

This Week in EAR

Committing to a Path 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

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

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

9 November 2022 – [APAC Super Huddle](#) - Singapore

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

Intro

Roll up! Roll up! It's event season and Expat Academy are embarking on a swift world tour, from London, to Amsterdam, to Singapore, and to New York, and then back to London again, all in the space of a-little-over one month! The feedback will be invaluable to our community, and we'll endeavour to bring back the top thoughts and trends to you all. Until then, as we've previously mentioned, our Account Managers have been working tirelessly to connect virtually with as many of you as possible and will continue to do so. Here are a few of the rumblings they've been feeding back.

Committing to a Path?

It has felt like for so long, the topic of **remote working** just wouldn't flush away. And to be fair, it still hasn't, but another week of community engagement has shown an interesting trend: it's no longer the top topic on people's minds—at least not specifically; it's not even in the top three this week! Taking the top step on the podium this week is...(drumroll please!)...**policy review**! Congratulations to policy review, it saw its overtaking opportunity and it went for it! Let's face it though, it had to be coming. Why? Because they're intrinsically linked; we can't go through some of the most unpredictable, unstable, and tumultuous times and not come out the other side (have we come out?!). Without needing to **officially** review our approaches to the way we work. We've gone through the 'seeing what others are doing' phase, the beta testing phase, and now it's time to set our positions out with firm policies, and preferably integrate into existing policies with a total review. What's better than having a plan, or a plan to make a plan? Action!

Flexibility has specifically been called out a few times from policy review conversations too and it's clear that **environmental sustainability** and **diversity, equity, and inclusion** are the drivers for this. However, it can be argued that the state of the world, and in particular, **logistical challenges**, are accelerating the use of environmentally sustainable flexibility policy options (I dare you to try and say those words over and over after a few drinks!). But the answer is not straight forward and those companies who we speak to who are really getting serious about this are not assuming that switching from a shipment to a **furniture allowance** is a silver bullet. We've said this before in EARs but it's great to hear companies really doing this now: if a company doesn't want to box-tick and wants to make a difference, they need to think about the next part of the chain. For example, companies who don't just give an allowance, but also appreciate that buying new furniture isn't so 'green', and then go further to take responsibility for what happens to that furniture at the end of assignment, will make a difference. Schemes like Home Sweet Home, where furniture is **recycled**, are coming up in conversation a lot now. **Circularity** is the next buzzword, according to Bloomberg. Let's also not forget **furniture rental**; what's greener than not shipping or buying new furniture at all?! There are so many more innovative solutions for GM to consider for policy reviews that truly fix problems, and we can't wait to hear about yours!



Quote of the week...

Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.

- Albert Einstein



Author



Greg Smith, Head of Client Services – Symposium Network. Talk to him about wristwatches if you want to lose a lot time you won't get back...how ironic!



Benchmarking

Another thing we hear so often in our conversations with our members is how useful they find our benchmarking service. Whether you're using to get a **broad idea of trends**, to help make a **specific business case to change policy**, or to get a **technical answer** to an issue, the community is here for you.

Have you seen these recent benchmarks? A question on [relocation support for internal moves vs external hires](#) attracted 25 responses, with a small majority offering the same level of support for both populations. Another question asked how companies [validate housing budgets](#), and 11 of the 12 responders use one of ECA, Mercer, or AIRINC. Interestingly, we hear more companies double validating that data with DSPs now due to the speed of rent increases.

And now we have a bit of a flurry of questions requiring your help on the following: [Golden visa sponsorship - UAE](#), [Netherlands - Working from home allowance](#), [US Domestic Policy—Commuter](#), [Denmark - Short/Long Term Assignments](#), and [Bhutan - Immigration knowledge or support needed](#). Please do contribute if you can, this is a community first and foremost!

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 them over and we'll do the rest by anonymising your documents, raving about them, 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 [Cass](#).

We are very much looking forward to seeing as many of you as possible, starting with our Annual Conference! See you there :)