



2024 Americas Global Employer Services Summit

Producing agile operating models for the future global workforce

Introductions



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Learning objectives

- Understand key trends on emerging talent strategies
- Identify challenges you are facing and identify actionable solutions
- Understand various operating models and characteristics to enable your company's talent priorities
- Develop your own action plan to take forward

Agenda

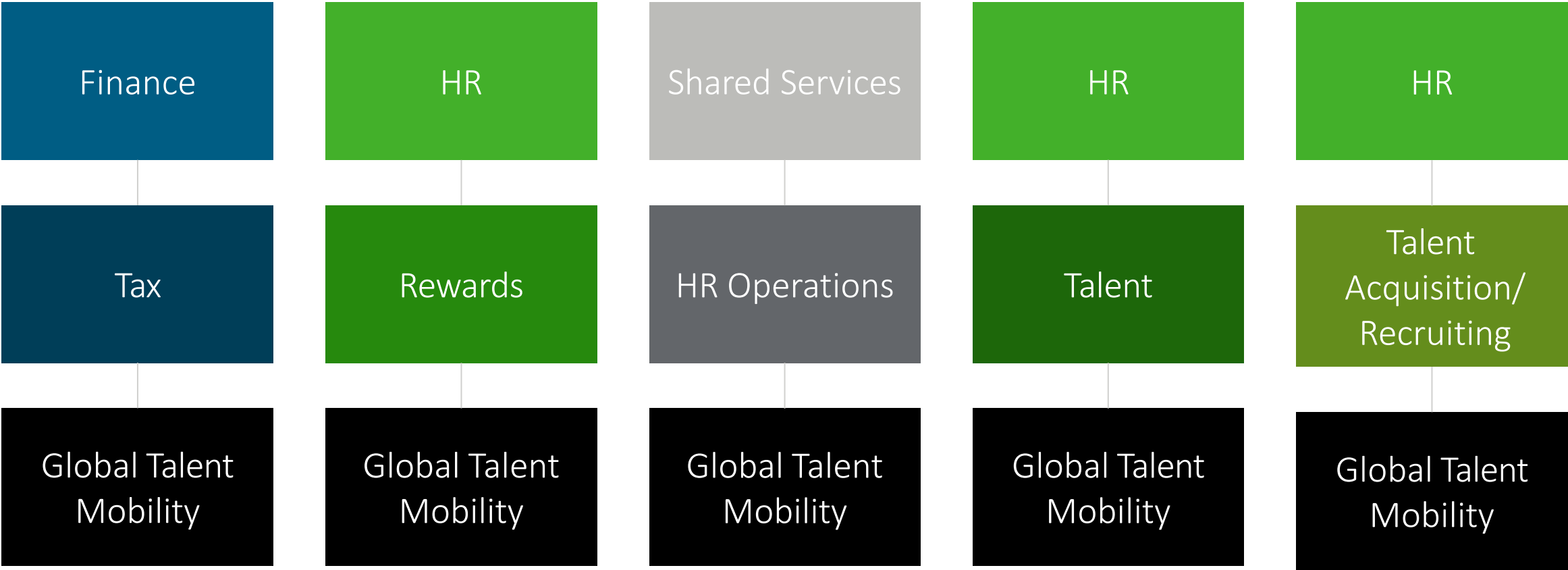
5 Minutes	Welcome and Introductions
15 Minutes	Reporting Line Energizer
40 Minutes	Future Global Workforce Priorities
15 Minutes	Break
30 Minutes	Operating Model Levers
25 Minutes	Action Planning
5 Minutes	Closing

Illustrate Your Reporting Line



Where should the Global Talent Mobility Function sit?

The global mobility function often gets shifted around within a company’s organization and should be aligned with the strategic drivers and desired outcomes of mobility for the Company.



Example
focus
areas:

- Risk and Compliance
- Cost Management

- Policy Development and Governance

- Employee and Business Services

- Talent Enablement and Integration
- Business Aligned Mobility

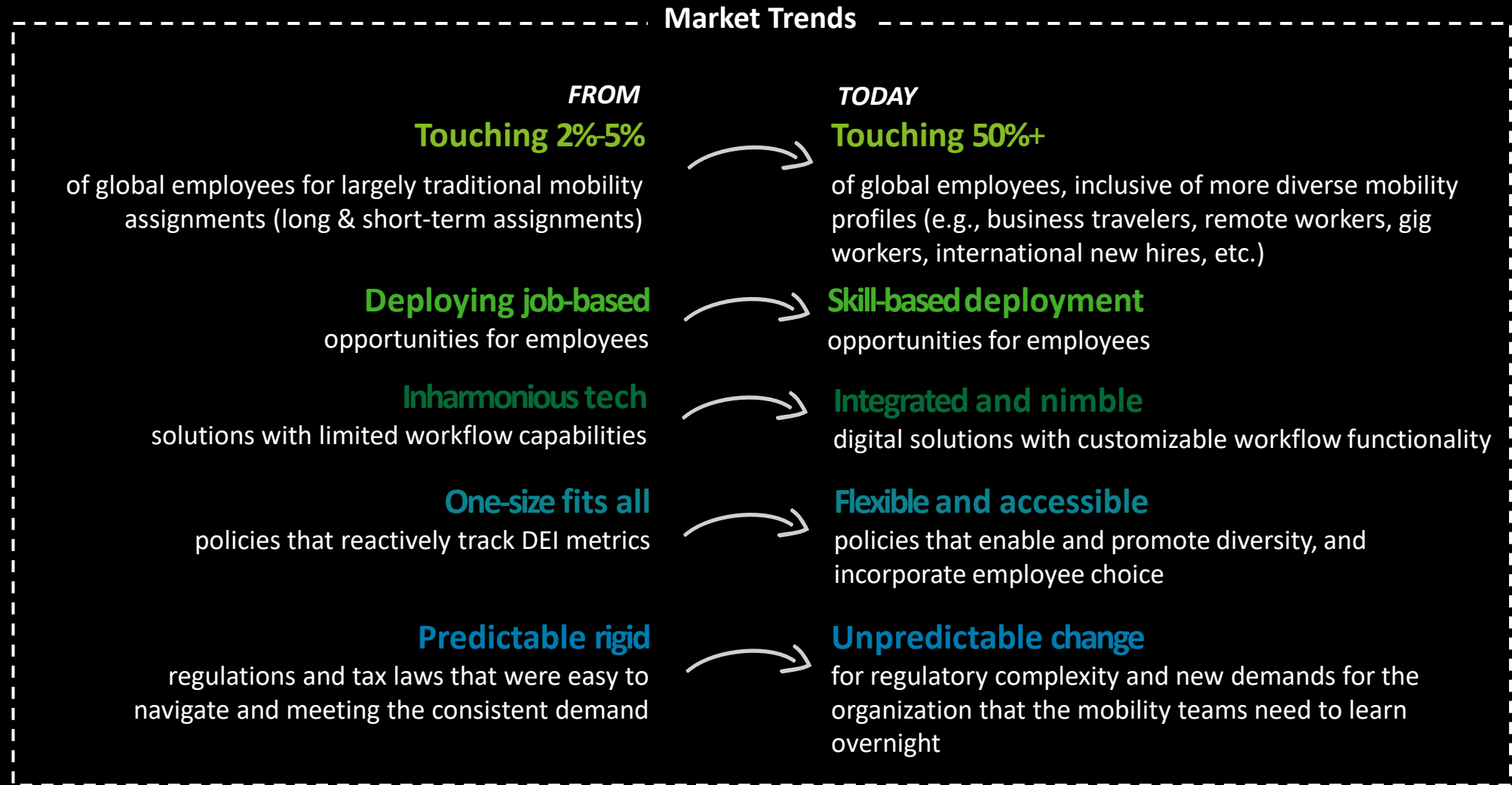
- Internal Mobility
- Business Aligned Mobility

Future Global Workforce Priorities



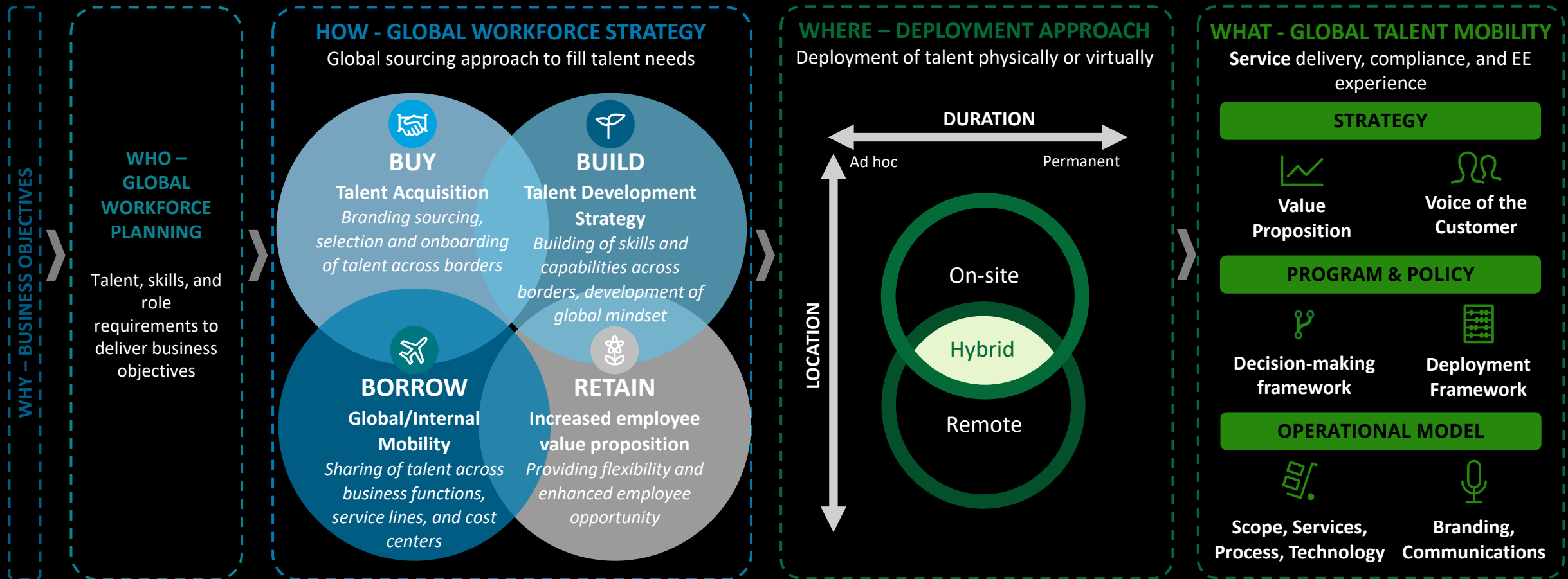
Today's Evolving Market Landscape

Global Talent Mobility plays a critical role in enabling a newly complex and dynamic global workforce. Now, more than ever, it must evolve to satisfy the rapidly changing needs of the business and the growing workforce it serves.



Talent Mobility at Work in the Talent Lifecycle

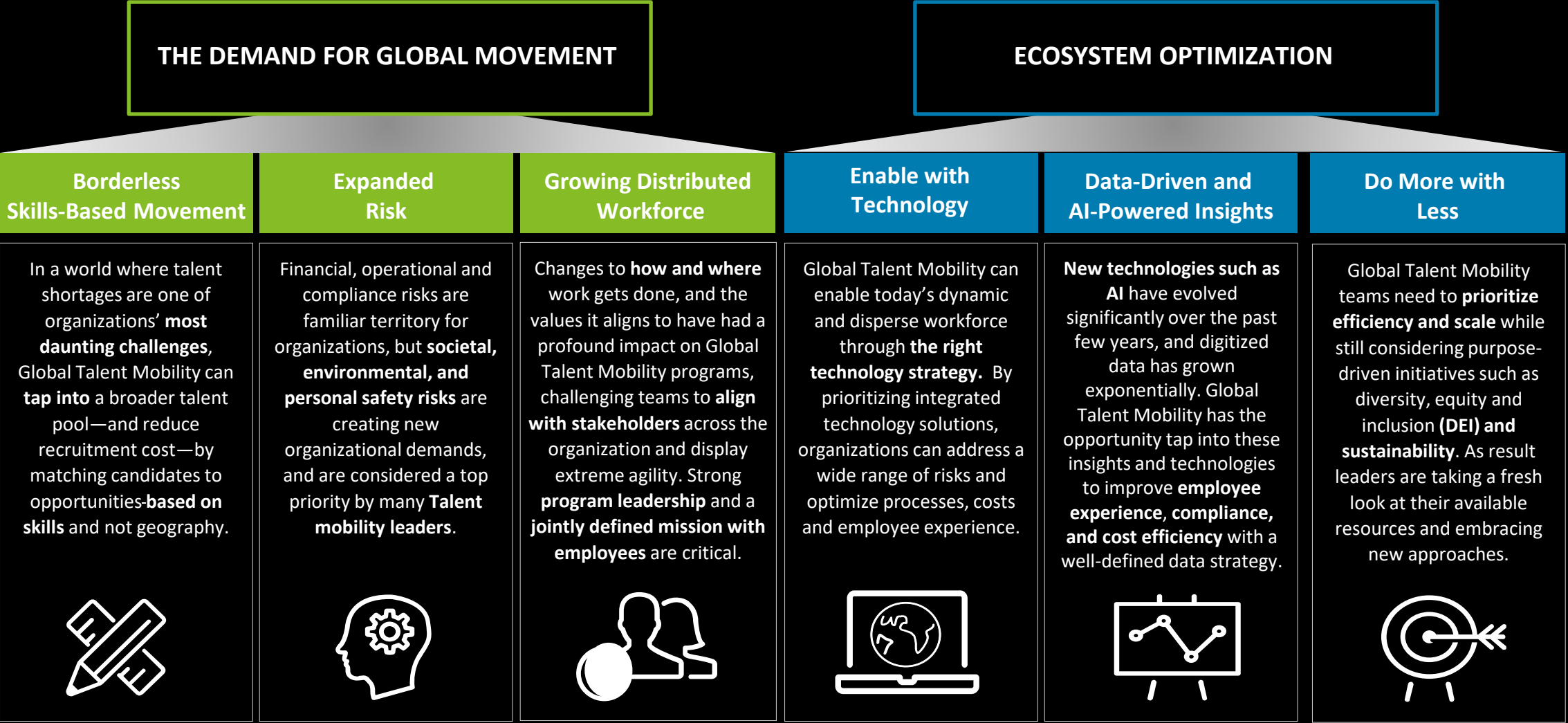
The future talent mobility strategy provides holistic advisory and delivery throughout the Talent lifecycle. This approach supports all cross-border talent acquisition, development and deployment (internal & global mobility), and addresses how we work in a hybrid world.



GLOBAL WORKFORCE MANAGEMENT - Succession planning, retention, DEI, and analytics

2023 Global Workforce Trends

Global Talent Mobility teams are responding to a changing world.



BREAK

Please return by 10:15

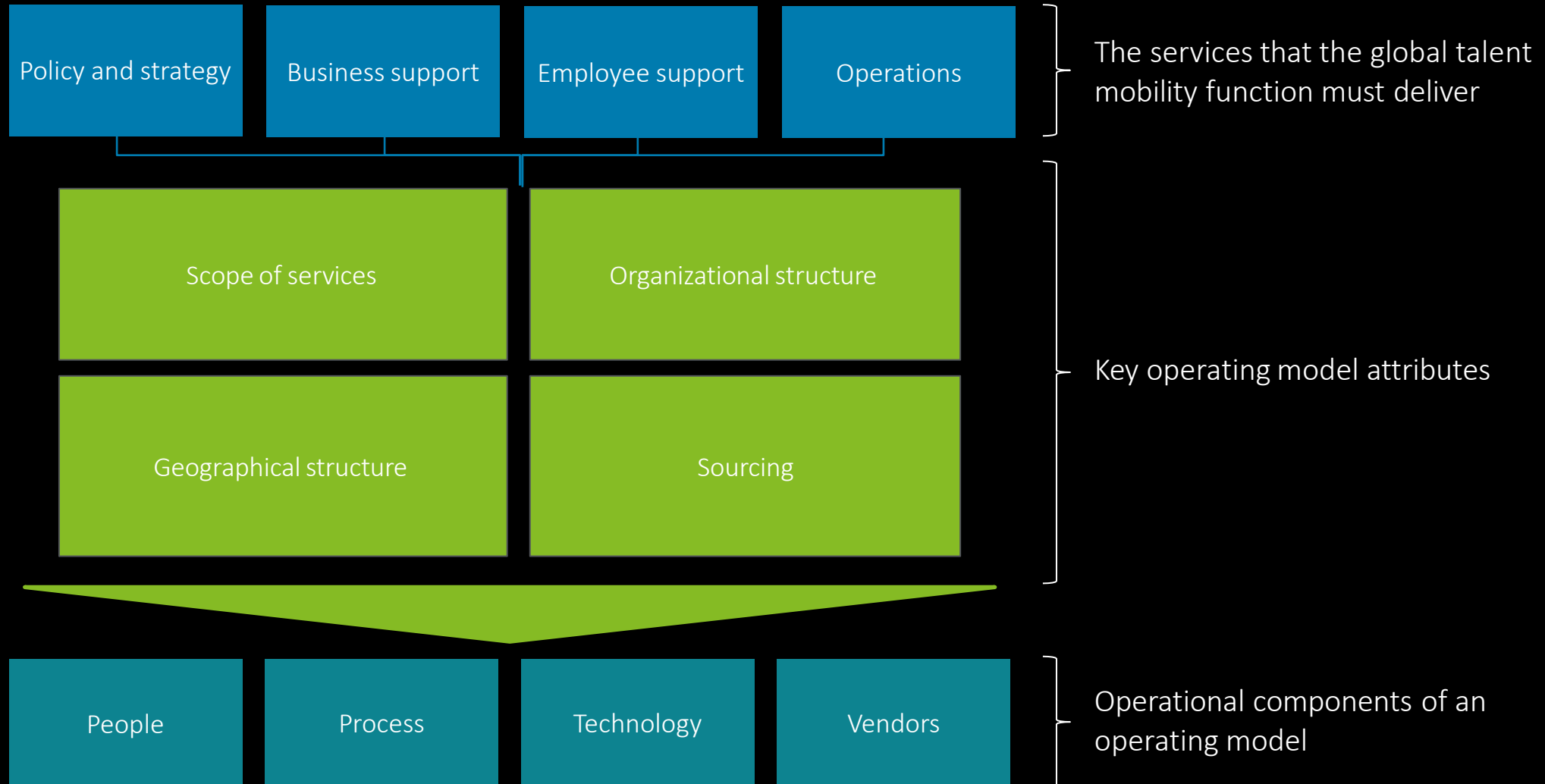


Operating Model Levers



Components of an Operating Model

Components of a service delivery model can be delivered in different ways to fit your program's needs. What levers do you need to pull to support your future state priorities?



Action Planning



Thank you!





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