



Global Mobility Program Health Check

KPMG in Romania



Twenty years ago, the Global Mobility function principally focused on managing the relocation aspects of their international assignee population, the focus often being exclusively on traditional long-term assignment moves.

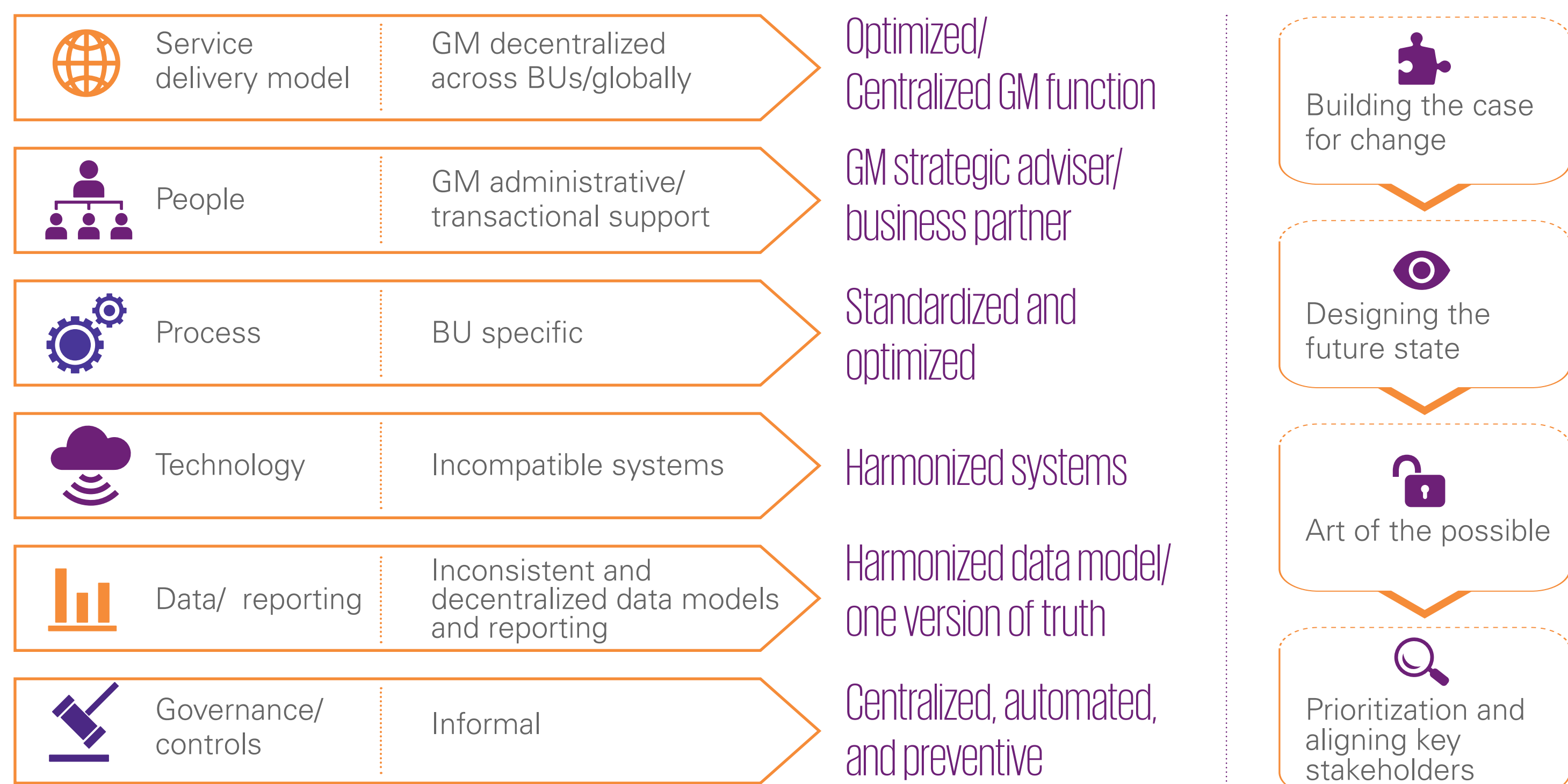
The scope of services delivered by the Global Mobility function has now changed significantly and is very much in development. The current crisis has brought almost overnight huge changes in the way international workers carry out their activity. And most importantly, it proved that organizations need to become leaner, more focused and strategic, more inclusive, digitized and automated and more predictive in their approach.

The logistical relocation of global talent remains one core aspect of responsibility, but the functional accountabilities of Global Mobility teams have developed exponentially in responding to today's diverse and ever-evolving mobility types and global business needs.

Global mobility functions need to carefully consider what their departmental priorities should be, how risks are mitigated and how best to structure their teams and deliver their services.

Global Mobility Program Maturity Model

Moving towards global mobility program maturity



Where does Global Mobility currently stand in your organization?

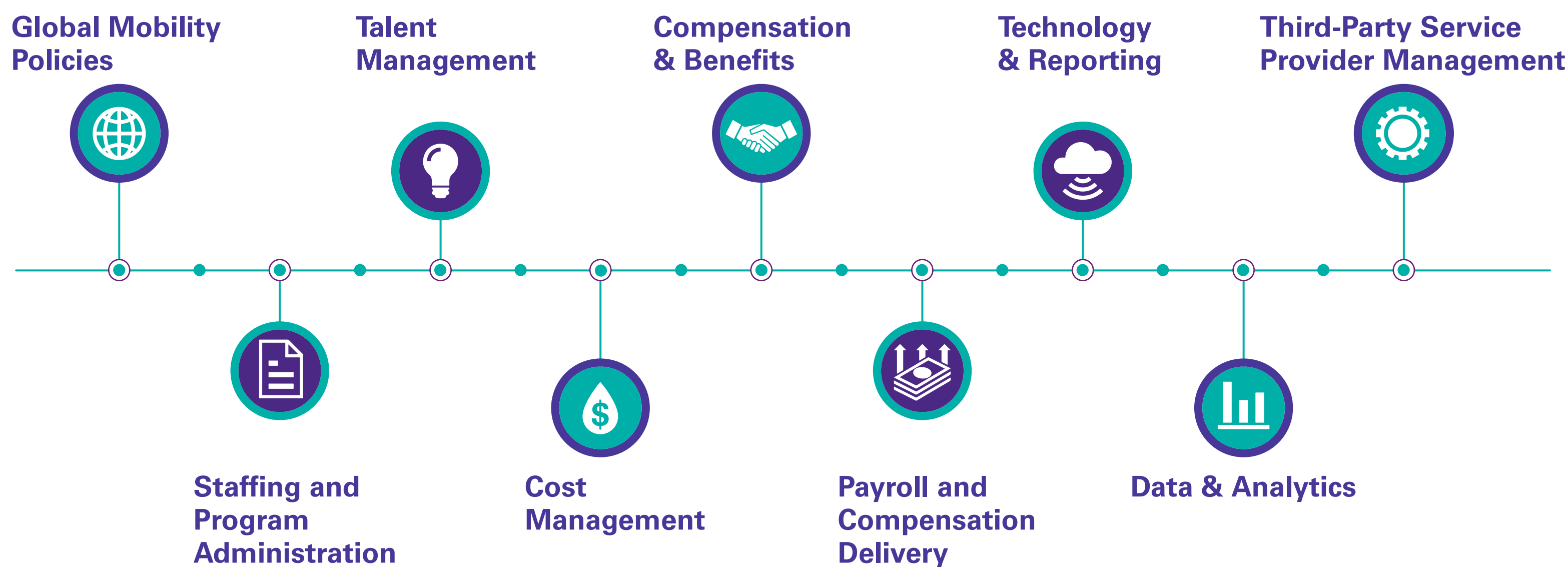
Is Global Mobility currently aligned to the talent agenda? When was the last time that your global mobility policies were reviewed? Do you have sufficient payroll functionality to support your globally mobile talent? How robust is the global compensation collection process? Are global costs being tracked and collated on a timely basis? What skill sets will you need to support an optimized, digitized global mobility function? Have you implemented automation or robotics to streamline and improve administration? What technology solutions have you considered to engage, support and enhance your mobile talent's experience?

What are your key transformation priorities? Are you ready for the future?

Global Mobility Program Health Check

KPMG's Global Mobility Services (GMS) practice assists organizations that are facing the multi-faceted challenges of managing talent mobility throughout hire, transfer and assignment lifecycles through our in-depth knowledge of compliant and leading-edge global mobility operating and service delivery models.

GMS's comprehensive, on-line Global Mobility Program Health Check survey, designed in a self-assessment format, is easy to take and is designed to validate the maturity and status of key areas of your Global Mobility program. The assessment targets key program areas, such as:



Results are provided by GMS in the form of a customized, diagnostic assessment report which is integrated with KPMG's Global Mobility Program Maturity Assessment Model. GMS works with organizations to prioritize key program change initiatives and help to design and build scalable actions in support of your global mobility transformation goals.

2 out of 3 HR executives recognize the need for workforce transformation

Yet, only 1 out of 3 feel "very confident" about their HR function's actual ability to transform and move them forward via key capabilities such as analytics and AI.

Cost Management

- Defined cost assumptions and projections
- Assignment cost tracking/ accruals
- Defined mobility approval process

Staffing & Administration

- Functional team structure and requisite skill sets
- Defined service delivery and governance model
- Agreed GM team and internal / external stakeholder roles and responsibilities
- Talent mobility administration and risk management

Mobility Policies

- Functional team structure and requisite skill sets
- Defined service delivery and governance model
- Agreed GM team and internal / external stakeholder roles and responsibilities
- Talent mobility administration and risk management

Vendor Management

- Selection process
- Defined roles and processes
- Standard performance metrics

Compensation and payroll delivery

- Defined assignment payroll set-up, codes and allowance update processes
- Established compensation accumulation and reporting processes

Technology & Reporting

- Automated program management
- Enhanced functional and employee experience
- Flexible stakeholder reporting options
- Integrated enterprise and GM data systems

Talent Management

- GM integrated with Talent Strategy
- Clear talent assessment and selection processes
- Defined performance management framework
- Proactive career succession and integration process

Data & Analytics

- Data as a service
- Flexible and visualized reporting options
- Quantitative and predictive analytics

The Health Check assessment is designed to support longer-term program development goals while also responding to nearer-horizon transformation needs. Technology is now leading the way. KPMG views key disruptors linked to rapid digitization and automation as opportunities to support an organization's strategic talent and business development goals by developing an optimized operating and service delivery model for the Global Mobility function.

About us

KPMG's Mobility Consulting Services (MCS) professionals, part of our Global Mobility Services (GMS) practice, have significant experience assisting clients with their global mobility programs. For more than 30 years, KPMG has helped large and small multinational organizations administer assignments, mitigate risk, improve mobile employee satisfaction, align operating and service delivery models to talent and business development goals, and reduce mobility-related costs.

Contact us

and ask for a free health check of your Global Mobility Program:



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