



2024 Americas Global Employer Services Summit

January 22-24, 2024

Click the session title to jump to the full description below.

Elective key – Workforce focus:

E	Ecosystem
S	Strategy
R	Risk

Monday, January 22, 2024		
11:00 AM CST	Registration opens	
11:30 – 1:30 PM CST	Lunch (optional)	
2:00 – 3:30 PM CST	Opening plenary	
3:30 – 4:00 PM CST	Break	
4:00 – 5:00 PM CST	Elective sessions:	
	<i>Power Talk</i> - Composing a technology strategy to achieve business objectives	E
	<i>Lecture</i> - Raising the bar on rewards for your future workforce	S
	<i>Lecture</i> - Tuning into global immigration regulations and trends (Offering #1)	R
	<i>Lecture</i> - Global soundbites of cross-border tax and payroll obligations (Offering #2)	R
5:00 – 6:30 PM CST	Welcome reception	
6:30 PM CST	Dinner: dine arounds	

Tuesday, January 23, 2024		
7:30 – 8:45 AM CST	Breakfast	
9:00 – 9:50 AM CST	Plenary: Panel discussion	
9:50 – 10:00 AM CST	Transition to huddles	
10:00 – 10:25 AM CST	Huddle (Part 1)	
10:25 – 10:35 AM CST	Huddle transition	
10:35 – 11:00 PM CST	Huddle (Part 2)	
11:00 – 11:30 AM CST	Break	
11:30 AM – 12:30 PM CST	Elective sessions:	
	Power Talk - Synchronizing strategy and governance to lead the open talent marketplace	S
	Lab - Amplifying new opportunities with technology enablement (Part 1)	E
	Lecture - Synthesizing data to drive business solutions	S
12:30 – 2:00 PM CST	Lunch	
2:00 – 3:00 PM CST	Elective sessions:	
	Power Talk - Harmonizing remote work and business travel policies	R
	Lab - Amplifying new opportunities with technology enablement (Part 2)	E
	Lecture - Remixing delivery to advisory for the global mobility function	E
3:00 – 3:30 PM CST	Break	
3:30 – 4:45 PM CST	Keynote plenary	
4:45 – 4:55 PM CST	Transition to huddles	
4:55 – 5:20 PM CST	Huddle (Part 3)	
5:20 -6:00 PM CST	Pre-event networking in Studio D	
6:00 – 6:30 PM CST	Break	
6:30 PM CST	Evening reception at Twelve Thirty Club	



Wednesday, January 24, 2024	
7:30 – 8:45 AM CST	Breakfast
9:00 – 10:00 AM CST	Elective sessions:
	<i>Power talk</i> - Orchestrating the intersection of climate, equity, and the global workforce S
	<i>Lab</i> - Producing agile operating models for the future global workforce (Part 1) S
	<i>Lecture</i> - Conducting US payroll for the complex workforce E
10:00 – 10:15 AM CST	Break
10:15 -11:15 AM CST	Elective sessions:
	<i>Lab</i> - Producing agile operating models for the future global workforce (Part 2) S
	<i>Lecture</i> - Tuning into global immigration regulations and trends (Offering #2) R
	<i>Lecture</i> - Global soundbites of cross-border tax and payroll obligations (Offering #2) R
11:15 – 11:30 AM CST	Break
11:30 AM – 12:20 PM CST	Closing plenary
12:20 PM CST	Boxed lunch (optional)

Plenary descriptions

Opening plenary

The main event starts now! Our Summit dean's will kick off our event and outline the full Summit program. The plenary will feature Deloitte leaders who will discuss current and emerging workforce trends, and the importance of finding your mix.

Plenary: panel discussion

Our Tuesday morning plenary will feature a panel of leaders who will discuss how they are navigating the most pressing global workforce challenges, and strategies professionals in their organizations are taking as it continues to evolve.



Keynote plenary

Speaker to be announced soon – you won't want to miss this uplifting plenary!

Closing plenary

Join us as we close our 2024 Americas GES Summit. Our Deans will recap our Summit and reveal where our next event will be held.

Huddle description

Huddles

This is your opportunity to join small discussions on the topics you're most interested in! Deloitte subject matter specialists will hum a few bars about a the topic and then open the discussion to the group. Participants will select two to three of the following topics:

- Execution: Emerging workforce governance
- Execution: Global workforce management
- Execution: Global workforce ecosystem
- Execution: Employee engagement
- Execution: Rewards and incentives delivery
- Execution: Comp and payroll delivery
- Execution: Data management and analytics
- Execution: Immigration management
- Strategy: Managing shifting cost priorities
- Strategy: Early involvement in M&A for global workforce
- Strategy: Becoming a trusted global workforce advisor
- Strategy: Global workforce in a boundaryless world
- Strategy: Practical AI applications



Elective session descriptions: Power Talks

Composing a technology strategy to achieve business objectives

Smart technology investments can drive growth, streamline operations, and keep businesses ahead of the curve. But making the right investments requires a proven process for identifying high-impact technology changes that support overarching business objectives. It also involves getting stakeholder buy-in to implement these changes, and demonstrating that the proposed technology transformation can deliver an ROI that resonates.

In this session, we'll:

- Discuss with a panel of business leaders how they identified their business challenges, built a case for change, and achieved stakeholder buy-in for technology enablement initiatives
- Discuss the scope, inputs, and processes that drive impactful technology transformations
- Share ideas on how to craft effective business cases backed by the right components and data

Synchronizing strategy and governance to lead the open talent marketplace

In many organizations and industries, today's talent environment is perplexing: Workers want multi-dimensional growth over linear advancement, and business needs are in constant flux. Leading in this atmosphere can feel like conducting an orchestra where each musician plays all of the instruments, and no one is using sheet music. How can we support individual growth while executing a harmonious talent strategy?

In this session we'll:

- Explore drivers and considerations for today's open talent marketplace
- Discuss success stories from *hall-of-fame* peers
- Share ideas and introduce governance—without stifling flexibility



Harmonizing remote work and business travel policies

As remote work becomes an integral part of the modern workplace, organizations must navigate the complexities of business travel compliance while accommodating employees' requests to work from anywhere. Organizations can mix flexibility, practicality, and essential strategies for assessing employee requests, streamlining approval processes, understanding employee locations, effectively distinguishing between business travel days and remote workdays, and managing payroll withholding as well as other compliance issues.

In this session, we'll:

- Delve into the components needed to manage a flexible workforce model alongside business-driven mobility
- Unpack a detailed case study to bring the model to life
- Provide an interactive setting where you can ask questions and learn from Deloitte and your peers

Orchestrating the intersection of climate, equity, and the global workforce

Global organizations are making concerted efforts to address climate change and foster equity. leveraging mobility programs to navigate the intersection of climate, equity, and global mobility can help organizations align their purpose with the values of their workforce. Driving internal teaming and collaboration can position a team for transformative results.

In this session, we'll:

- Showcase real-world case studies of organizations integrating sustainability and equity into mobility programs
- Explore the role of global mobility as a catalyst to drive organization-wide change
- Navigate competing sustainability priorities to help set measurable goals and strategies



Elective session descriptions: Labs

Amplifying new opportunities with technology enablement

Technology is a crucial enabler of an organization's business and talent objectives and an opportunity to achieve more with less and deliver a better employee experience. By embracing technology as part of your core strategy, mobility programs can unlock new opportunities for growth, improve workforce agility, and foster a culture of innovation.

In this session we'll:

- Explore market trends in mobility technology enablement
- Discover how to align your organization's technology strategy with guiding principles and objectives
- Discuss the impact of technology on service delivery models
- Build a business case for technology investments

Producing agile operating models for the future global workforce

As the global workforce evolves, so does the role of global workforce leaders. Talent movement involves a wide range of transitions from physical location changes driven by business needs to personally requested hybrid/remote work situations and internal job changes. To thrive in this complex and dynamic landscape, global workforce leaders need an agile operating model that fosters collaboration and adapts to ever-changing talent strategies.

In this session, we'll:

- Explore emerging talent strategies including the skills-based organization and the talent marketplace
- Discuss talent mobility challenges you're facing and identify actionable solutions
- Brainstorm an ideal operating model that will support your company's talent priorities



Elective session descriptions: Lectures

Raising the bar on rewards for your future workforce

Workforce trends are driven by the employment landscape and influenced by technological advancements, economic conditions, social and demographic changes, and evolving workforce expectations. Organizations can raise the bar on rewards for current and future workers by bringing innovative strategies that are market competitive, centered around employee experience, and aligned to what the workforce values.

In this session, we'll:

- Explain the importance of flexibility and purpose in a total rewards strategy
- Explore the latest trends in the use of equity and the culture of ownership
- Break down the employee well-being imperative

Tuning into global immigration regulations and trends*

In an era of constant change and regulatory complexities, navigating the dynamic immigration landscape has become the norm. Today, the key to meeting global business demand and fostering growth lies in deploying the right talent across borders. But, as we wave goodbye to traditional workplaces and embrace a hybrid work world, defining where and how our employees work is presenting new challenges and opportunities.

In this session, we'll:

- Explore global trends and regulatory updates across the world
- Learn how mobility programs and policies have evolved to meet increasing global regulatory challenges
- Discuss the future of US immigration and its potential impact on talent mobility

** For legal and regulatory reasons some of the Deloitte Touche Tohmatsu Limited (DTTL) member firms, including the US member firm, do not provide immigration services. Such services are provided by the legal and immigration practices of DTTL Member Firms outside of the United States and their alliance partners. The Deloitte US firms do not practice law nor provide legal advice.*

Global soundbites of cross-border tax and payroll obligations

As remote and hybrid work patterns have shifted, tax and payroll complexities surrounding the movement of employees have also evolved. In this new environment, understanding global tax and regulatory changes—and how they could impact your organization and workforce—is more important than ever.

In this session, we'll:

- Discuss updates from jurisdictions around the world on issues such as payroll and tax-filing obligations, and other considerations impacting the global workforce
- Share local insights on the challenges of working with and managing a hybrid or remote workforce
- Offer practical approaches to addressing these and other tax and regulatory issues

Synthesizing data to drive business solutions

For global workforce leaders, data has taken center stage. They have access to more data than ever—and their stakeholders are asking for even more. To capitalize on data's transformative potential, teams also need new approaches for gaining insights, driving efficiencies, and making strategic decisions in concert with organizational goals.

In this session, we'll:

- Discuss how to synthesize data insights to support business objectives
- Explore data strategies and tools to drive efficiencies and informed decision-making
- Unpack the potential of data analytics in making the strategic decisions that are critical for today's global workforce leaders

Remixing delivery to advisory for the global mobility function

With the growing complexity of mobility tasks and the importance of proactive management, organizations are transforming their mobility programs to adapt to the needs of a global workforce. Technology can play a crucial role in creating a positive mobility experience for both employers and employees, but it's not the sole factor.

In this session, we'll:

- Explain how to revolutionize your mobility function by shifting away from manual processes
- Explore diverse methods to effectively communicate with a global workforce with rising expectations
- Detail the role of AI in mobility, understanding its potential impact and benefits



Conducting US payroll for the complex workforce

Navigating the US payroll operations ecosystem continues to be a challenge for organizations and employees, especially when it comes to cross-border, remote, and hybrid arrangements. An efficient, effective operational model is key to managing risk, reducing costs, and enhancing the customer experience. As payroll models continually evolve, mobility and rewards leaders need to stay informed and ready for future transformation.

In this session, we'll:

- Discuss US employment tax compliance strategies, with a focus on domestic relocations, hybrid, and remote workers
- Share a payroll transformation journey via a case study
- Provide insights on operational considerations for payroll technology migrations and/or upgrades