

Welcome

Welcome to the Expat Academy Round-Up ("EAR") where we bring you a summary of all that we've heard recently to get you up to speed in one quick read!

Round-Up

Key topics this week are

Working in Remote International Teams

Challenges of Global Mobility professionals working in Europe

EAR for Yourself

Come and boost your technical knowledge at one of our upcoming events. Sign up here:

[Symposium and Club 100 Huddle](#) – 21 June



Issue 43: May 2022

International Remote Teams

European Superhuddle

Intro

This update gives you real-time intel on what's occurring in Global Mobility circles. It's purpose is to keep you up to date on the latest technical issues to help inform your decision making

Remote International Teams

In the wake of the Pandemic more people are now working remotely and we have seen a resulting growth in international teams.

Last week, Paul Bailey from RW3 ran a session for us and described how working across different cultures adds to the challenge of ensuring a team is effective, but also highlighted the potential benefits of collaboration. Evidence suggests that some international teams are extremely productive and the talents, knowledge and abilities of individual team members are maximised to great effect. However, this is not always the case and the differences can become a stumbling block rather than an advantage.

Paul highlighted the challenges of understanding different ways of thinking and working and emphasised the importance of building on diversity.

He also provided some great insights and suggested some useful tools. While culture plays an important role, individuals are more than just their culture and it is potentially dangerous to make assumptions about others. In an international team there is a greater need to build trust, gain input from different team members and avoid mis-interpretation. Agreeing a 'Team Charter' is a great starting point to identify ways of working and take account of the needs of different members of the team. The Teamwork tool can be used to understand the characteristics of different team members and ensure that ways of working, such as communication style and decision making are flexed to meet their needs.

Paul also offered some simple actions that can have a big impact on how team members feel. These included offering different time slots for meetings and recording sessions for those who cannot attend due to personal commitments. He also suggested spending time to carefully agree the agenda in advance to ensure all participants are involved and provide summary notes afterwards to avoid misunderstandings.

This Week's Benchmarking

The benchmarking service is buzzing with questions.

Open Questions include:

- Our Shipping Policy is currently silent on maximum declared values for insurance purposes for both container sizes. Do you have a cap for maximum declared value of goods ?

-How are you managing changes to COLA indexes following recent updates to the basket of goods?

Contact sugi@expat-academy.com to discover the nominated

Contact chloe@expat-academy.com to learn how to switch your benchmarking notifications on.



European SuperHuddle

The newest member of the Expat Academy team - Greg Smith our Head of Client Services for the Symposium Network provided us with some great “takeaways” from this week’s event in Amsterdam:

Scrutiny

Recently, Global Mobility’s role in an organisation has come under much scrutiny. As professionals we are questioning our role and how we can be more strategic. This is a great opportunity for many teams to highlight all the work that Global Mobility do. EU Posted Worker Directive, all things COVID, remote working, travel bans, and much much more came up in discussions.

Remote working – again!

Our Expert panel ranged from allowing 10- 20 days, providing employees have the right to work in that country of course. Interestingly, some have had 4,000 requests in the first year! And what will make it harder is that a competitor has announced an even more generous policy, so in this “war for talent” that everyone is having to deal with, they now need to re-look at their policy.

DE&I

What are your hiring practices? Are you allowing enough time for the advert to be live in order to get a diverse range of applicants? Is your hiring panel made up of diverse managers? And specifically, within Global Mobility, are your policies flexible enough to attract as many employees as possible who would otherwise be put off by a rigid ‘old’ policy?

Daimler Truck AG gave us an example where they found their policy was providing the same housing allowance to a couple as a single parent with a child. What if that child was a teenager? They wouldn’t want to share a room with their parent...

Mindful Mobility

Right now, employees want to feel a better connection with their employer. They want to know their company is doing good in their communities, being more sustainable, creating a product they believe in, etc., which inevitably needs to filter down to the Global Mobility team. But Global Mobility teams also do not need to wait for the filter-down strategy – or shouldn’t - if they want to show their strategic worth.

Anchor Days (new buzzword)

While we hear so many examples where employees are being made to return to the office two or three days per week, they all-too-often end up on video calls with their team anyway because they aren’t in the office on the same days! Nike told us that their team have one ‘anchor day’ of their three days where they have to be in, whereby the team agree which day they will all be in the office to see each other face-to-face.

Author

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