



SANTA FE
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Future proofing Global Mobility



EMBEDDING
BUSINESS STRATEGY
IN GLOBAL MOBILITY

FUTURE PROOFING GLOBAL MOBILITY



FOCUS FOR TODAY



This session explores how HR and global mobility teams can enhance their strategic contribution to business outcomes.



THREE KEY AREAS FOR DISCUSSION

Key Business Drivers

Strategic Value of Global Mobility

Future challenges and opportunities



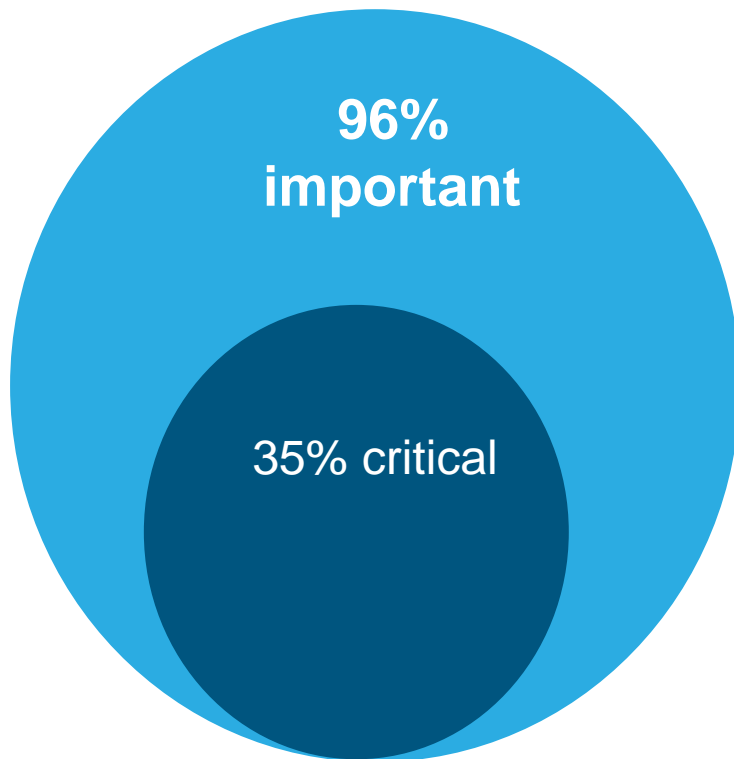
IMPORTANCE TO ACHIEVING STRATEGIC GOALS



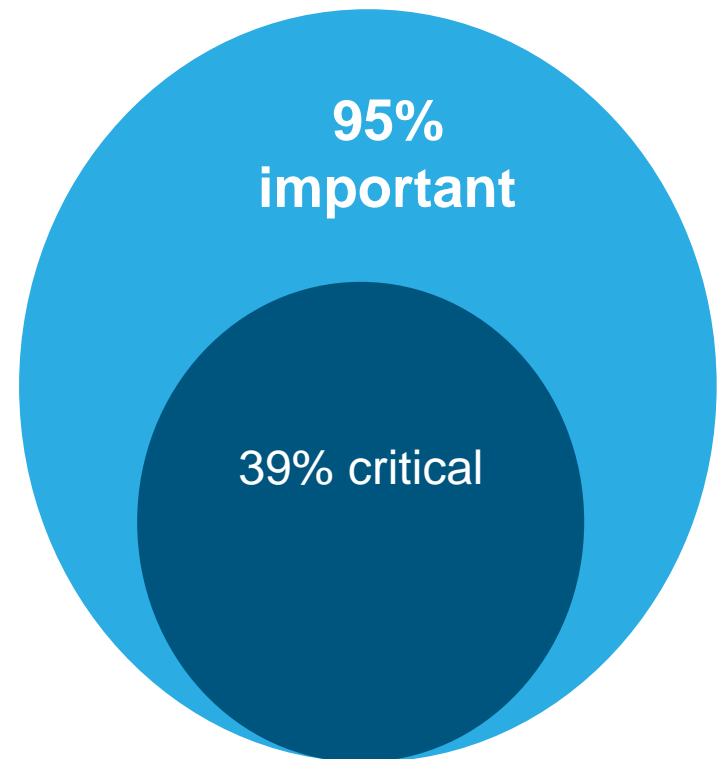
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How important are an internationally mobile workforce able to meet strategic objectives?

Business Leaders



Global Mobility professionals

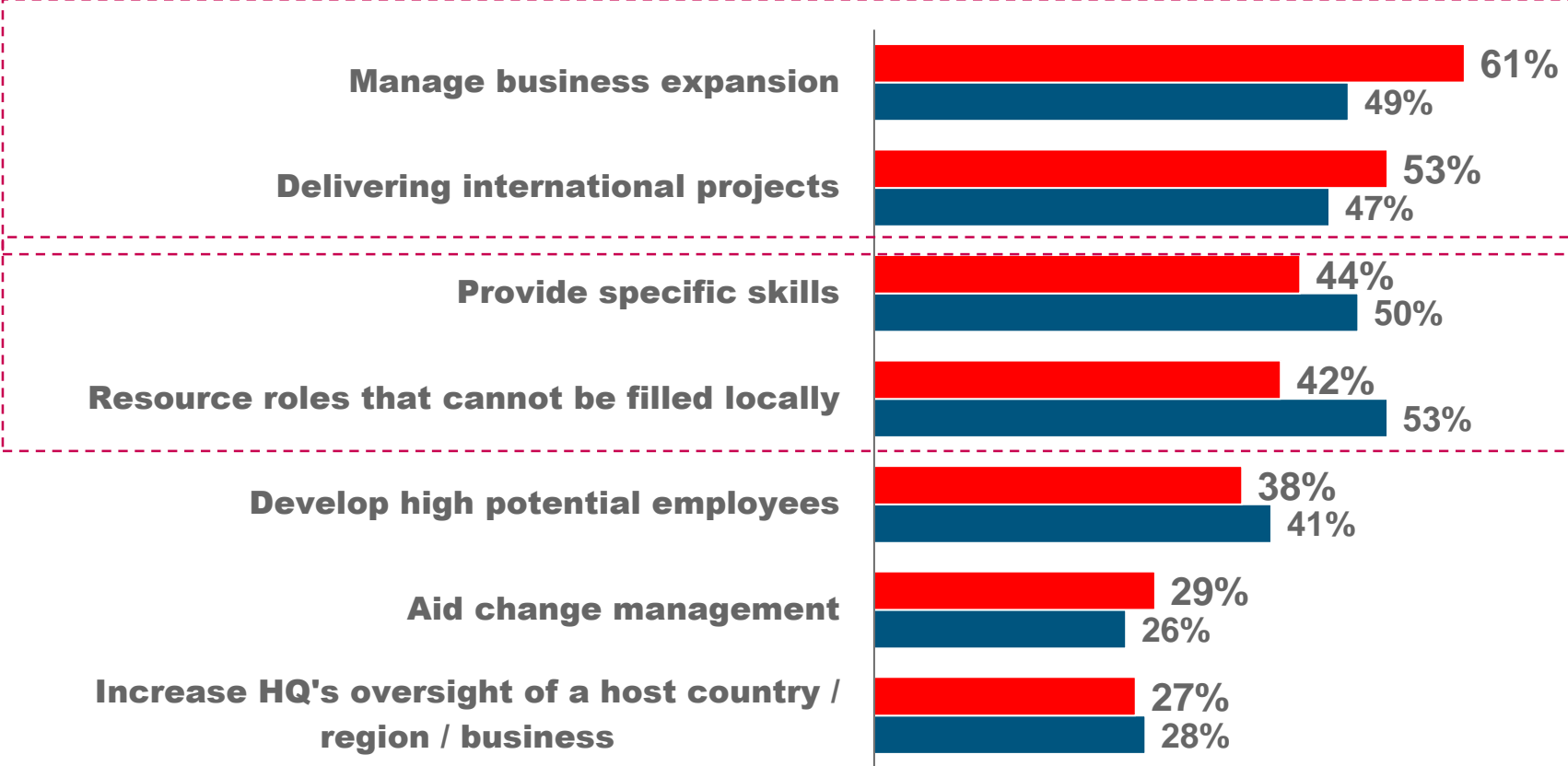


KEY BUSINESS DRIVERS FOR MOBILITY



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Key business drivers for international assignments amongst GM professionals and Business Leaders



■ Business Leaders

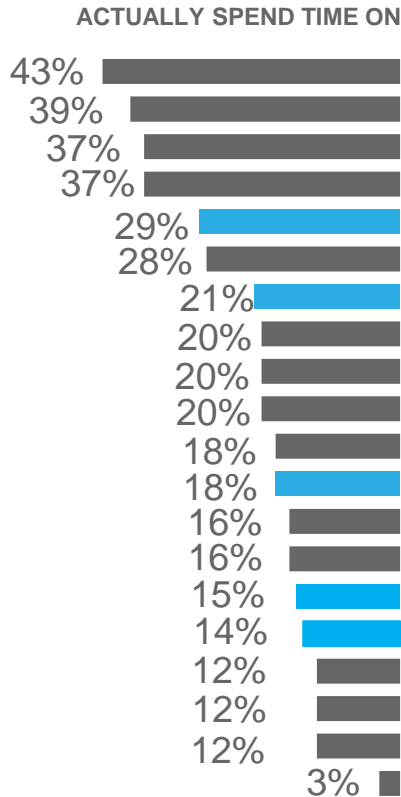
■ GM professionals

% ranked reason in top 3 business drivers

GLOBAL MOBILITY RECOGNISE THE NEED TO FOCUS ON STRATEGIC ACTIVITIES



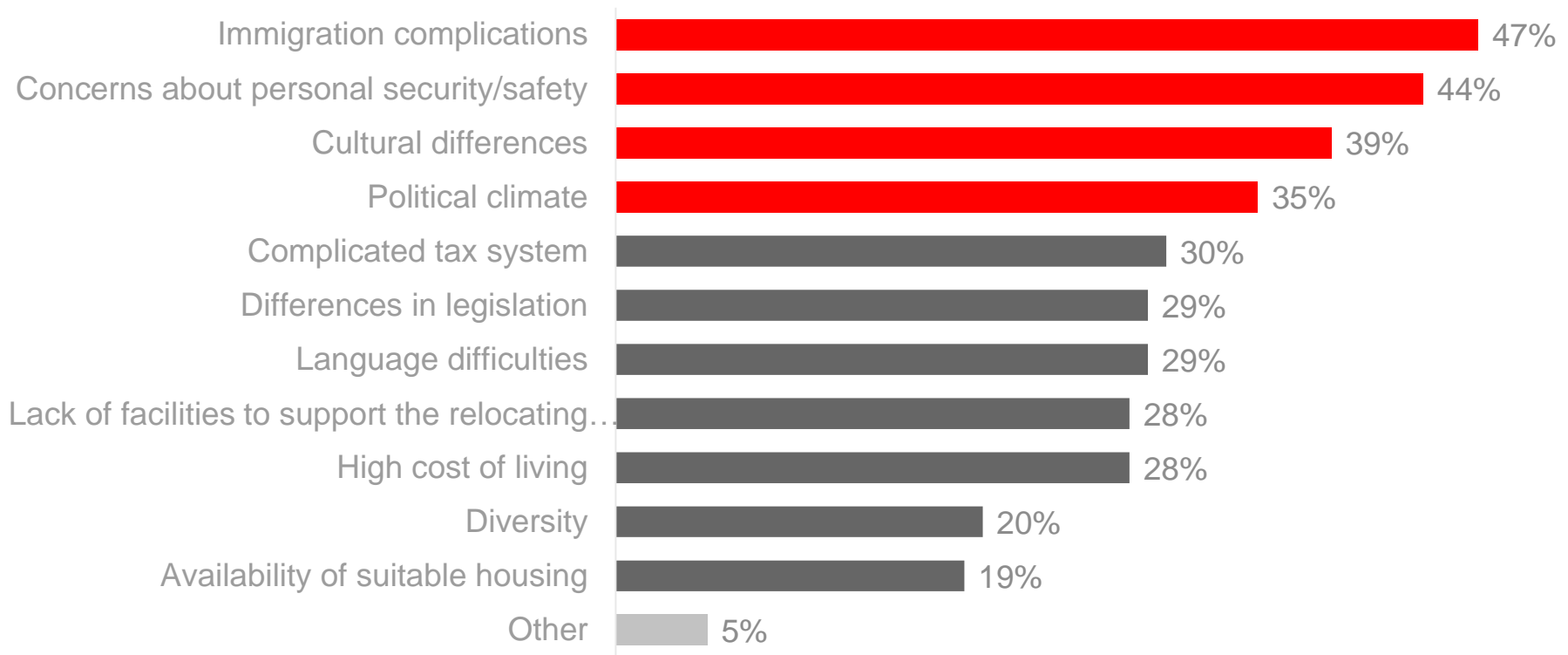
Where do Global Mobility teams spend their time and where should they be spending their time?



MAIN CHALLENGES TO ACHIEVING GLOBAL MOBILITY OBJECTIVES OVER THE NEXT FIVE YEARS



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CREATING A 'VIRTUOUS' RELATIONSHIP

- **COMMERCIAL** alignment to drive strategic engagement
- **TECHNOLOGY** is an enabler not a panacea
- **DIVERSITY** – are policies aligned with changing demographics ?
- **RISK** management – do you have clarity on your global mobility profile?
- **DATA ANALYTICS** – what do your leaders really require and value?
- **SUCCESS** opens doors



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