TOPIA

Topia One

A Cloud-based Open Platform With Integrated Data Standards

The Topia One platform is the only cloud-based solution built to connect and standardize all of the data required to effectively deploy, manage, and engage mobile talent across the world.

We understand that the landscape of Global Talent Mobility is incredibly complex. Multiple internal systems, numerous external partners, and a lack of industry standards mean that your teams are spending time coordinating the flow of information rather than delivering the best possible mobility experience for your organization.

Topia One was built to solve this problem directly - automatically connecting your disparate data sources and systems to seamlessly and securely get talent mobility data where it is needed most. With all of your data in one place, Topia One provides powerful dashboard and reporting capabilities to combine information and focus on insights.

Key Capabilities

Embedded Best Practices: Built based on over a decade of experience working with complex global talent mobility programs - Topia One was designed with best practices in mind.

Standard Integrations: Topia One provides easy integrations with HCM systems and external vendors. We've simplified complexity so that you can focus on delivering for your organization.

Rapid Deployment: Even large enterprises can go live in less than 90 days. For smaller programs, our out-of-the-box solution can be in your hands and operational in 30 days or less.

Intuitive Self-Service Configuration: Topia One includes powerful configuration capabilities that put you in charge. Easily update policies, change suppliers, and more.

Enterprise Security: We know what it takes to keep your key employee data secure, and we are proud to be the provider of choice for the leading defense and financial services companies globally.

Insight and Action: Data is a good start - but insight is critical to taking action. Our powerful library of dashboards and out-of-the-box analytics means less time managing spreadsheets and more time driving continuous improvement.

Key Benefits

Rapid integrations

Easily connect talent and mobility data

Actionable insights at your fingertips

Configuration Hub → Policies
Edit policy

1 Select type   2 Define details   3 Select benefits   4

| Benefit type | Cash | Non-cash | All | Move stage |

Selected benefits for Relocation

✓ Broker Fees	D	🔒	✕
✓ Cross Cultural Training	D	🔒	✕
✓ Departure Services	D	🔒	✕
✓ Dependent Education	D	🔒	✕
✓ First Month Rent/Deposit	D	🔒	✕
✓ Furniture and Appliances Reimbursement	D	🔒	✕
✓ Home Search Assistance	D	🔒	✕
✓ Household Goods Shipping	D	🔒	✕
✓ Immigration	D	🔒	✕
✓ Incidental Expenses	D	🔒	✕
✓ Language Training	D	🔒	✕
✓ Mobility Management Support	D	🔒	✕
✓ Pet Shipping	D	🔒	✕
✓ Pre-Relocation Trip	D	🔒	✕

The Topia One Advantage

Topia One is the foundation of the rest of the Topia Suite, ensuring you are working off of one source of truth whether you are scenario planning for next year, managing active assignments, or delivering a delightful employee experience for top talent.

And through the integration capabilities of Topia One, your single source of truth extends to include all of your systems and vendors. Easily integrate with HCM systems like Workday and SuccessFactors, automatically feed payroll data to ADP, NGA, and others and leverage market-leading technology such as DocuSign out of the box.

With Topia One, you can use our powerful workflow engine to automatically trigger events based on external data, and keep your global talent mobility program one step ahead. Stop spending time manually working with data and outdated business processes and leverage our cloud-based platform to deliver results.

The Topia Suite of Products

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

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