



Bite Size Briefing

5<sup>th</sup> March 2019

9.30am – 10.00am

**Registration**

10.00am – 10.05am

**Welcome**

10.05am – 10.40am

**Managing Diverse Teams Successfully**

Learnlight's interactive and fun bite-size session will highlight the importance of intercultural skills in managing global, diverse teams in an inclusive, effective way. Also learn how Global Mobility can influence the business to consider the benefit of business managers with intercultural skills. You will take away a practical model of cultural competence, a list of top skills for culturally-competent managers and one, individual, key action to implement straight after the session.

*Gabriela Weglowska, Learnlight*

10.45am – 11.20am

**Is the (traditional) mobility "policy" dead?**

Mobility policies are a staple of most mobility programs. The challenge – a standard policy structure often no longer fits with the changing and varied needs of today's mobile employees.

Join Nina as she takes a look at how mobility policies are evolving and the way mobility teams can use technology and data to manoeuvre and measure the success of changing policy needs without increasing manual effort by their teams.

*Nina Breneman, Topia*

11.20am – 11.50am

**Tea/coffee break**

11.50am – 12.50pm

**Business Travellers – What you really need to know**

Our recent Network Huddles show that Business Travellers are continuing to be a Global Mobility headache for our members and the issues arising don't appear to be getting easier anytime soon. Andy and Annabel are going to tackle this issue head on with a series of case studies to highlight the tax, immigration and employment law issues this population brings and how proactive steps can help to ease the pain. They will also provide a brief update on other developments in employment law and tax.

*Andy Kelly, BDO and Annabel Mace, Squire Patton Boggs*

12.50pm – 1.45pm

**Lunch**

1.45pm – 2.20pm

**Taking the headache and pain out of shadow payroll**

In this session Richard will talk about the issues he faced with shadow payroll as a Global Mobility Director at Baker Hughes. He will discuss how he has developed a way of automating and managing shadow payroll and rebilling, which helps deal with the massive challenge of managing complex, mobile workforces.

*Richard McBride, Certino*

2.25pm – 3.00pm

**The Top 10 International Health and Protection banana skins**

Tristan and John will take you through the top 10 'Banana Skins' in International Health and Protection medical insurance. They will look at how things can go wrong, including some real-life examples, and provide some handy tips on how these can be avoided.

*John Dean and Tristan Cleaver, Punter Southall.*

3.00pm – 3.30pm

**Tea/coffee break**

3.30pm – 4.15pm

**Going that extra mile for high touch assignees**

Even the best policies and processes have assignees that require a high touch service putting them outside the standard process. This panel session will look at how a proactive approach to this population of assignees can ensure they are managed successfully and consistently before the costs and administration time spent spirals out of control.

Panel:  
Louise Worbey – Deloitte  
Wendy Maynard – IHG  
Andrea David – Chanel

Mohan Ramachandran – Cognizant  
Marian Lieb – Aspen Insurance

**4.15pm – 4.30pm**

**Wrap up & Expat Academy Update**

**4.30pm – 6.00pm**

**Networking drinks**