Changing.

There are currently 3 big Global Mobility trends: Mobility is diversifying; Mobility is humanising and Mobility is digitising. We will focus on the latter, where technology alone does not translate to digital. It's a mindset shift, a focus on customer centricity and the application of advanced technology through the lens of a next generation business model to optimize the organisation to deliver sustainable organisational performance.

Richard Goodwin, Deloitte

4.20pm – 4.30pm

Wrap Up & Expat Academy Update: What's Coming Up?

4.30pm

Networking Drinks