

## This Week in EAR

A lot of Change...  
GM Training  
Benchmarking  
The Vault



## EAR for Yourself

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

### NEW 2023 Dates Added

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. Tax
2. Immigration
3. DEI
4. Remote working
5. Duty of care



## Intro

It's continued to be a million miles an hour here at Expat Academy with event prep, training, 2023 calendars and fresh ideas buzzing around like honey bees. Greg and I facilitated our first trio of GM training sessions which over 100 members attended. It's also not long before we're into 2023 with a whole host of exciting content. For now here's a round up of what's been going on in the last few weeks.

## A Lot Of Change...

It was so great to speak to so many members over the last 4 weeks either at events, virtual training sessions, or through regular chats with **our members** to find out what's going on in their world, and the challenges they're currently facing. There's a growing number of people who are **reviewing policies** and the design of their GM program. Some of this is borne out of a desire to align to more **sustainable** and **inclusive benefits and language**, whilst some is due to changes in **scope** of the GM team post pandemic, with remote work policies being designed alongside a review of more 'traditional' policy types. With the **broader remit** of GM teams changing (75% of members are responsible for remote working and 40% of members have immigration in their remit), this is also driving programs to consider more **efficient policies** such as **lump sum** or **cash alternative** policies, some of which we've seen in our benchmarking service.

I've also been hearing on the EA grapevine that a number of you are conducting reviews of your **supplier relationships**. Whether it's simply 'that time of year' or there's a correlation between the policy changes we're seeing and/or the shift in the GM scope, that's up for debate. But what's clear is that members are now **considering multiple factors** in supplier discussions which are ranging from sustainability practices, values, flexibility, cost efficiency, and service.

If you're facilitating policy or supplier change in your team, come along to one of our **upcoming huddles** in November. If you can't make our November huddles then please check out our **Q1 events in 2023** and come along to share your experiences.

## GM Training

I'm sure all our members know but as part of **your membership** you have access to not only our dedicated [GloMo Training](#) but also to a number of **Virtual Training Sessions** throughout the year. In the last couple of weeks we've had our GM Policies, GM Essentials and GM Intermediate training courses. It was great to welcome over **100 members** onto the courses with a huge range of experience attending. We had some great sessions from our Training Partners - BDO, AIRINC, and Magrath Sheldrick LLP discussing all things from the Global Mobility **life cycle**, global **tax** case studies, **immigration** challenges, assignment **compensation**, **policy** overview and design, and **employment law** challenges for assignees.

Our [2023 Calendar](#) is now up on our portal so if you'd like to attend one of our Training Events next year then please **get booked on** as we'll be delivering some new and **improved content** in 2023.



Quote of the week...

**The secret of change is to focus all of your energy not on fighting the old, but on building the new!**

**Socrates**



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).



## Benchmarking

You all love the **benchmarking service** don't you?! It's so great to see our community share and help each other out in this period of change and challenge for many, and I know first-hand how **invaluable** GM professionals across our networks find the service. We currently have [a handful](#) of open questions at the time of writing.

Recently **published benchmarks** have brought up the ongoing challenge of [Remote Working](#) but with new specific country combinations or challenges. There continues to be country specific questions, for our international membership-base, such as, [Dubai - Expat Benefits - Local Expat Hires](#) and [Employer Provided Housing - Japan](#). We've also seen benchmarks regarding [Immigration](#) and [Exchange Rate](#) challenges come up again, as well as one around how the network approaches Taxable Benefits for Perm [Transfers](#). 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 Of Many Things

The vault continues to be a one stop shop for all your Mobility toolkit, policy writing, and information needs. It's like a **Swiss Army Knife** of the Mobility world. For those of you who are yet to explore the vault here's the kind of things you can expect to find:

- [Policies](#) - with over 30 policy documents to help you with your reviews, there's something here for everyone
- [Going to Tender](#) - From business cases to fee templates, RFP and RFI's there's lots here to help with any supplier searches your currently undertaking
- [Checklists and Questionnaires](#) - to help with the multitude of things for yourselves and your assignees
- [Technical Updates](#) - from Expat Academy Sponsors helping with everything your encountering in your GM program

Basically there's lots and lots... and lots. In fact there's so much we possibly couldn't list it all here so you will have to go check it out for yourself. Let me know what you find :)