

Transforming chaos into compliance

Why is Global Mobility a compliance risk?

Multinationals have changed from organisations with autonomous local outposts to fully integrated global companies who see the world **as one unified market** place. This has created an entirely new approach to talent management, Global Mobility, designed to get the **best employees** to where they can do the **most good, right now**.

For example board members are **often recruited from all over the world**. And it's not just at the higher levels; **short-term assignments** to fill skill gaps have **grown rapidly**. A trend predicted to continue.

But data management around assignments simply hasn't kept pace, which potentially exposes organisations to risk and inefficiency.

Data hasn't kept pace for three good reasons

Firstly the **world isn't a borderless** homogeneous market, every country has its individual currency and legislation. This is further complicated by having to deal with **unknown unknowns** as organisations move into new or emerging markets.

Secondly the resources required to facilitate an assignment fall under different internal departments, each with external vendors, creating **separate** and **unconnected data streams**.

Thirdly assignees and their families leave an extremely complex trail of expenses and bills that have to be collected, processed, checked and paid. This trail is further complicated by multiple currencies, local legislation and policy allowances.



What does it mean if it goes wrong?

This **confused global data** trail is at best disruptive, leading to a **loss of financial control**, with the commensurate problems of increased costs, workload and audit complexity. At worst, errors around global mobility can lead to **compliance penalties** for late or incorrect filing of data.

At a personal level, badly handled Global Mobility data can **disrupt talent management**. Broken or unhelpful processes can result in assignees becoming disenchanted, enough to **leave the company**, which is ironic as they are the very people you need and are trying to support.

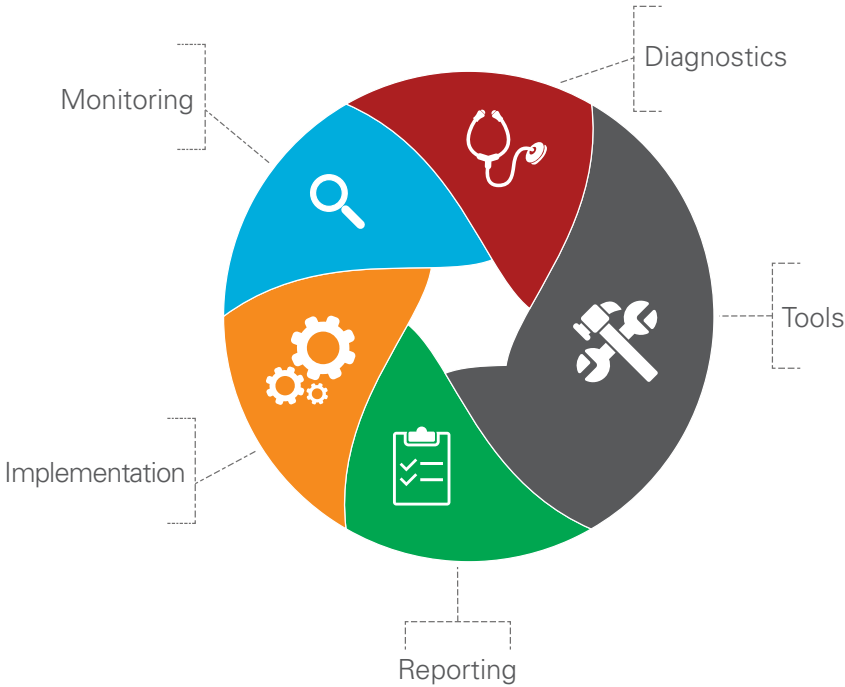







What's the solution?

Achieving the efficiency, visibility and instant compliance demanded by governments and shareholders around global mobility expenditure depends on three things:

1. A clear understanding of the extremely complex disciplines of multi location, multi country, multi currency data collection and collation
2. Developing efficient, measurable systems to approve and purpose the collected data to make accurate and timely payments, globally and in diverse currencies and for redistribution to meet the array of compliance demands...
3. ...and the ability to instantly and accurately report at local, national and global levels and to segment and distribute the data according to specific tax or internal requirements

Mobility Compliance delivering the solution



- 1.** We start by **diagnostically health checking** your current systems for weaknesses against critical performance criteria, delivering a red, amber and green analytical report 
- 2.** We then use this information to deliver **peace of mind** and real **cost savings**, through developing bespoke, future proofed **Global Mobility data collection**, approval, payment, and disbursement tools 
- 3.** We structure financial, tax and ad hoc **reporting processes** to keep you **fully compliant**, informed and up to date 
- 4.** Having built the processes and tools, we work with and train your staff to ensure **smooth transition** and implementation 
- 5.** Through a managed monitoring and mentoring programme, we will work with you to ensure you **continuously deliver compliance** in the face of **inevitable global legislative change** 

Mobility Compliance – diagnostic health check



As with any planning process it is critical to have a **clear understanding** of the **starting point**, to create a solid foundation for sustainable growth.

Our health check is a **diagnostic process** designed to analyse the **integrity** of your **current data**, and the **efficiency of your data flow**. We start by examining your data for **key indicators of risk**. For example a significant discrepancy between the balance sheet and actual expenditure may indicate **inaccurately reported tax liabilities**.

We then forensically follow the data trail **from collection to final reporting** to expose breakdowns, and their relative seriousness. The output is comprehensive red, amber and green **triage report**, highlighting areas of **real and potential error** and detailing remedial solutions.



Mobility Compliance – the right tools for the job

Using the detailed output of the health check to inform our thinking, we **refine your existing tools** and create new tools to build a **tailored, effective** Global Mobility programmes.

We refine and build tools for:

- Data collection including interface design enhanced user experience to increase quality of starting data
- Continuous and ongoing data tracking and validation
- Payment, disbursement and reconciliation
- Internal and external reporting, both planned, for tax and ad hoc
- Assisting the engagement of service providers through the procurement process

Mobility Compliance – effective reporting



No matter how good the integrity of your data, it is useless unless it can be dissected for effective **reporting when, where and how you need it**.

Surprisingly it's an area where many companies fall down.

That's why we work with you to build a suite to effectively deliver the main reporting requirements such as funding and reconciliation, payroll and tax data. But we don't stop there. We will also ensure you have the facility to custom interrogate your data to provide feeds in formats acceptable to your accounting systems, MIS and other analytical tools.



Mobility Compliance – effective implementation

We recognise for tools to be **effective**, they have to be **used effectively**. So we will work with, and educate and support everyone involved in the chain to ensure **smooth transition and implementation**.

This includes working with:

- Your mobility team to create effective policy management
- Finance to put in place central, continental and local reporting
- All involved to implement effective control structures
- Procurement to design RFP's designed to find suppliers who exactly meet your needs

Mobility Compliance – monitoring and refining



If there is **one constant** in business, **it is change**. To keep your process **up to date** we will schedule **regular review** meetings and a managed monitoring and mentoring programme of **continuous development**. This ensures any changes in your global mobility environment, internal or external, will be accurately reflected in your data flow.

If you'd like to know more please contact

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