

Three steps to getting your global mobility function **tech-ready**

Use our checklist to plan and prepare for a successful mobility technology implementation.



The right software solutions can be transformational for global mobility teams, enabling them to manage their international programs and processes more efficiently and safely.

But implementing those solutions is a complex undertaking. Lack of preparation and planning could mean, for example, the use of inappropriate technology that cannot be integrated with some of the existing systems, or that doesn't meet all the requirements for a particular program. As a consequence, staff could find themselves having to mix and match digital and pre-existing manual processes. The risk is that poor technology choices make program management more complex and less efficient, rather than simplifying and streamlining it.

So before you embark on your mobility technology journey, it's important to consider a number of questions and key factors. Crucially, you should understand the organizational context you're operating in, know how best to position your business case for investment and transformation, and how to plan implementation effectively.

Too many organizations only realize the issues they face in these areas when the implementation process is well underway, and solving any problems becomes much more complex. Avoid this trap with our checklist that can help you structure your thinking in the three essential areas.

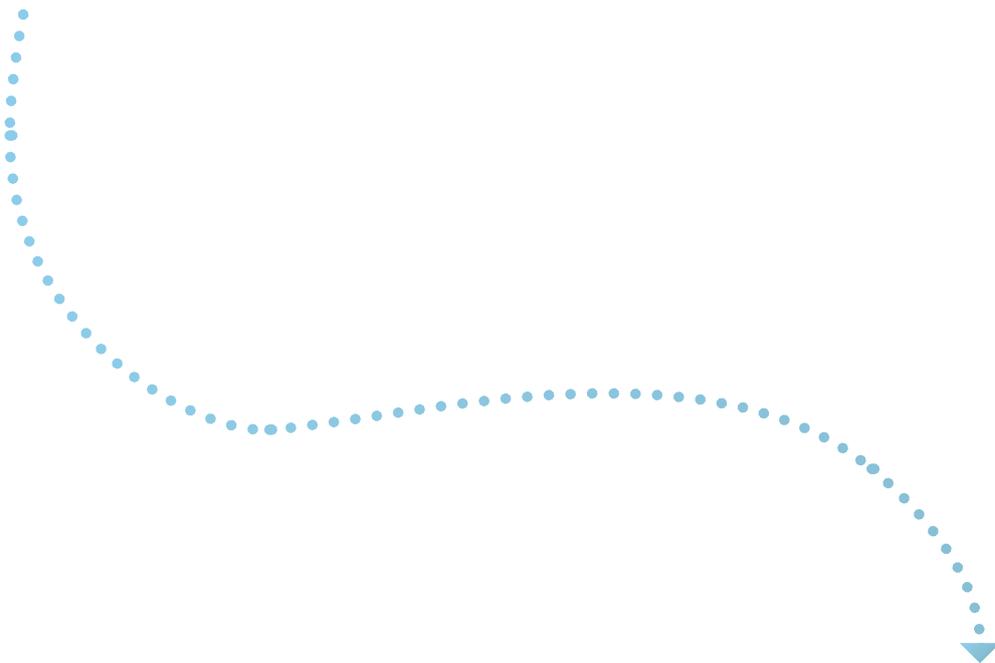
1 Understand your corporate digital strategy

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- What are **your executives' top concerns** in regard to the workforce as a whole? How do they plan to use technological solutions to tackle these concerns? Consider how digitalization can help to resolve these issues/achieve these goals for your global mobility teams.

 - How well embedded is **digital technology in your organization**? You will likely need to align with and build on the company's wider digital journey, so a clear understanding of the bigger picture will help you set realistic digital ambitions and leverage firm-wide support for the mobility function.

 - Who do you need to pitch your ideas to?** Digitalization has historically been the responsibility of the IT department, but increasingly falls under the remit of the CEO/top management. Ensure you talk to the right people.

 - Are you aware of any **ongoing technology projects** that might affect the feasibility or timeline of mobility digitalization plans? Seeking firm-wide alignment and involving all stakeholders with influence from an early stage will maximize your chances of success.
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Build the business case for change in the talent mobility area



What are the **four most critical business challenges** your organization can address by adopting automation?

These might include, for example, administrative complexity, staff workloads or compliance issues. Make sure you can present these challenges in the context of all stakeholder expectations and highlight how digital solutions can help to resolve them to justify change. Keep focused on these challenges throughout the project.



How are you going to **define success**?

Identify concrete and measurable project goals. Implementing mobility management technology can bring very tangible benefits in terms of reducing costs, improving speed and efficiency, eliminating risks, improving employee experience and increasing visibility over assignments, so set out the HR objectives and priorities you are trying to achieve and how you are going to measure them.



What are the guiding principles to be used as **decision drivers** throughout the project?

Standardization and simplification are two principles commonly adopted by organizations that want to get 'tech-ready'; whatever you decide, make sure it is aligned with your company's wider vision.



What is the **scope of the solution** you need in the short term, and what will you need in the future?

Assess your requirements at each stage and quantify the potential solutions. Don't set out to solve every problem from day one – these are first steps on a three to five year journey, so make sure you build a project framework that remains sustainable and relevant over time.



3 Set yourself up for success

<input type="checkbox"/>	Simplify	Consider how the various stakeholders will want to engage with the different parts of your mobility program. How easy is it for them to do that? How can you make complicated services simpler?
<input type="checkbox"/>	Standardize	By standardizing policy items and processes wherever possible, you can help to ensure the new digital environment will be clear, easy to understand and quick to use for stakeholders.
<input type="checkbox"/>	Structure	Streamline processes and services prior to digitalization. Identify which are essential/core, which are non-essential and which are no longer needed, and be critical about previous set-ups which may now be redundant. De-clutter and reorganize, aiming for a smoother, less clunky user experience.

Every organization will have its own right answers to these questions, reflecting its unique business priorities and requirements. There's no one-size-fits-all when it comes to HR technology, but considering and acting on the areas above can help you identify the right global mobility solutions for your teams and ensure they are successfully integrated within the wider organization.

To find out more about the solutions available from Mercer, [visit our website](#) or get in touch with your Mercer consultant.