

Talent Mobility for Business Growth – Aligning Practices to Drive Organizational Impact

SIRVA's 2018 Annual Mobility Report

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SIRVA[®] Worldwide
Relocation & Moving



Webinar Facilitators



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Discussion Objectives

1. Understand how organizational priorities impact the way in which the mobility function operates
2. Identify the opportunities for the mobility function to (re)brand as a key business partner
3. Define ways in which the mobility service delivery model can provide support to the organization and business to achieve strategic objectives

**All statistics referenced in these materials are from SIRVA's 2018 and 2017 Annual Mobility Reports*

Survey Participants

245 respondents representing 235 unique organizations*

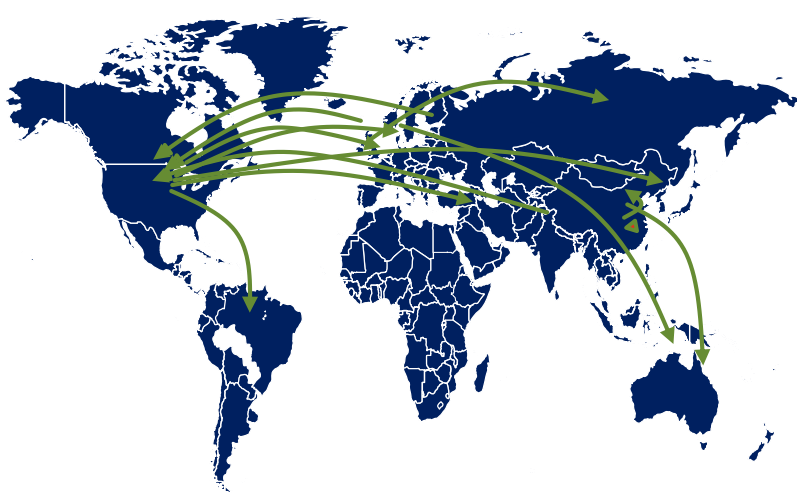
Similar to the prior year report, the survey results indicate areas of program misalignment that may limit the effectiveness of mobility to facilitate and promote organizational growth and talent priorities.

Key focus areas include:



Mobility is Significant

Mobility is increasingly **more frequent, more thoughtful and more complicated.**



41% of participants expect an increase in international short term moves in one year;

56% anticipate international short term moves to increase in three years*

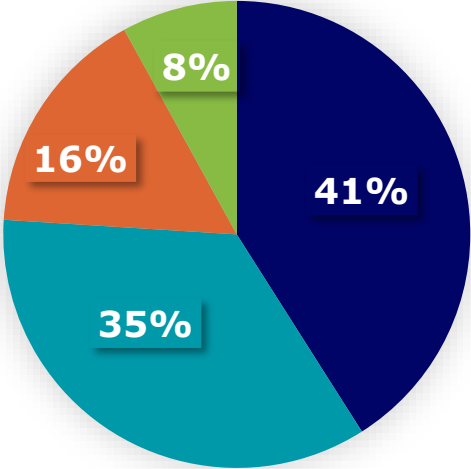
44% of participants expect an increase in extended business travellers in one year;

44% anticipate the use of extended business travellers to increase in three years*

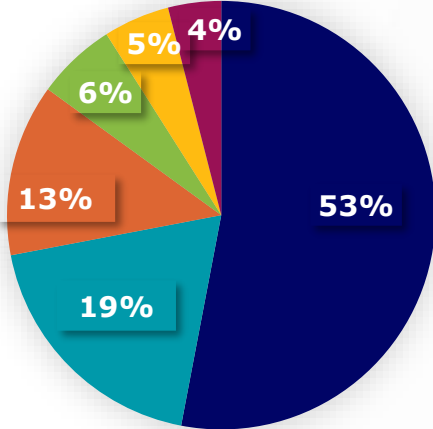
Top 5 Host Destinations: Western Europe, China, Eastern Europe, Australia/New Zealand, Canada*

Company Culture and Organizational Priorities

Company Culture



Organizational Priority



Mobility Link to Talent Management

Organizations are looking to define talent needs on a global, enterprise wide basis, not solely based on local business unit.

Top three organizational priorities:

- Organizational growth (53%)
- Cost Management (19%)
- Talent Development (13%)



Career/Work

49% of companies rated career/work experience outside of an employee's home location was rated as a key requirement for career advancement

Deploying Talent

80% of organizations rated deploying talent as "Extremely Important" or "Very Important" to the overall success of the organization

Program Maturity

To transform a mobility program, organizations must align their global mobility programs more closely with business planning and talent management and increase the maturity of their program.



Alignment: Perception or Reality?

Service Delivery Model

64% of organizations rate their mobility service delivery model as **"somewhat"** or **"completely"** **aligned** to support organizational strategy and objectives



68% of organizations describe their global mobility program as **"traditional"** or **"stuck in the dark ages"**

Mobility Policies

63% of organizations rate their mobility policies as **"somewhat"** or **"completely"** **aligned** to support organizational strategy and objectives

Alignment: Perception or Reality?

Role of Mobility

57% of organizations indicate that the **role of the global mobility function has changed** in the past 1-2 years.

Motivators

Where changed, the top three motivators were:

- Strategic business objectives requiring talent deployment (53%)
- Focus on compliance/risk awareness (48%)
- Focus on employee/customer experience (47%)



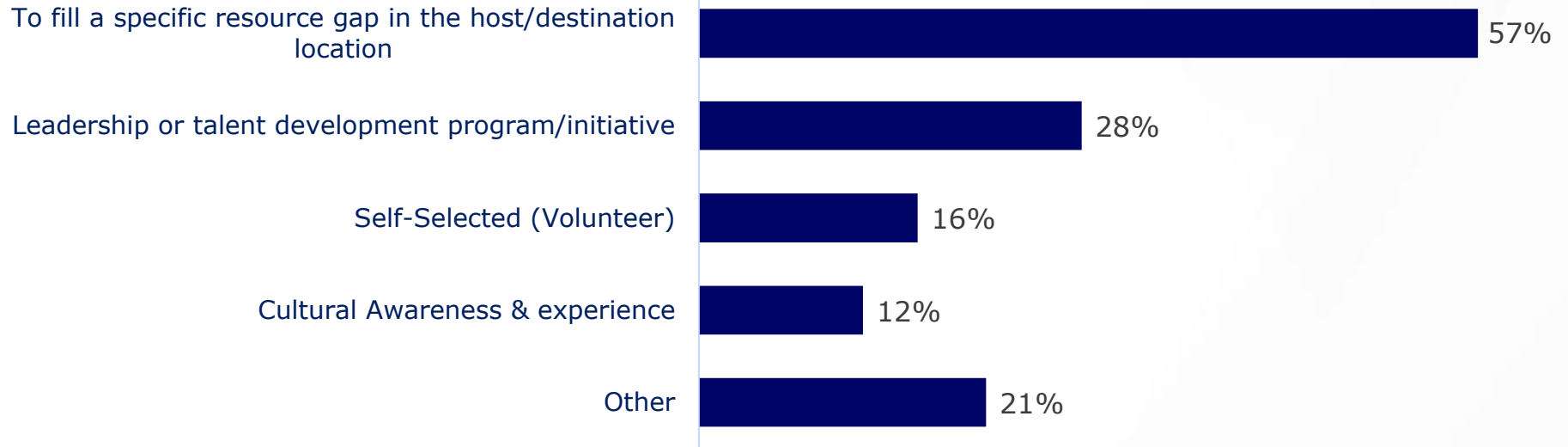
61% of organizations assign an **internal resource** as the assignee/relocating employee's primary point of contact/coordination

The top three mobility challenges for organizations include:

- Cost management (61%)
- Process efficiency (46%)
- Speed to deploy (33%)

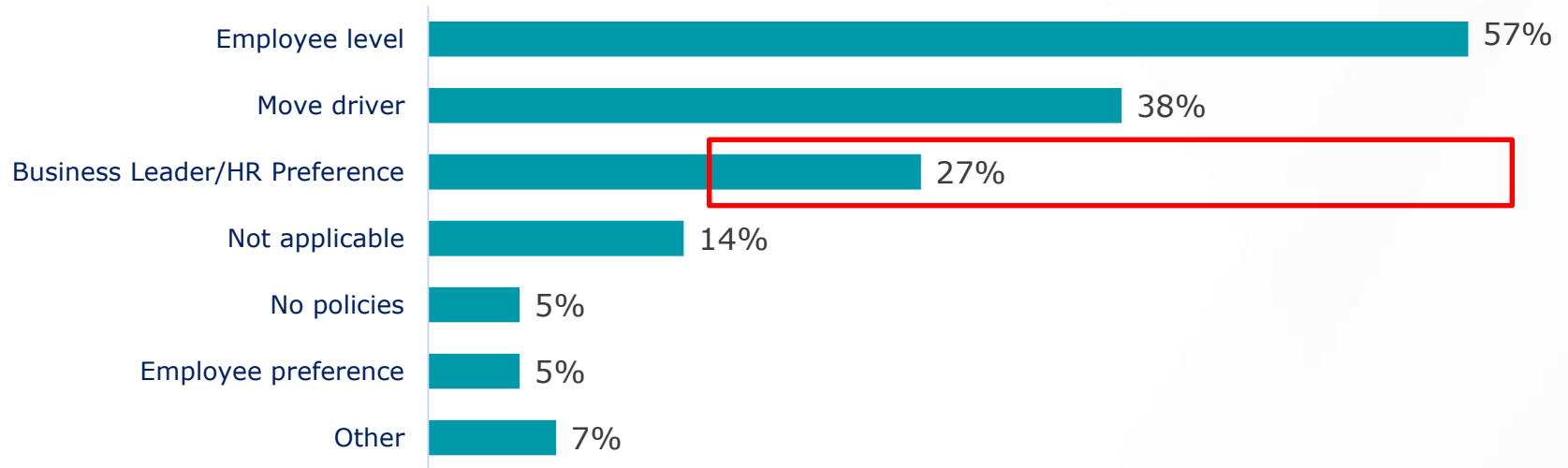
Mobility Driver

Mobility Driver (Average % of population)



Package Design

Where tiered policies are available, application is based on:



Lump Sum by the Numbers



64%

Of organizations include a lump sum component in one or more available policy types (Domestic and Global)



37%

Of organizations offer a "lump sum only" package (the employee is not provided with any additional support)



29%

Of organizations calculate the value of the lump sum based on defined policy provisions

The Lump Sum is intended to cover:



House-hunting trip **33%**



Travel to/from the host location **40%**



Temporary Housing **41%**



Household Goods Shipment **39%**

Lump Sum Delivery Approach



Lump Sum may be the approach used to deliver any of the following benefits:

Long Term	Short Term	Permanent Relocation
Pre-Move Visit	Excess Baggage	Pre-Move Visit
Final Move	Final Move	Final Move
Partner/Family Support (Dual Career Assistance)	Relocation Allowance	Partner/Family Support (Dual Career Assistance)
Relocation Allowance	Home Leave	Relocation Allowance
Home Leave	Repatriation Allowance	Home Leave
Dependent Visits	Final Move (Repatriation)	
Repatriation Allowance		
Final Move (Repatriation)		

Vendor Partnerships

63% of organizations believe that they can improve the customer and/or employee mobility experience by maintaining program control internally.

Yet.....

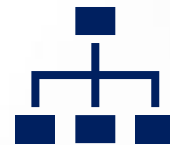
Process Efficiency (46%) and Speed to Deploy (33%) were ranked as two of the top three mobility challenges



Focus



Impact



Delegate

Key Takeaways





Q&A

Thank You and Happy Holidays!

Upcoming Events:

SIRVA's 2018 Mobility Report to be released the week of December 17th

SIRVA Lump Sum Webinar – January 10th at 9.30am (Singapore) and 11am (EST)