

Global Talent Mobility and the New Imperatives

ADAPTING QUICKLY TO NEW ENVIRONMENTAL CHALLENGES

Traditionally, talent mobility teams dealt with complex mobility landscapes as global companies sought to identify, attract, and retain the right skills in a rapidly evolving environment.

New challenges such as the COVID-19 pandemic, Brexit, the EU's updated July 2020 Posted Workers Directive, and the need to locate and keep track of business travelers across the globe have compounded that complexity.

Companies are increasingly adopting fluid teaming and making accommodations for location arrangements that will certainly impact where and how employees will work moving forward.

Companies often find it challenging to create a 360-degree view of their greatest asset: people, and can, therefore, fail to have a strategic view of their talent capital viewed through the lens of their strategic global initiatives.

THE GLOBAL MOBILITY CHALLENGE

The lack of global talent mobility preparedness can be mapped to various stages of maturity in terms of structural, operational, and digital readiness. According to IDC's 2020 report "Global Talent Mobility: The Workforce Imperative", organizations run into the following key challenges:

- A tactical approach to global talent mobility
- Low digital readiness characterized by manual labor, fragmented/disjointed, and either older closed systems or the proliferation of disparate point systems
- Critical data locked in silos that are disconnected from one another
- Global compliance risks related to governance, policies, laws, immigration, taxes, and more
- Fragmented and poor experiences that impact employee engagement

These limitations are compounded by the inherent complexity of the supply chains and the variety of domains of expertise required to execute on global talent mobility strategies.

Advanced reporting and compliance tools are required to continuously benchmark and optimize program performance, but also to avoid or mitigate the risk and cost of audits.

“By 2024, 30% of the G2000 firms will rely on a global, secure, intelligent, highly integrated, and collaborative ecosystem that enables enterprises to function as borderless organizations.”

Source: IDC FutureScape, 2020



Topia One

Cloud-based open platform that provides an integrated data standard across global talent mobility.



Topia Plan

Interactive move simulation and financial planning



Topia Manage

Talent mobility delivery, automation and analytics



Topia Pay

Payroll delivery and compliance automation



Topia Go

Command center and location discovery for mobile employees



Topia Compass

Business travel, tax and immigration compliance

THE TOPIA ADVANTAGE

The Topia Product Suite makes executing on the global talent mobility imperative a reality by enabling operational efficiency, providing actionable insights and compliance management with a premium employee experience for Human Resources professionals and employees alike.

The Topia Platform is a cloud-based open platform that provides an integrated data standard across global talent mobility. The Topia Platform offers:

- **Embedded Best Practice:** Deliver standard workflows, single data model, policies, and embedded mobility business logic.
- **Standard Integrations:** Integrate once and syndicate data to all systems & vendors.
- **Benchmarking:** Over time, the ability to compare your performance against best in class
- **Security:** Comply with privacy and security regulations across borders.
- **Compliance:** Risk mitigation and preparedness
- **Actionable insights:** A powerful library of dashboards and out-of-the-box analytics

Topia empowers enterprise HR teams to deploy, manage, and engage employees anywhere in the world. This drives competitive advantage by ensuring the right people are in the right place at the right time. Topia has partnered with the world's leading brands including AXA, Dell Technologies, Equinor, Morningstar, and Schneider Electric, etc., to drive key, measurable



**Use Case Outcomes:
165,000 Employees ~3,000 Moves**



**Frictionless Experience
Increased Satisfaction
Continuous Engagement**
(via Topia Go)



**Advanced Simulations Cost and
Talent View Business Case in Hours
(vs. weeks)**
Optimizations via insights



**Cost Estimates:
From Days to Seconds
~8,000 hours Saved
\$1.5 million+ Saved**



**Compensation / Payroll
Reconciliation
Less Than 1% Error Rate**
(vs. 96% pre-Topia)



**8,750+ Hours Saved in Initiation
Mobility Team: 50% Load Decrease.
Focus on Talent, Strategic tasks**

Fig 2

CONCLUSIONS

Powered by the Topia product suite, the leading Fortune 50 companies, as well as small and medium enterprises, have been successful in delivering award-winning talent mobility programs.

The Topia suite of products helps power fluid global teams with full visibility of where your employees are at any point in time. The Topia platform empowers HR staff to tackle challenges with operational execution, siloed data and systems, compliance management, and competitive talent markets.

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