

When Should My Company Go Out to Bid?

Insights on When and How to Create an Effective RFP/Tender

A mismatched partnership with a relocation provider can have wide-reaching negative impacts, from cost inefficiencies to clashes between company cultures. The long-term effects can be draining on a company's financial and staffing resources and result in poor employee experiences that, ultimately, also impact a company's mobility brand reputation. In such cases, you owe it to your company and your employees to go out to bid.

Potential Benefits from the RFP/Tender Process:

Relocation Management Companies bring their own unique approach to the table:

RMCs differ in size, experience, and global footprint. When a relocation management company (RMC) implements numerous clients annually, a great deal of global and regional expertise and knowledge is developed on everything from immigration law to regional taxes. The RMC also develops a strong ability to manage these processes more efficiently, with higher quality standards. Processes are simplified, communications and troubleshooting are improved, and delivery models can be customised according to business objectives and company culture. As the only globally integrated Relocation and Moving RMC in the world, SIRVA is best positioned to be a valuable extension of a company's HR and mobility management teams. Thanks to our expansive supply chain network and comprehensive array of services that are managed in-house, we are able to help companies save valuable time and resources in every industry, worldwide.

Working with an experienced RMC with an extensive global reach ensures that companies are following market best practices and receiving the many benefits of working with that RMC's existing network of professionals; this includes competitive pricing, global reach, on-the-ground local expertise, and providing employees with exceptional guidance and service.

Implementing a new programme can be a valuable exercise and its easier than you think:

Despite concerns that breaking in a new mobility partner will take up valuable resources (time, effort, and funding), working with an experienced, integrated RMC such as SIRVA actually leverages our expertise in

a way that minimises the amount of time required from a company's internal teams. Because we've worked with clients from all

industries, of all sizes, in every part of the world, SIRVA consultants are uniquely positioned to ask the right questions during the implementation process, which means we are better able to integrate platforms, align your programme with company objectives, and get to work on deploying your mobility programme – faster. Internally, this results in mobility and HR teams having more time to focus on other company objectives and in-house mobility goals.

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It's common knowledge that a [periodic review of your mobility program](#) every two to three years is a practical way to ensure that the structure, service delivery approach, and total costs of your programme are meeting their intended objectives. But what are the telltale signs that your mobility programme isn't operating efficiently? How can you tell if a review is needed now?

There are several things to consider:

- Have your company needs changed?
- Have you benchmarked services to determine if you're offering the right support to the right employees?
- Are there frequent service breaks with your current supplier?

Think about each of these questions as you consider taking the leap into developing an RFP/tender.

Once you've decided to go to bid, a final question remains: Does the RFP/tender process "have" to be labour intensive?

An Easy-to-Use RFP Toolkit

To address the work effort associated with sourcing a new mobility partner, SIRVA has developed an RFP Toolkit, which provides mobility buyers with a faster, easy path to achieving objective results. In a non-discriminatory way, the Toolkit guides buyers through every step of the RFP/tender process, helping them to first determine what key areas the company is trying to correct. These areas guide the curation of targeted questions that will be needed to assess the right performance capabilities of candidates' abilities. The end result is a customised, laser-focused RFP/tender that is aligned with each company's unique mobility needs – and the ability to list and compare respondents' answers, side-by-side, to determine which mobility provider can best meet the company's objectives for their mobility programme. The RFP Toolkit allows companies to go out to bid in as little as an hour with a targeted, professional RFP/tender package.

To learn more about how SIRVA's RFP Toolkit can help your organisation implement an easier RFP process, [visit SIRVA.com](https://www.sirva.com).

