ear
expat academy round-up

expat academy

Issue: 59
Jan 2023

In This Week's EAR

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The Vault

1 GMPD POINT

EAR for Yourself

Come and boost your technical knowledge through one of our events:

10 January 2023— Symposium Network Huddle —London

11 January 2023 — Club 100 Network Huddle — London

17 January 2023 — European Network Huddle — Virtual

18 January 2023 — APAC Network Huddle — Virtual

19 January 2023 — Global Heads Network Meeting — Virtual

25 January 2023 — Maximising the Value of Employment Spend — Virtual

21 February 2023 — US Network Huddle — Virtual

Intro

Happy New Year!! Anyone else glad 2022 is finally done and we're now in **2023??** What a year… in more ways than one I don't think it'll be a year to forget anytime soon. For me personally it was a **year of flux** and constant moving sands... of challenges, achievements, positive changes and a bit more normalcy (by the end anyway).

So we're now in 2023 and pressing ahead for hopefully a great year. I trust all of our network had a restful festive period and a great New Year. We look forward to sharing stories in the near future.

Change is Constant

Benjamin Franklin once said **"Change is the only constant in life. Ones ability to adapt to those changes will determine your success in life".** And he wasn't the only person of historical significance to make the point either with Charles Darwin, Benjamin Disraeli, Heraclitus (Google him!) and even Buddha all getting on the **change train**, highlighting that our ability to adapt, thrive and roll with the punches of change is essential to our journey through life.

We've all been through **ALOT of change in 2022** that has affected every corner of our lives, from pandemics, lockdowns, returning to the workplace, working out what on earth the work life balance looks like now, rail strikes, new jobs (ahem!!) and dealing with a mild case of amnesia as to where exactly years 2020 through to 2022 went??

It's easy to focus on the change in our own personal lives and the impact this has on our everyday, but just as significant is the constant change we find in our **professional lives**. I'd argue, like Benjamin Franklin, that this has always been there, as in my previous role I can't remember a single period of 'No Change'. Indeed since moving to Expat Academy I can safely say I've been in a flux of change.

Think about it for a second, we're always dealing with some element of change in our roles. That may be **process reviews, implementations, RFP's, hiring (and firing), adapting frameworks**, guidelines, guardrails, policies or whatever new fangled way of describing how we manage our Global mobility landscape and offering… The change may be **forced upon us** in the guise of company strategy, HR structural changes or change in your leadership structure. It's always been the case… **Change is constant.**

As we came to the end of 2022 this was prominent in all my conversations with our community, **we're all changing** something and we're all looking for support in navigating and rolling with the punches that change brings. What's been great is **people reaching out** and members of our community being **willing to offer their help**, expertise and support.

As we leave 2022 and enter the newness of 2023 we're reminded again the undeniable truth that change is constant, **it doesn't however need to be tackled alone**.

Quote of the week…

Change is inevitable.

Growth is optional.

John C. Maxwell

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).

The Vault

In the last few weeks I've had many members ask for me for various tools and templates to help with a **number of ongoing themes** emerging in the GM world lately. Here is a breakdown of some of the goodies in our Vault for you should any of these themes be impacting your team at present

- We've had a number of **new companies** join Expat Academy in the last few months, with a number of individuals **new to Global Mobility entirely**, with all the nuances and jargon that comes with the territory. Whilst many people join our Global mobility essentials and Policy courses during the year, did you know you can gain all the understanding and training via our GloMO Online training in **the Vault**? This is a perfect opportunity to train up your new members who have limited GM experience and also provides **on demand learning** at your pace. It also gives you **GMPD points**, which in turn is a perfect way for your teams to continue their personal development in Global Mobility throughout the year.

- **Policy Reviews** are hot topic at the moment, and whilst many will know that we have **Policy Templates** in our vault, did you know we have checklists and guides regarding **HOW** to conduct your policy reviews and what to look out for. You can find them in our **Checklist and Questionnaires section**

- Alongside those policy reviews a number of our members are **reviewing their Vendors**. We have vendor management and RFP guidelines in our Vault for you to use, which will help with the process for how you **consider the right Partner for you** and your GM programme going forward.

Lots and lots of goodies… Santa comes all year round in the Vault!!

Benchmarking

Benchmarking has continued to be a source of **incredible value** to our community, and whilst many may have thought that everyone was winding down for the holiday season, **that wasn't evident** in the responses and questions being asked leading up to Christmas.

It's been incredible to see the **support being offered by peers** to benchmark requests coming in and how many people have been engaging in the service. **Keep it coming!!!** Anyway here's the pick of the bunch that we've seen lately for your perusal.

- Employee Driven Permanent moves - Tax support offered
- Repatriation allowance
- Annual Leave Entitlements - Aligned to Home or Host Location?
- Support for home utility costs