

This Week in EAR

Annual Conference
European Super Huddle
Benchmarking
The Vault



EAR for Yourself

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

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

GMPD Trends

What are our GMPD learners talking about the most right now?

1. Remote working
2. DEI
3. Sustainability
4. UK mini budget!
5. Inflation



Intro

As I'm sure you are all regular readers of the EAR, you'll remember last time we mentioned how many events we have coming up. Well, in that two-week period since, we've already had two of the biggest events and hosted around 350 of you from the industry. Needless to say, our brains are fried; there's so much knowledge out there and we are doing our best to soak it up in order to relay it out!

'Get on Board' Annual Conference

The big one. And it was so great to see so many old and new friends! Both Chris Blair and I saw old bosses of ours! The number of new friends this year was fantastic, and understandable given the **20% increase in membership year-on-year**. But what does everyone want to know more about? Well, it appears Kresse Wesling's (from Elvis and Kresse) sustainability talk sparked a lot of people to think "I need to do more", not just personally but also in the sense of thinking creatively about **sustainability in Global Mobility**. But people are still struggling with turning **awareness into action**. Nevertheless, we need to. In a recent Talent survey, **44%** of responders said 'strongly agree', and **40%** said 'agree' to this statement: 'It is important for me to work for a company that prioritises environmental sustainability'; that's **84% combined!** Without the employee talent pool, the expat talent pool will be limited. So, let's take the bull by the horns: One member approached our co-founder, James Holder, about what we could all do if we collectively join forces and use the power of the Expat Academy community. Is this topic close to your heart and do you want to be part of a group that designs a framework to make actions for Global Mobility clear and achievable? Then [please message me](#).

For the full write-up, please see our [blog here](#).

European Super Huddle—Amsterdam

It hadn't been long since our last in-person visit to **Amsterdam**, but the feedback from the attendees seems to be that they still needed it and they want more! They specifically enjoyed the variation from our last visit, plus how many Dutch companies and industry colleagues there were; one member who attended for the first time was genuinely surprised by the size of the community. As always though, there's a balance because many want to make sure that they are talking to peers outside of their location and getting the global view; some even want to come to both the London and Amsterdam events going forward! The useful thing about having...EARs...(!) is that we listen to the feedback and it's great to validate our **European plans for 2023**; we will mix up this region's events with a more intimate Huddle and discussion-based event, a couple of virtual Huddles for to allow for a more global attendance, plus another Super Huddle.

Keep an eye on our [News page](#) for the full write-up of what went down in Amsterdam town.



Quote of the week...

Grapes must be crushed to make wine. Diamonds form under pressure. Seeds grow in darkness. Whenever you feel crushed, under pressure, or in darkness, you are in a place of transformation. Trust the process.



Author



Greg Smith, Head of Client Services – Symposium Network. Spends too much time looking for quotes.



Benchmarking

Oh my oh my, haven't you lot ben active on the benchmarking?! We have *eight* open for answers at the time of writing. No complaints of course, it's fantastic to see! Much of what members are asking about is of course relating to **rising costs**, both in the vendor **or supplier** space, and in the **cost of living / allowances** space. Of course, for those affected by the **GBP devaluation**, this has added another layer for everyone to deal with! Please [click](#) here to see what's live and ready for your input!

Likewise, recently published benchmarks have been around [additional COLA reviews](#) and [inflation](#). There have also been country specific questions, highlighting our growing international membership-base, such as, [Austria A1](#), [France—support for personalised tax rate](#), [Germany temporary accommodation](#), and [Netherlands working from home allowance](#). Don't forget, this benchmarking service is one of **the most useful parts of your membership!** You can browse through existing questions to see if your question has already been asked and answered, and if not, ask whatever you want! Within reason ;)

The Vault You Can All Access

Maybe we should change the name for the Vault...the only access required is your membership and then we invite as many of you as possible to jump in! It's more like a communal swimming pool, and one in which you should all take a dip in ASAP (see what I did there?!). We say that now because we have 22 new additions since the annual conference! All those amazing short takeaways from our partners at the conference are up, plus some technical presentations and updates. If any of these tickle your fancy, simply click on the Vault, and search straight away near the top of the page.

- October 2022 - The challenges & opportunities for companies who are assigning employees to work in the USA
- World map of mobile spouse and partner work authorisation
- Adapt To Work Everywhere Survey
- Altair Global Client Trends
- Business Traveller and Remote Worker Tracking
- Complex Relocation Market
- Cost of living crisis: handling high inflation & hot rental markets
- Data Security & Privacy
- ESG and Global Mobility
- Flexible Benefits in Mobility policies
- Global Mobility - Tax Issues
- Global Shipping Crisis
- Help them feel at home
- Increased data reliance within Mobility
- Key Considerations for Extended Business Travel
- Measuring Sustainability in Global Mobility
- Rise in one-way transfers
- Rising Costs & Shipping Delays
- Shadow Payroll & The Rise of The Globally Mobile Workforce
- The return of Business Visits
- What is on the GM agenda?
- Where are you on your DEI Journey?
- Worldwide corporate and individual tax Summaries