

This Week in EAR

APAC & European Huddles

Round the Networks

Benchmarking

The Vault



EAR for Yourself

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

21 February 2023 - [US Network Huddle](#) - [Virtual](#)

2 March 2023 - [Global Mobility Policies Training Course](#) - [Virtual](#)

21 March 2023 - [Aberdeen Huddle](#) - [Aberdeen](#)

17 April 2023 - [NEW for 2023 Global Workforce Colloquium](#) - [London](#)

16 May 2023 - [European Network Huddle](#) - [Amsterdam](#)



Intro

Anyone else wondering how on earth it's February already?? It's all go here at Expat Academy, our network is **growing**, our **events** are coming thick and fast, our **benchmarks** are constantly being requested and answered (thank you all!!), our **Vault** is getting new material every week and we have our [BRAND NEW Global Workforce Colloquium](#) coming up very soon. There's so much going on, a catch up on the network is definitely needed... good job we've got the EAR to keep us up to date hey...

APAC & European Huddles

[APAC Network Virtual Huddle](#)



As some of us sat at our computers hugging a cup of tea others were basking in 30 degrees of heat! Irrespective of the temperature, what a great start to the year bringing together the **APAC community** from across the region to share 2023 priorities and plans at our recent APAC virtual huddle.

Magrath Sheldrick LLP started the session sharing invaluable insights with immigration updates from across the region, **China and Singapore** being key highlights. With China now opening up, the government have recently reduced its COVID-19 requirements for inbound travellers and as of 8th January, the requirement for travellers to **quarantine upon arrival China has been removed**. In Singapore, the ONE pass launched on the 1st January so it was interesting to hear the about the support required by GM for employees at the point of application. We also touched on the **COMPASS framework** which is due to be rolled out by the 1st September 2023. For full insights into the changes and trends shared take a look in the [vault](#). There's never a dull moment in the world of immigration!

For the remainder of the session, we took to the opportunity to breakout into smaller discussion groups to enable people to **extend their networks** whilst look at their 2023 priorities, how the role of GM has changed and how GM can rise to the challenges ahead. There were some resounding themes that arose including; enhancing the **employee experience**, attracting and retaining talent, cost optimisation, policy improvements whilst enabling GM to **keep control** (and basically become 'GM Superhero's).

A big shout out to Sheena Tan, Zendesk, who kindly provided us with a corporate update... who knew Zendesk (a leading software company) started with three people and one desk (which I believe is now on their office wall) ?!

See you in July for the next virtual session!

[European Network Virtual Huddle](#)

This was the first time we had met since Novembers European Super Huddle in in November 2022. After some short introductions and sharing amongst the group of what our New Year resolutions were, we got straight into our first update from our Network Sponsors **Global Expansion**. The topic at hand was Employment of Record and



Articles for you...

[Why you can Trust Expat Academy](#) - A series of articles detailing why Expat academy is a network you can trust.

[Global talent trends: The future of work and mobility](#) - This great articles from our friends at Mercer highlights the changing nature of work backed up with some excellent case studies

What's Trending in MyGMPD?

1. Immigration
2. Tax
3. Cultural training
4. Remote working
5. DEI

APAC & European Huddles cont...

exactly what they are and their uses within the Global mobility landscape. It's a **growing topic** we've heard being discussed in the GM community and a potential solution to a number of challenges facing Global Mobility teams as the **scope and remit of our teams shifts** with each passing year. Check out the [vault](#) section for more information on EoR's.

After the excellent technical presentation it was time to **breakout into huddles** to discuss policy development and how the teams we work in need to make small steps towards the vast topics such as DE&I, ESG, flexibility and WFA. The output from the small breakout rooms were not revolutionary or a silver bullet, but **small steps** towards more inclusive policies, such as increased **home leave flight allowances** for split families, **Housing allowance** adjustments for single assignees who are coming with an older dependent, **education allowances** are expanded to consider childcare concerns for dual career families and finally how businesses support **dual career families** in the career search and income challenges of a spouse giving up their home role to move with your assignee. As I say none of it is a fix to all the problems we face, but **small suggestions** and steps to move in the right direction.

We finished the virtual huddle with our appreciated **'Hot Potatoes'** section tackling the problems facing our European members. It was great to get together again as a community and have so many **members engaged**. We're looking forward to seeing every at our [next huddle in Amsterdam](#) face to face on the 16th May 2023

Round the Networks

Sometimes people think that there are stark differences between what GM functions are tackling between our **Symposium and Club 100 Networks**. I get why you'd think that, Symposium members move a large number of people and **require efficient, streamlined processes and policies** whereas Club 100 members are often having to be the GM equivalent of a **Swiss army knife** and covering all things to everyone. However, when we talk to you, our members, we find the **similarities** between what the networks are managing and dealing with are incredibly consistent.

Many in our network are continuing the push forward with new **technology implementation**, whether that be assignment management, business traveller tracking or global shadow payroll's. **Automation and data analytics** as a result are becoming a prominent conversation in our networks, even for those 'only' using Excel.

RFP's are dominating your inboxes, from Club 100 members simply trying to drive in some more robust compliance and consistent processing through to our bigger members switching service providers to drive better metrics around **sustainability and flexibility options** for their developing policies.

Policies!! Now there is a word that is coming up everywhere. Whether it's a result of the post pandemic international moving rush, or simply that we're at a cyclical point in GM development, **policy reviews** are high up on the list of 'things-to-do', including the inclusion of **DE&I strategies, sustainable benefits and policies** fit for 2023's family dynamics.

Remote work and Business Travellers are not going anywhere and the recent development of **Digital Nomad Visa's** has got tongues wagging in the networks although whilst it provides a solution to right to work issues, it does little to assist with tax and PE compliance challenges, and likely exacerbate them for employees.

There's loads more going on in our networks, so get along to one of our [huddles](#) to hear from your peers about what their working on and that a lot of your issues are the same as everyone else.



Quote of the week...

Be a yardstick of quality, some people aren't used to an environment where excellence is expected

Steve Jobs



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

Benchmarking continues to be a **source of support, information and 'it's not just me'** for many of our members. We're continuing to get a lot of benchmarks question every week and here's the pick of the last few weeks

- [Business Travellers - Approval process for business trips](#) - Told you it wasn't going away... This benchmark highlights the ongoing challenge GM teams are facing and the **infancy of the development** of processing or solutions to how GM teams manage **Business traveller** (and whether they even should) alongside some solutions to what could be put in place.
- [US payroll - adding people before the Social Security Number \(SSN\) is issued](#) - This issue came up all the time when I used to move people into the US. Some **great solutions** in this benchmark to this well known, headache inducing issue.
- [DE&I strategies in GM policy](#) - Whilst not many solutions or insight, what's clear from this benchmark is that it's **something a lot of us are thinking about**. We'll be discussing policy development including DE&I at this years new [Global Workforce Colloquium](#)

As always there's some benchmarks that need a bit of loving. One such benchmark is remaining on the topic of **DE&I** but more specifically relating to the **region of Saudi Arabia and the Middle East**. For members operating out of these regions or moving individuals into the region your insight would be hugely appreciated by the requestor.

- [Diversity Initiatives in Saudi Arabia & other Middle Eastern geographies](#)

In the Vault..

Do you use a Global PEO or an EoR? Maybe even a GEC? Now mobility loves an acronym or two, but many GM professionals aren't quite sure what these acronyms mean. Well a Global PEO stands for a **Professional Employer Organisation**, whilst EoR is an **Employer of Record**, and GEC is a **Global Employment Company**. I doubt however that has given you any inclination as to what they are or how they could be used within your current function. Thankfully our friends at [Global Expansion](#) have provided [this brilliant explainer](#) in our Vault for you to get you up to speed.

We recently discussed at our network huddles the impact of **'Soft Benefits'** such as **cultural training** on the acclimatisation and mental health of assignees and individuals relocating to a new country permanently. This [presentation](#) from **Rw3** is a brilliant tool to get your mind thinking as to how can you raise the profile of cultural training and adaptation into your programmes, highlighting **cultural blind spots, having a global mindset**, as well as highlighting **cultural challenges across regions**. Great read!!

Finally do you know what our top 3 most downloaded [Vault](#) material is?? Check them out below and give them a look.

1. [Long Term Assignment Policy - Template](#)
2. [Remote Worker \(incl Cross Border\) Policy](#)
3. [Assignment Policy Decision Flow Chart](#)

The above may not be a huge shock, but you probably didn't know the above documents have been downloaded a massive **2000 times!!!** And that's just the top 3!! So get yourself over the [Vault](#) and see what else might be in there to help your programme.