



This Week in EAR
GM and Sustainability
Benchmarking
In the Vault



EAR for Yourself

Come and boost your technical knowledge through one of [our events](#):

26 September 2022 – [Expat Academy 2022 Annual Conference: Get on Board](#) - London

29 September 2022 – [Global Mobility Policies Training Course](#) - Virtual

3 October 2022 – [European Super Huddle](#) - Amsterdam

13 October 2022 – [APAC Super Huddle](#) - Singapore

2 November 2022 – [US Huddle](#) - New York

8 November 2022– [Symposium Network Huddle](#) - London

10 November 2022– [Club 100 Network Huddle](#) - London

Intro

It didn't feel appropriate last Friday to send what is an upbeat round-up. You may have seen on [LinkedIn](#) how we felt about the news but it's safe to say, we needed to pay our respects. "Grief is the price we pay for love", as Her Majesty herself said.

Nevertheless, time stands still for no one, and the team are getting ready for all our face-to-face events coming up. I'm personally very excited to be meeting many of you over the coming months and sharing in debates and discussions on all the topics keeping your inboxes full and challenging.

GM and Sustainability

Last week we had a fantastic virtual training event, facilitated by myGMPD, on **sustainability in Global Mobility**, which brought together experts and members to discuss and debate this important topic. The session started with an excellent update by **Will Scrupps** from **Imperial Brands** who discussed some of the ways in which his team are trying to embrace ESG. The team have reviewed how they approach outbound flights, removing the obligation to fly for employees allowing for more **environmentally conscious means of travel** such as rail, as well as changing approaches to household goods with the introduction of **furniture allowances** in place of sea or road freight. The conversation stirred up some good discussion and questions from the group on the many ways organisations can adopt more ESG benefits.

Selina Cheshire from **Pinsent Masons** mentioned an incredibly valuable point regarding whether Relocation Management Companies are supporting organisations in the development of ESG benefits such as HHG. A point our training partners on the session promised to take away and come back with an update for the community.

Ben Spika from **Vialto Partners** then provided an update regarding trends around ESG adoption across organisations. Ben discussed the data insight gained from a reduction in short term business travel as a result of the pandemic. The data evidenced **cost reductions and an ESG benefit** for the organisation, which led to senior leaders embracing remote working and reduced travel, thus lowering their carbon footprint. Cost however still appears to be the primary driver for any ESG business decision, and a discussion broke out regarding a need to adopt a cultural shift within the industry regarding the primacy of business drivers when looking at ESG benefits and approaches in GM.

We also discussed the **gamifying** (fun point scoring) within business units and how they develop and implement ESG driven decisions that input into the company's ambitions and strategy, as well as a trend of **executive compensation increasingly being linked to ESG outcomes in organisations**.

A fantastic session demonstrating what companies are trying to do to drive sustainability in their programmes and organisations. However, it feels that there continues to be a number of cultural, practical, and commercial bumps in the road to overcome to truly see ESG as a critical strategic pillar in GM.



Quote of the week...

Let us not take ourselves too seriously. None of us has a monopoly on wisdom

HM Queen Elizabeth II



Author



The slightly follicly challenged gentlemen above is Chris Blair, Head of Client Services – Club 100 Network. He has 8 years' in-house GM experience in financial services and enjoys talking music and football (and in general).



Who's your Players' Player of 2022?

Not long to go till the Expat Academy Conference on the 26th September, so who's your 2022 Players' Player. Before you make your nomination, here are a few considerations from us:

- who has **inspired** you in your career?
- who has helped you approach situations in a different way and **challenged** you to think strategically?
- who has gone out of their way to help you **build your network**?
- who is always ready to share their **knowledge and experience** with the Expat Academy community?

[Vote for your Players' Player of 2022](#)

Benchmarking

After a huge flurry of activity over recent weeks, the last couple of weeks have been a bit quieter. That said we've had a couple of absolutely fantastic benchmarks.

First off, this benchmark regarding whether [notice periods are included in assignments](#), specifically with immigration challenges to bear in mind, whetted the appetite of a number of our members. As did [this benchmark](#) regarding the provision of **host country guides** to help relocating individuals adapt to their new surroundings as easily as possible.

Finally, a great [technical benchmark](#) specifically about **disclosure of unpaid UK National Insurance** demonstrates the technical input our members can receive from our benchmarking service (unashamed plug right there!).

If you haven't tried our [benchmarking](#) yet, get on to it, ask any questions you have, and help your community by giving some insight to others by answering their benchmarks. It really is a fantastic tool!

In the Vault... well, not quite yet...

A call to arms to the EA community for the Vault! The global mobility landscape is always changing, but even more so now. Therefore, if you have any documents you're proud of, any policies you'd happily share with the world, support tools such as cost estimates or checklists, an article or business case you wrote, or even some training slides, anything you think would be useful for your peers in the industry, then **please let us know!!!!**

If you are willing to share these gems, just ping it over and we'll do the rest by anonymising your documents, raving about them (usually here), and advising our network of the new content to support all the programs we encounter. On one side, you'll feel like a brilliant community member helping your fellow frazzled GM professionals, but consider how useful you would also feel being on the receiving end of such helpfulness back! What's not to love?! You don't need to do anything other than ping it through to us.

If you have anything you'd like to share, then please send it through to cassie@expat-academy.com