

# Singapore Network Huddle

## 19<sup>th</sup> September 2019

### Agenda



9.30am – 10.00am

**Coffee & Registration**

10.00am – 10.10am

**Welcome & Table Introductions**

10.10am – 10.40am

**Managing Business Traveller Risk**

Businesses operate in an increasingly global environment where employees work across borders with greater ease. Employees who travel frequently overseas on business trips expose their home employers to numerous risks including non-compliance of the regulatory requirements. The difficulty arises in tracking these employees' workdays in the foreign locations. Such non-compliance can sometimes lead to prosecution of the employer with heavy penalties and reputational damage. This session explains how such risks arise and how an employer can best manage these risks.

*Soo Mee Wu, BDO*

10.45am – 11.15am

**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 Radhika will explore how organisations are providing flexibility within their policies, why they would want to and which pitfalls to avoid.

*Radhika Gorsia, Sterling Lexicon*

11.15am – 11.45am

**Coffee/Tea Break**

11.45am – 12.30pm

**Network Huddle - facilitated discussions on priorities, current challenges and issues within relaxed small groups.**

How are companies supporting an increased trend of a younger workforce to look for shared accommodation? *Sarah Duncan-Cannons, Mott Macdonald*

How are companies supporting an increased trend of a younger workforce doing co-working in different countries? *Sarah Duncan-Cannons, Mott Macdonald*

How are companies managing the changing definitions of family. With many cultures either looking after their parents or their parents helping with childcare, how are people handling the extended family moving. Specifically thinking about insurance and visas. *Eileen Davidson, UBS*

How are companies supporting the transition and on-boarding of relocating employees e.g. support tools and resources? *Shumin Yeo, Micron Technology*

How are companies supporting the transition and on-boarding of employees e.g. information required at outset, information flow to other departments, cost control. *Sinly Hertanu, DNV GL*

What are the deciding factors to consider when looking at relocating an employee permanently vs secondment? *Diane Lee, Resource Solutions*

What are the deciding factors to consider with the intention to localise any expat? *Diane Lee, Resource Solutions*

How are companies supporting the business with cost cutting initiatives yet still being able to adequately support the assignee? *Eileen Davidson, UBS*

12.30pm – 1.15pm

**Lunch**

1.15pm – 1.45pm

### Building the business case for a technology solution

We use technology all the time in our daily lives, greatly increasing what we can achieve and information we can access on the go. However, getting the business to understand the need for a Global Mobility (GM) technology solution and the budget to implement it can be much harder. In this session Damon will provide useful tips on the essential points to include when building the business case for adding, or updating, technology in your Global Mobility function including ensuring you have stakeholder engagement and addressing the question on the expected return on investment.

**Damon Ward, Ineo Mobility**

1.45pm – 2.45pm

### Network Huddle - facilitated discussions on priorities, current challenges and issues within relaxed small groups.

How are teams looking at Digitizing their Global Mobility functions? *Eileen Davidson, UBS*

I am interested to find out how Companies manage their data to address tax compliance. What type of technology do they use – be it robotics, data analytics, etc. *Jill Fong, Cargill*

How is the RMC leveraging technology to manage relocation? *Shumin Yeo, Micron Technology*

How are others measuring Assignment performance measurement and tracking it? *Shumin Yeo, Micron Technology*

How are companies structuring or developing the internal talent pipeline via assignments and repatriations? *Shumin Yeo, Micron Technology*

What are the key factors you look into when selecting relocation vendors during RFP stage? Any new trend/idea that relocation vendors are now offering due to the changes in technology, changing assignee profile etc? *Mei Yu Phoon, Wood plc*

Are any companies using a shared services model and how well does that work? *Mei Yu Phoon, Wood plc*

With the tightening on MOM regulations on work pass criteria, how are companies managing to bring their expats over? – and also to countries where local hire is highly emphasized? *Diane Lee, Resource Solutions*

What are the best practices to ensure compliance (immigration, taxes, payroll, local labour law etc)? *Mei Yu Phoon, Wood plc*

For those working in companies with multiple entities in China how are they managing to make relocation related payments in local currency (RMB)? *Jayne Line, Johnson & Johnson*

2.45pm – 3.15pm

### Coffee/Tea Break

3.15pm – 3.45pm

### Experience Management and why it matters!

This session delves into the world of Experience Management (XM) and will show you why XM matters to businesses and also to assignees as they move globally for business purposes. Benny will present an XM approach and show how it can be integrated into the entire relocation process, impacting relocating employees and their families as well as Global Mobility personnel and the respective corporate stakeholders. Benny will also highlight how XM can positively impact the functionality of the Global Mobility role and heighten the importance of GM role in the modern HR world especially in today's world of talent management.

**Benny Tan, Altair Global**

3.50pm – 4.20pm

### Key concerns for expatriates and how insurance designed in Singapore can help

This session will cover living anxieties and the insurance product features that might reduce this. It will also look into the Personal Data Protection Act Singapore, Monetary Authority of Singapore regulation, insurers with online confidential claims submission and the sustainability of healthcare insurance costs in the country.

**Adam Riley and Lawrence Adam, Howden Employee Benefits**

4.20pm – 4.30pm

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

4.30pm

### Networking over Coffee/Tea