

Sirva Pulse Survey Report: What's Top of Mind for Mobility Leaders?

sirva

Sirva conducted a pulse survey at the WERC Global 25 Conference to find out what's important for organizations today. We asked what Mobility and HR practitioners thought were the most important organizational mobility initiatives for 2026, top ways to improve the employee relocation experience, the effectiveness of global mobility policies for organizations and relocating employees, and the importance of integrating all partners into one ecosystem.

We received responses from 114 organizations across all industry types and sizes on the state of their global mobility programs.

Most Important Global Mobility Initiatives for 2026

Enhancing Employee Experience was the top global mobility initiative named for 2026 by far, followed by *Streamlining Program Administration* and *Optimizing Costs*, nearly tied for second place.

Key Findings: Teams are focused on delivering more human, flexible, and efficient programs that better support business strategy.

Enhancing Employee Experience

1

Streamlining Program Administration

2

Optimizing Costs

3

Aligning Mobility Programs with Talent Strategy

4

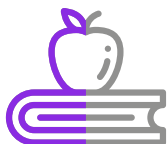
Offering More Flexibility in Policies

5

Tracking ROI

6

Top Ways to Improve the Relo Experience for Employees



50%

Better Education
and Guidance



40%

More Intentional Support
During Relocation



40%

Increased
Communication

Key Findings: Clear guidance and human-centered support remain essential differentiators in the relocation journey.



How Effective Are Global Mobility Policies?

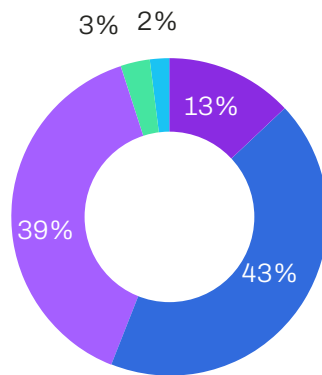
When survey respondents were asked how global mobility policies were meeting the needs of their organization, **43%** said that they were *very effective*, and another **39%** said they were *moderately effective*. Only **13%** said their mobility policies were *extremely effective* and meeting all of their needs, so there is room for improvement, especially when **2%** of respondents said policies were *not meeting their needs at all*.

On the employee side, only around one-third (**31%**) of respondents said mobility policies were *effectively meeting employee needs*, while nearly half (**48%**) said they were *moderately effective in meeting needs*. Again, **13%** said their mobility policies were *extremely effective* and meeting all of their employees' needs, and only **1%** said policies *did not meet their needs at all*.

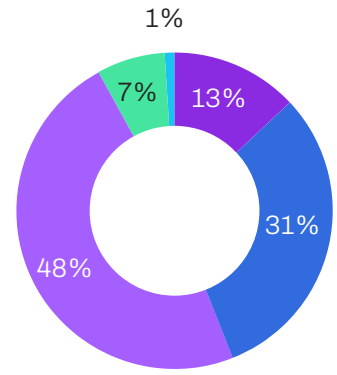
Key Findings: While most policies are functioning well, fewer than 15% feel they fully meet all needs, suggesting significant opportunity for modernization and experience enhancements.

Are Global Mobility Policies Meeting...

Organizational Needs?



Employee Needs?



- Extremely effective, meets all our needs
- Very effective
- Moderately effective
- It's ok, sort of meeting needs
- Not meeting our needs at all

Integrating Partners Into a Single Ecosystem

Most respondents indicated that integrating all of their partners into one single ecosystem was important, with 95% indicating that it was *extremely* or *somewhat important* to their organization.

75% indicated it was extremely important to integrate all partners

Key Findings: Mobility leaders want a connected ecosystem that brings all partners, both internal and external, into one seamless experience.

A woman with blonde hair and glasses, wearing a light blue shirt and a grey blazer, is smiling and gesturing with her hands while looking at a tablet. A man with a beard, wearing a dark suit and a striped tie, is also smiling and looking at the tablet. They are standing in what appears to be a modern office or a transit station with blurred background elements.

What This Means for Global Mobility

Organizations are seeking smarter, more connected mobility programs that:

- Elevate the employee relocation experience
- Improve efficiency through integrated technology
- Support organizational talent strategy
- Provide clear, proactive guidance at every step in the relocation journey

For more information on trends and how we can help you build strategies that ensure your business succeeds while amplifying your talent, reach out to us at concierge@sirva.com.