



# Side-by-Side Simulations

available with Topia Plan

Easily compare up to three different talent mobility scenarios with speed and efficiency to empower decision-making with Topia's side-by-side simulation tool, available with Topia Plan. Support agile and dynamic planning across key business stakeholders and drive strategic value for each and every move by enabling the business to visually compare scenarios for instant and accurate analysis.

## Core functionality:

- Run up to 3 simulations, end-to-end in under a minute
- Easy input and adjustment of variable factors such as policy, duration and types of candidate
- Full range of cost rates and calculations, as well as comprehensive tax calculations backed by the Topia tax engine
- Ability to clone and adjust simulations on the fly

## Allowing you to:

- Compare the differences between short-term, long-term or permanent moves
- Understand the cost impact of moving different candidates
- Easily compare costs for different locations and start dates



## Key Benefits



Quickly simulate the cost of a move or scenario without needing to initiate a full case



Instant insight for key stakeholders - no mobility expertise required



Enables business decisions on mobility to be more dynamic and agile



Easily determine the right approach to staffing talent

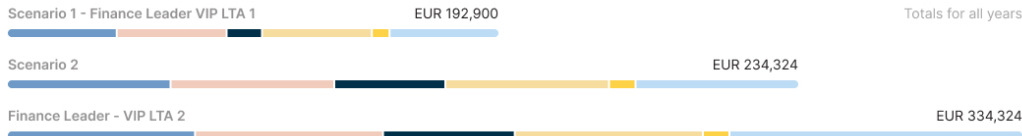


Increases speed and efficiency, eliminates multiple spreadsheets

The screenshot shows the 'VP of Finance Mobility Scenarios' interface. At the top, two scenarios are compared: Scenario 1 - Finance Leader VIP LTA 1 with a cost of EUR 192,900, and Scenario 2 with a cost of EUR 234,324. Below this, there are tabs for 'Inputs' and 'Results'. The 'Inputs' tab is active, showing two scenario cards side-by-side. Scenario 1 is titled 'Finance Leader - VIP Long Term Assignment 1' and Scenario 2 is titled 'Untitled Scenario'. Both scenarios have the same input parameters: Moving From (Estonia, Tallinn), Moving To (Denmark, Copenhagen), Policy (Long-Term Assignment for Scenario 1, Permanent Transfer for Scenario 2), and Start Date (1 Sep 2020). A large plus sign icon is visible in the bottom right corner of the interface.



## VP of Finance Mobility Scenarios



Inputs

Results

Show Only Incremental Costs



EUR

Add Item

### Scenario 1

Finance Leader - VIP LTA 1  
Tallinn, EE → Copenhagen, DK  
Home: 1 Host: 1 2 Year(s)  
Long-Term Assignment

### Scenario 2

Untitled Scenario  
Tallinn, EE → Copenhagen, DK  
Home: 2 Host: 1 N/A  
Permanent Transfer

### Scenario 3

Finance Leader - VIP LTA 2  
Tallinn, EE → Copenhagen, DK  
Home: 1 Host: 1 N/A  
Permanent Transfer

#### Compensation

	Scenario 1	Scenario 2	Scenario 3
Total Base Compensation	72,600	N/A	72,600
Bonus	85,200		
Subtotal	157,800		

#### Relocation

Security Services	73,200		
Security Assessment	73,200		
Tax Consultation	92,800		
Subtotal	92,800		

#### Ongoing

Cost of Living Allowance	4,600		
Home Leave	3,200		
Subtotal	7,800		

#### End of Assignment

Travel	72,600		
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## The Topia Advantage

Instantly compare up to three scenarios side-by-side - including candidates, policies, locations, start dates and durations.

Visualized results for easy interpretation - avoid juggling spreadsheets and illustrate different cases as part of each move, demonstrate due diligence for cost minimization opportunities and ensure the right move option is being taken.

Enable users to run quick 'what if' scenarios - easily change inputs and recalculate line items, add manual inputs, and save simulations for further analysis.

Streamline workflows & drive efficiency - replace complex spreadsheets and consolidate employee communications in one place. Facilitate quick, live conversations or iterations with employees and the business around a cost of a move.

## Connect with us

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