



# Management of professional mobility: the successful transfer and integration of new comers.

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## MANAGEMENT OF PROFESSIONAL MOBILITY : THE SUCCESSFUL TRANSFER AND INTEGRATION OF NEW COMERS

### • WHY CREATE A MOBILITY CHARTER ?

The management of mobility is a job hazard :

- 185 nationals and independent juridical systems
- A total of 17 020 interfaces bilaterale combinations (cross border)
- Balanced by the total volume of international transfers inside the Company
- Multiplied by the number of potential events

= Risk level extremely high for the company!!!



## MANAGEMENT OF PROFESSIONAL MOBILITY : THE SUCCESSFUL TRANSFER AND INTEGRATION OF NEW COMERS

- **WHICH ARE THE MOBILITY TENDENCIES ?**

- Relocation of companies departments
- Formation of foreigners on place
- Organization of centralization
- Management of risks for an optimal Talent Management

= Human Resources is a real business partner !



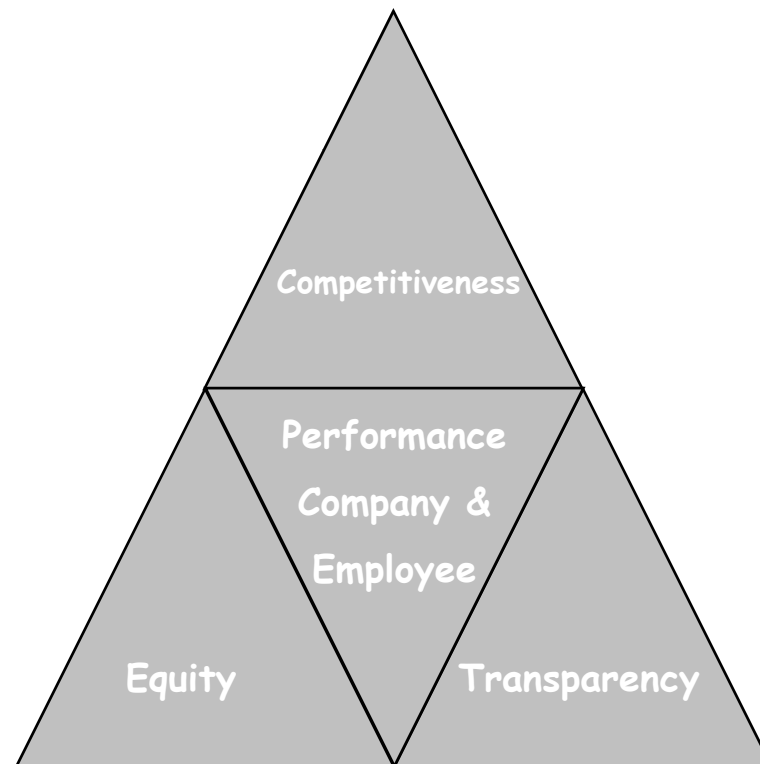
## MANAGEMENT OF PROFESSIONAL MOBILITY : THE SUCCESSFUL TRANSFER AND INTEGRATION OF NEW COMERS

### LEXICON OF TYPICAL TERMS LINKED TO TRANSFERS

- Long-term transfer: from a country to the other one for 2 - 5 years
- Short-term transfer: from a country to the other one for 1 year at least
- Localization : integration of an employee in the system of local compensation for definite or indefinite duration
- Detached employee : an employee who stays in the system of compensation of its country of origin but is transferred (for definite period) towards another country
- Extended Business Travel: an employee who is not relocated but travels frequently towards a specific destination (technology transfer?)

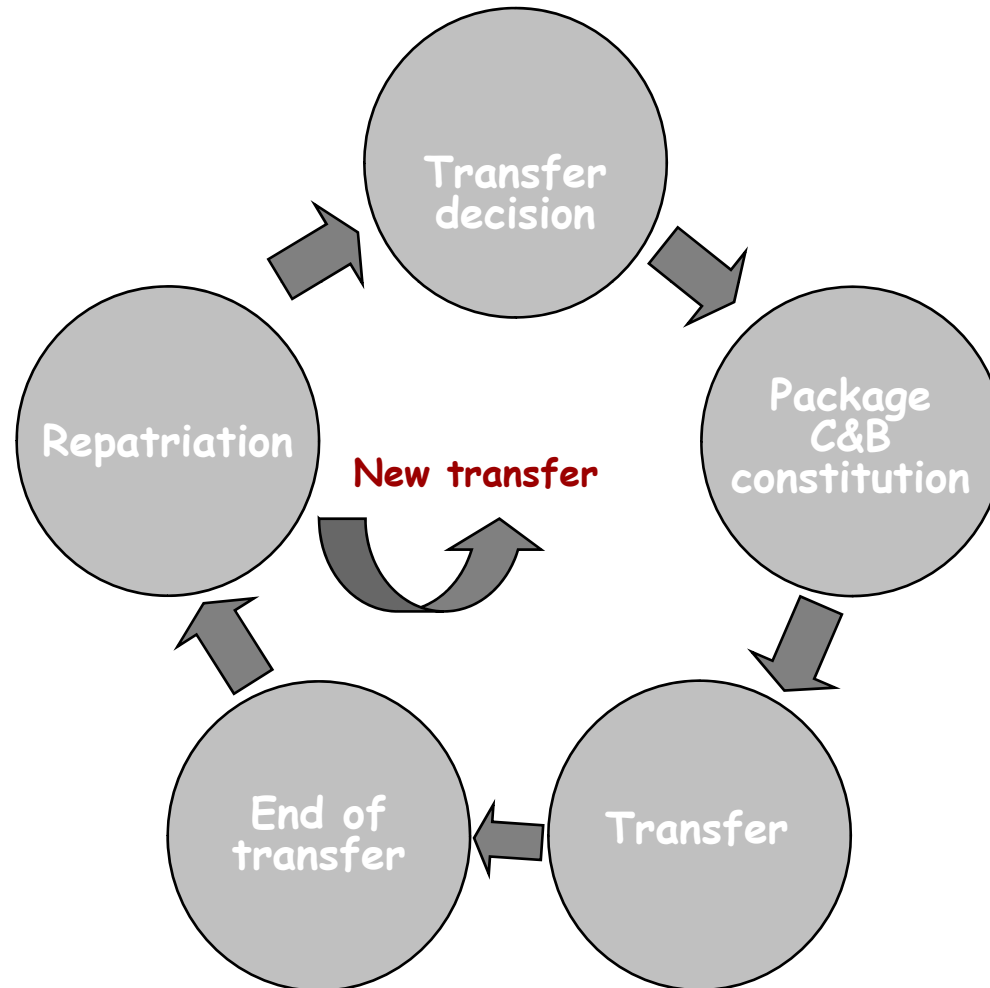
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**MOBILITY CHARTER : BASIC PRINCIPLES**



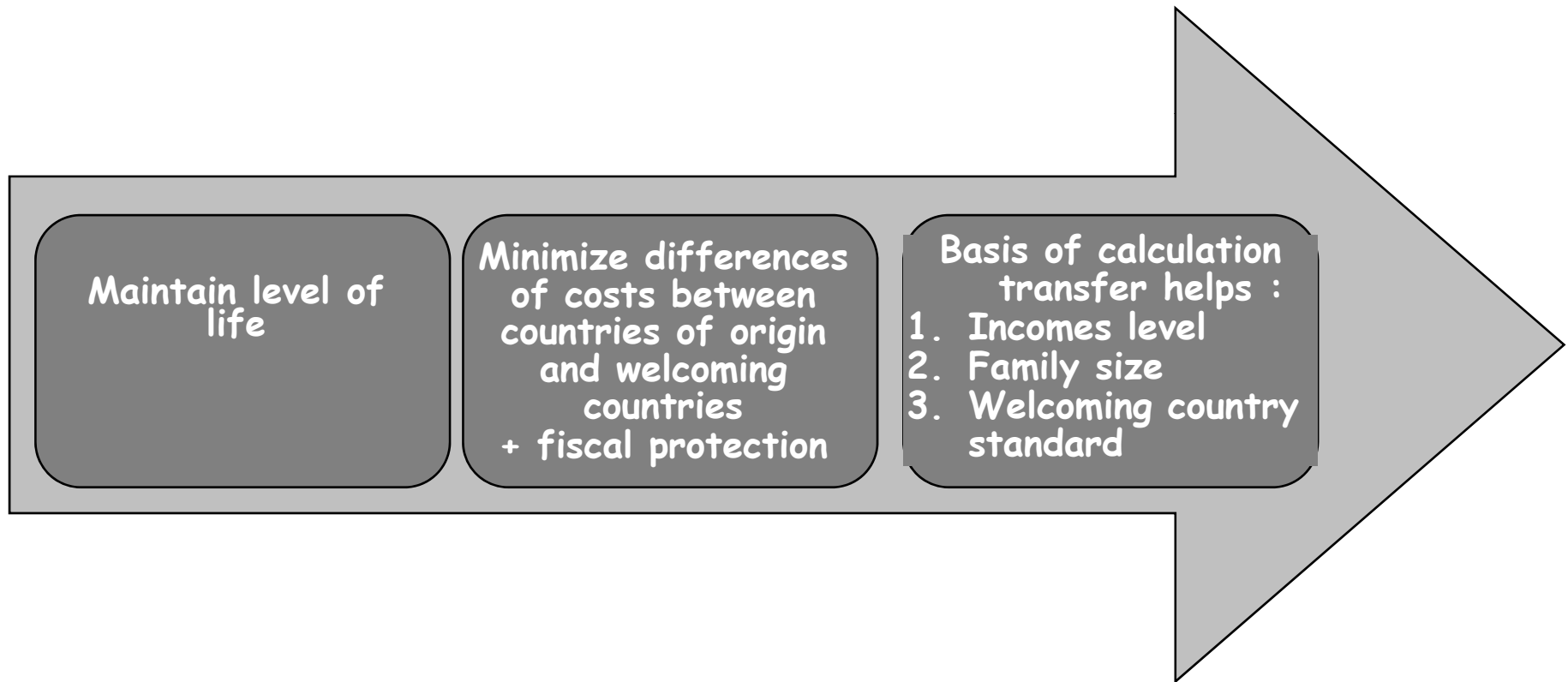
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**TRANSFER LIFE CYCLE**



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**BALANCE SHEET APPROACH**

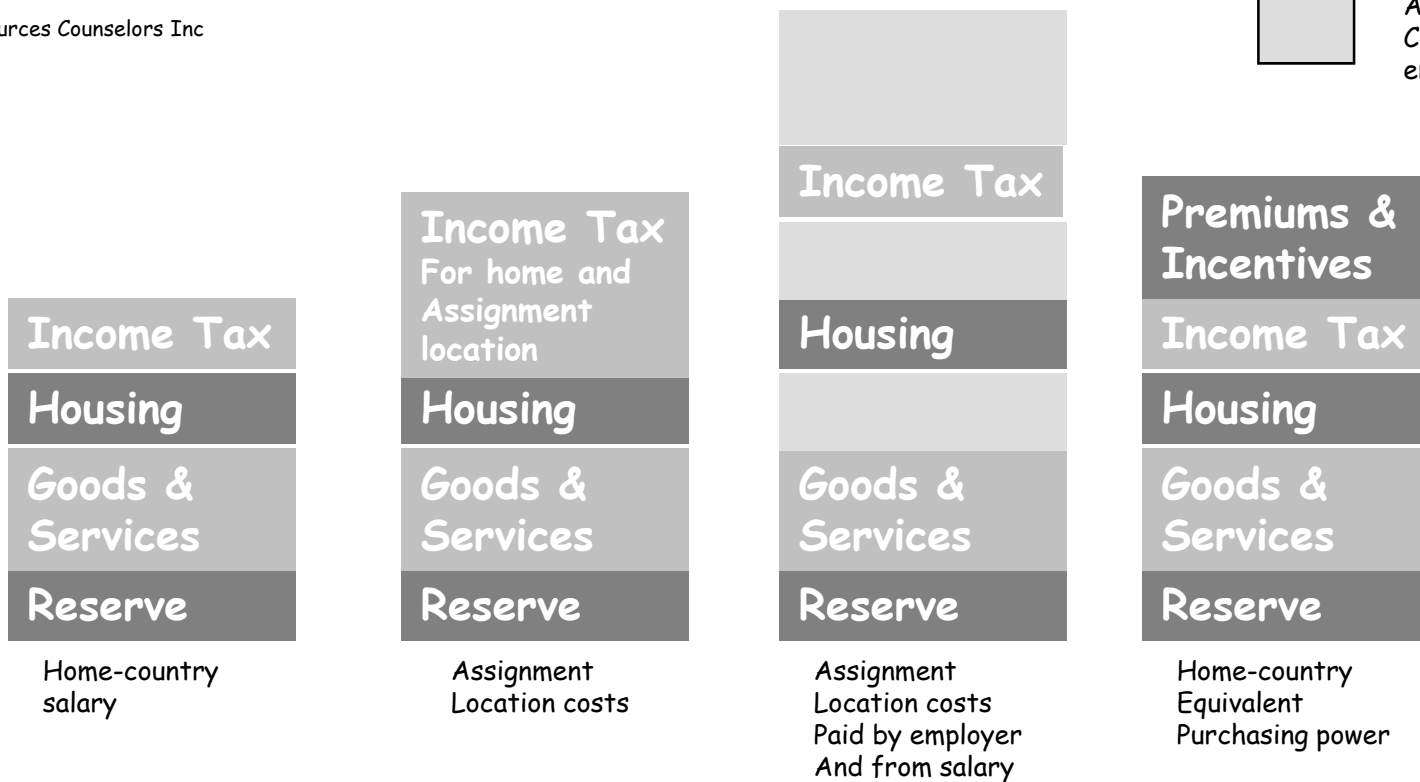


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## • THE BALANCE SHEET

Resource : ORC  
Organization Resources Counselors Inc

 Additional Costs paid by employer



## MANAGEMENT OF PROFESSIONAL MOBILITY : THE SUCCESSFUL TRANSFER AND INTEGRATION OF NEW COMERS

<b>KEY INFORMATIONS</b>	<b>ADDENDA</b>
<ul style="list-style-type: none"><li>-Transfer allowance</li><li>-Check-up</li><li>-Familiarization journey</li><li>-Relocation company services</li><li>-Temporary accommodation (departure and/or arrival)</li><li>-Rental car (departure and/or arrival)</li><li>-Moving and storing of personal belongings</li><li>-Domestic animal transport</li><li>-Fiscal consulting / declaration</li><li>-Cost of life adjustment</li><li>-Accommodation allowance</li><li>-Origin country trips</li><li>-School assistance</li><li>-Job search assistance for the spouse</li></ul>	<ul style="list-style-type: none"><li>-Intercultural coaching</li><li>-Travel assistance</li><li>-Domesticity and security forces</li><li>-Danger allowance</li><li>-Additional holidays</li><li>-Employee assistance program / helpline</li><li>- Medical pack &amp; medical evacuation plan</li><li>-Safety measure and priority repatriation plan</li><li>-Women special measures</li></ul>



## MANAGEMENT OF PROFESSIONAL MOBILITY : THE SUCCESSFUL TRANSFER AND INTEGRATION OF NEW COMERS

### • WHICH QUESTIONS FOR HUMAN RESOURCES?

- Origin country legal entity
- Environment
- Labour code
- Safety
- Immigration formalities
- Tax
- Payroll
- Social Security
- Cost of life
- Health
- School
- Accommodation
- Logistic and customs
- Spouse employment
- Socio cultural activities
- Checking and transfer costs payment



## MANAGEMENT OF PROFESSIONAL MOBILITY : THE SUCCESSFUL TRANSFER AND INTEGRATION OF NEW COMERS

### • WHICH CHALLENGES FOR HUMAN RESOURCES ?

Constant update of vast and diversified knowledge

Anticipation:

The needs of businesses

The new destinations

The new configurations connected to the demographic changes

Make sure the competitiveness of the company : comparative studies

Management reactivates of exceptions and transfer on the duration

Preparation on the way back

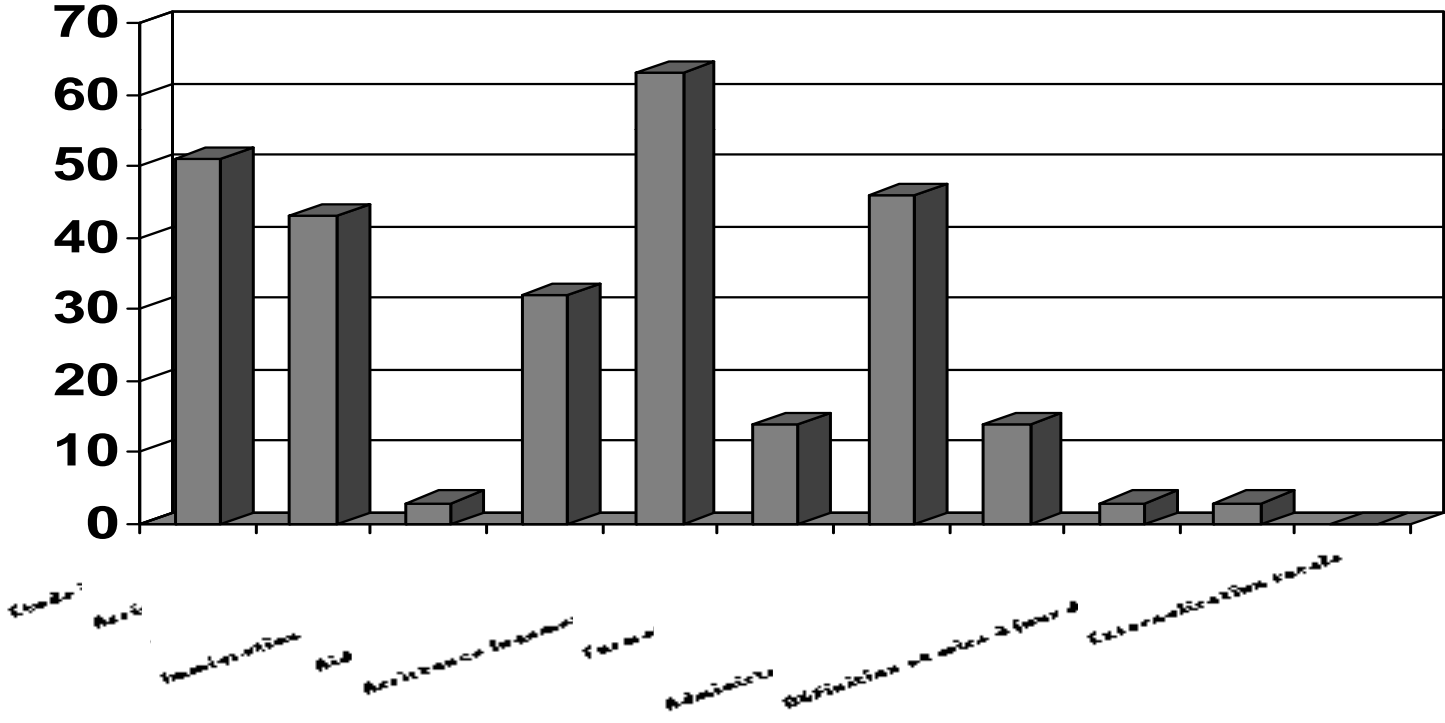
Develop or maintain a system of detection of the profiles and a pool of potential expatriates

Make sure of the motivation / allegiance of the potential expatriates and of the employees  
who return of expatriation



# MANAGEMENT OF PROFESSIONAL MOBILITY : THE SUCCESSFUL TRANSFER AND INTEGRATION OF NEW COMERS

- WHAT IS OUTSOURCING TODAY ?



## MANAGEMENT OF PROFESSIONAL MOBILITY : THE SUCCESSFUL TRANSFER AND INTEGRATION OF NEW COMERS

### • WHY OUTSOURCING?

	Concentrate on profession	Efficiency/ Know-how	Reactivity	Client Satisfaction	Commitment Obligation	Unique interlocutor
Definition and updating		X				
Legal Assistance		X			X	
Tax Assistance		X		X	X	
Pay calculation		X	X			
Drafting/negotiation of job contracts		X	X			
Immigration	X	X	X			X
Relocation management	X	X	X	X		X
Housing management	X	X	X	X		X
Intercultural and lingual formation	X	X		X		X
Spouse assistance	X	X		X		X
Pay management		X	X	X		
Safety security management	X	X		X		X
Expenses management	X	X	X	X		X



## MOBILITÉ PROFESSIONNELLE : REUSSIR LE TRANSFERT ET L'ADAPTATION DU NOUVEL ARRIVANT

- **SOLUTIONS BY RELOCATION COMPANIES**

- Advance the "culture" of the mobility and make a positive act
- Facilitate the employment, by simplifying and by making more attractive a taking of a job on another territory
- Make a success of the transfer of all the family by a fast integration in the new environment of the moved employee and thus reduce the effect " geographical single employees "
- Facilitate the actions of sustainable development by moving closer to the place of residence of the workplace

## MANAGEMENT OF PROFESSIONAL MOBILITY : THE SUCCESSFUL TRANSFER AND INTEGRATION OF NEW COMERS

- **SOLUTIONS BY RELOCATION COMPANIES**

- complementary knowledge and added value
- partner and not just a supplier
- capacity to collaborate upstream even to prevent gaps
- assistance « one-stop-shop » and not a lot of suppliers relationship
- improvement of the international transfer and of « expatriate »



## MANAGEMENT OF PROFESSIONAL MOBILITY : THE SUCCESSFUL TRANSFER AND INTEGRATION OF NEW COMERS

- **SOLUTIONS BY RELOCATION COMPANIES**

- formation and information
- multi expertise generating economic efficiency
- a better control of the costs
- immediate solutions
- a unique partner



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**THANK YOU!**

