

cartus' insights on HRO talent mobility 2025

Over 100 HR and global workforce mobility industry experts gathered in Singapore for a one-day event to share talent mobility trends, strategies, and insights.

The global mobility industry is undergoing rapid transformation driven by business needs to place talent where it is most required. This year's [Talent Mobility 2025](#) discussed strategies and challenges related to internal talent deployment, as well as integrating DEI (Diversity, Equity, and Inclusion) and sustainability.

INVESTING IN INTERNAL TALENT

Internal talent deployment helps address talent shortages while managing costs related to recruitment. Establishing an internal job market not only enhances employee engagement and loyalty but also permits more flexible resource allocation with cross-functional skilled workers. Nevertheless, internal mobility presents its own set of challenges, including skillset gaps among employees. Companies can implement the following strategies to bridge these gaps:

- 1. Expose high-potential (HiPo) employees to exclusive projects:** This approach serves as a risk management tool, allowing leaders to gauge employees' skills and competencies on a trial basis. For rotations or longer projects, consider providing a temporary allowance before making permanent salary adjustments.
- 2. Shift leadership mindset:** Encourage leaders to look for skills within the organization, fostering a culture that values internal talent.
- 3. Invest in tools and technology:** Democratize internal opportunities and empower employees to take charge of their careers.

MOBILITY, DEI, AND SUSTAINABILITY

DEI and sustainability are once again spotlighted as key focus areas in mobility policies, where they play a role in employee experience and engagement. **Cartus' Global Consulting Director, Lisa Johnson shared strategies during a panel session for integrating sustainability and inclusion to mobility practices.**



The session started off with the panellists' consensus that DEI and sustainability are essential in modern mobility practices. Organizations should implement policies that reflect these agendas to move businesses forward and to ensure equitable progress. One good example would be to increase the number of leaders from underrepresented regions through inclusive mobility programs.

Lisa provided actionable strategies for organizations to kick-start their DEI and sustainability initiatives, such as aligning and updating policy language to be inclusive and flexible, using icons to highlight sustainable and inclusive options, and ensuring that policies reflect a friendly, welcoming tone consistent with companies' core values.

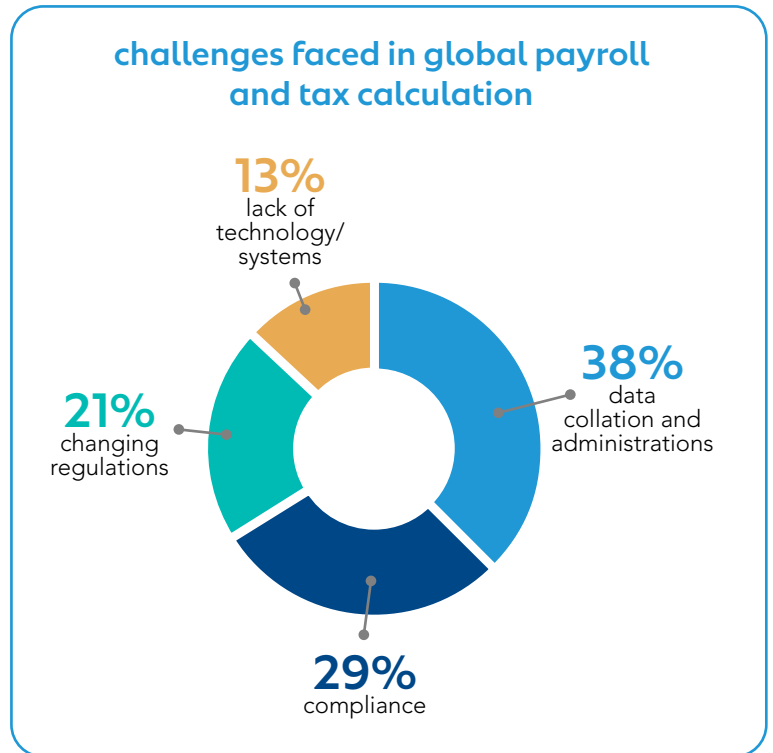
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The panel then touched on the importance of using data to drive DEI initiatives to reveal critical trends and barriers, making measurements important to target initiatives and identify unconscious bias. To identify and overcome barriers, Cartus recommends that organizations conduct [workshops for hiring/receiving managers](#) to address unconscious bias and increase DEI awareness, which helps prevent employee exclusion from opportunities.

GLOBAL PAYROLL AND TAX CALCULATION

We surveyed event attendees about challenges in global payroll and tax calculation. The top three pain points were **data collation/administration – 38%**, **compliance – 29%**, and **changing regulations – 21%**, which aligned with our experiences with our clients. To address these challenges, we partnered with Certino to launch the [Global Tax Gross-up Solution](#). This solution, available only for our clients, complements our shadow payroll capabilities with timely, accurate reporting, and provides centralized global compensation coordination while ensuring tax compliance.

As the topic continues to evolve, we would like to keep the conversation going. Please look out for upcoming events, whitepapers, podcast, and blogs to help you in your global mobility journey, and subscribe to our [blog](#) to get the most recent news.



To learn more about [Cartus](#), or our global tax gross-up solution, or how we can partner with your organization and your talent development program, contact us at cartussolutions@cartus.com.