

cartus' insights HRO talent mobility 2023

A gathering of over 100 global workforce mobility industry experts in Singapore for a one-day, high-level sharing of global mobility trends and strategies.

Cartus' Karen Wilks, Vice President of Strategic Growth, presented a keynote speech addressing Diversity, Equity, and Inclusion (DEI) questions on "Eliminating the illusion of inclusion," defining the true "I belong" moments, and exploring practical strategies to create a culture of belonging by identifying and amplifying the moments that make employees feel valued and connected.

highlights from karen

- Now more than ever, global mobility is key to organizations' talent strategy in advancing their DEI initiatives. We provide our clients with valuable insights on data, industry trends, and practical/flexible solutions for inclusive decision-making.
- Balancing cost while optimizing the employee experience continues to be a huge challenge. To address this, we have seen a rise in implementing flexible policies to meet the needs of individual employees. Expanding inclusive policies, such as single/dependent parent and single employee policies, has increased employee satisfaction while realizing cost savings.
- You can make a difference no matter how small your role is in the company. You can join an Employee Resource Group (ERG), learn about DEI and share your learnings within your company, and suggest ways to have more inclusive language within your policies. We are all part of the solution on this ever-evolving inclusivity journey.

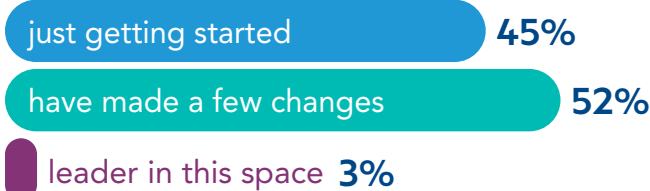


cartus DEI poll

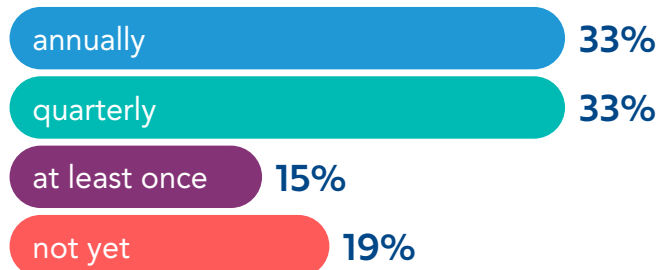
Our DEI Poll conducted at the event received responses from various industries, including banking, aviation, consumer goods, manufacturing, and technology industries.

Poll participants agreed unanimously that more care and resources should go towards prioritizing DEI and be more deliberate by applying DEI principles into their mobility programs.

Q. Have you formally aligned your global mobility program to your organization's DEI strategy?



Q: How often is DEI on your global mobility's agenda to talk about new ideas?



cartus' insights HRO talent mobility 2023

Businesses increasingly look to global mobility to guide and influence their employee acquisition and retention strategies. Here are some key takeaways from the interactive sessions:

DUTY OF CARE

ensuring the health and safety of globally mobile employees

Employers must balance business compliance with tax and immigration laws while providing adequate flexibility to their employees. This supports the view that employers must be flexible and strategic in talent retention planning. In addition, global events have reinforced the importance of maintaining a clear and efficient Business Continuity Plan (BCP) for duty of care.

SYNC OR LOSE

strengthening corporate-supplier partnerships to deliver successful relocation programs

A recurring theme throughout the session centered around the importance of fostering a collaborative partnership with our suppliers rather than focusing on the cost alone. Setting clear expectations, communicating company goals, proactively addressing employees' needs, and exchanging ideas encourages innovation and provides more value to both parties.

traits of a strong partnership

- Responsiveness and efficient communication
- Advisory
- Convey expertise
- Enhance the client/employee experience
- Problem-solving



“We proactively share our thought leadership by sharing our Business Continuity Plan designed in collaboration with clients. We also provide continuous updates on key service delivery changes, especially valuable during the pandemic and the Russian-Ukraine war. To address and mitigate any negative impact on our clients, we make recommendations throughout our partnerships, recently this has included block-booking of temp living accommodations to address current shortages and rising costs”

—Jo-Lynn Wee, Senior Director, Global Talent Mobility, Cartus

SKILLS AT THE HEART OF TALENT STRATEGY

moving to a skill-based talent mobility approach

By adopting a skill-based talent approach that aligns with business needs and goals, moving the right talent to the right place, at the right time, and at the right cost with the right mobility program is key. Management and key decision-makers must connect to review, revise, and create policies. Job rotations and cross-functional moves are popular means to build skills and retention.

To learn more about how Cartus can partner you and your organization's relocation program, please email us at cartussolutions@cartus.com.

