



## 2026 Americas Global Employer Services Summit

April 22 – 24, 2026

Session titles and descriptions are included below.

Wednesday, April 22, 2026	
12:00 p.m. CT	Registration opens
12:00 p.m. CT – 2:00 p.m. CT	Lunch (optional)
3:00 p.m. CT – 4:15 p.m. CT	Opening plenary
4:15 p.m. CT – 4:30 p.m. CT	Break
4:30 p.m. CT – 5:30 p.m. CT	Electives (see full list below)
5:30 p.m. CT – 6:30 p.m. CT	Welcome reception
6:30 p.m. CT	Dinner

Thursday, April 23, 2026	
6:45 a.m. CT – 7:45 a.m. CT	Well-being activities (optional)
7:30 a.m. CT – 9:00 a.m. CT	Breakfast
8:15 a.m. CT – 9:00 a.m. CT	Giving back: community volunteering (optional)
9:30 a.m. CT – 10:30 a.m. CT	Electives (see full list below)
10:30 a.m. CT – 11:00 a.m. CT	Break
11:00 a.m. CT – 12:00 p.m. CT	Huddles (see full list below)
12:00 p.m. CT – 1:00 p.m. CT	Lunch
1:30 p.m. CT – 2:30 p.m. CT	Electives (see full list below)
2:30 p.m. CT – 3:00 p.m. CT	Break
3:00 p.m. CT – 4:30 p.m. CT	Explore and engage
4:30 p.m. CT – 4:45 p.m. CT	Break
4:45 p.m. CT – 5:45 p.m. CT	Keynote plenary
5:45 p.m. CT – 6:30 p.m. CT	Break
6:30 p.m. CT	Evening reception

Friday, April 24, 2026	
7:30 a.m. CT - 8:45 a.m. CT	Breakfast
9:00 a.m. CT – 10:00 a.m. CT	Electives (see full list below)
10:00 a.m. CT – 10:30 a.m. CT	Break
10:30 a.m. CT – 11:30 a.m. CT	Closing plenary and final Huddle
11:30 a.m. CT	To-go lunch (optional)

## Plenary descriptions

### Opening plenary

It's time to lead the way and blaze new trails that others will follow! Our Summit deans will kick off our event and outline the full Summit program. We will discuss current and emerging workforce trends and the importance of pushing boundaries to address workforce challenges.

### Keynote plenary

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

### Closing plenary

Join us as we close our 2026 Americas GES Summit. Our Summit Deans will recap our Summit while also providing an opportunity for one last Huddle with your peers.

## Elective session descriptions

### Agents of agility: The modern talent mobility specialist

The world of talent mobility continues to evolve, shaped by factors such as globalization, changing workforce demographics, technological advancements, and shifting employee expectations. Today's leaders are called upon to not only drive operational efficiency, but also to act as agile, forward-thinking strategists—advising and enabling talent strategies that position their organizations for long-term success.

In this session we'll highlight how to:

- Lead with agility, enabling your team to adapt to changes.
- Drive strategic focus, aligning your team's priorities with business and talent goals.
- Upskill your team, leveraging technology and agentic AI solutions, to focus on high-impact, high-value activities

### Beyond cost-cutting: The new era of operational excellence

As global businesses confront rapid change and mounting complexity, the definition of operational excellence is evolving—with technology, talent, and adaptability taking center stage. For today's mobility and workforce leaders, operational excellence is no longer simply about doing more with less. Instead, it's about designing agile, data-driven, and human-centric systems that drive innovation and resilience.

In this session we'll:

- Demystify “Operational Excellence 2.0”: Unpack how organizations are leveraging automation, AI, and advanced analytics to streamline processes, enhance compliance, and empower teams to focus on strategic initiatives.
- Explore practical journeys: Gain first-hand insights into transforming an operating model—what worked, what didn't, and the key lessons learned.
- Transform employee experience and business value: Discuss how leveraging technology is driving better outcomes—not just for efficiency, but for employee satisfaction and data-driven business decisions.
- Map your road ahead: Brainstorm actionable steps you can take to move from traditional process improvement to a model centered around agility and continuous improvement for your organization.

Whether you're early in your transformation or actively pushing toward a more agile future, join us to discover how operational excellence can become your organization's most powerful lever for sustained growth and future readiness.

### **Business travel reimagined: Key trends and policy shifts**

Business travel, remote work, and hybrid work policies continue to evolve and change to meet business needs. Join this session to:

- Explore and discuss survey results comparing 2022 vs 2025, highlighting significant shifts in how companies approach travel and remote and hybrid work.
- Focus on forward-looking trends, including what companies are planning, predicting, and investing in the future of business travel and remote work?
- Take away a checklist of three to five important considerations for companies rethinking travel and remote work programs.

### **Digital payroll leadership: Harnessing experience and technology**

Payroll is evolving into a strategic powerhouse—driven by global complexity, digital transformation, and the rise of AI. In this session, discover how to navigate compliance, enhance costs, and unlock the full potential of payroll. Explore where technology and advisory combine end-to-end visibility, scalability, and risk reduction. Dive into the future with AI agents that automate processes, deliver predictive insights, and transform employee experience. We will:

- Discuss proven approaches for enhancing payroll processes, managing compliance, and integrating payroll with mobility tax and finance—drawing on real-world experience to drive efficiency and reduce risk.
- Discover practical ways to use AI and predictive analytics to automate tasks, enable real-time insights, and support global workforce needs—making payroll smarter and more agile.
- Gain actionable guidance for championing digital payroll initiatives, fostering cross-functional teamwork, and building a future-ready vision that aligns payroll innovation with broader business objectives.

### **Elevating your immigration program**

In a period of unpredictability and rapid change, immigration programs are challenged more than ever before. Want to learn more about the current state of global immigration? In this session we'll explore:

- Challenges and opportunities within your immigration program and how to strategically elevate your program.
- How disruptors such as legislative changes and agentic AI will influence talent strategies and how mobility can influence and enable the future of talent.
- Ways the employee experience can be streamlined and elevated through innovative technologies and integrated vendor ecosystems across immigration, tax, and relocation.

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## Enhancing location strategies for business growth

Organizations are increasingly entering new markets, which introduces a range of local regulations and operational complexities affecting all facets of the business, including finance, payroll, policy and mobility. Attend this session to discover strategic approaches for planning growth and allocating resources that support effective market expansion. We will:

- Explore key considerations when expanding to a new location.
- Learn how to align payroll, policy, and compliance across jurisdictions.
- Gain insights on building cross-functional collaboration for successful expansion.
- Navigate challenges of bringing company elements together in new markets.
- Receive actionable strategies for effective location planning and execution.

## From pain point to superpower: Ecosystem enablement

Global workforce processes often require manual navigation of multiple systems, leading to frequent inquiries, increased administrative burden, and operational inefficiencies. Implementing an integrated ecosystem with strong data lineage streamlines workflows and minimizes manual tasks, enabling teams to focus on strategic business priorities. In this session, we will discuss:

- Evolving vendor management from traditional KPIs and SLAs to integral components of your business ecosystem.
- How real-time access to accurate information across all systems enables teams to efficiently search for and retrieve the answers they need.
- Enhancing process with end-to-end workflow automation, allowing your organization to concentrate on strategic initiatives.

## Global immigration updates 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 appropriate talent across borders, however, this is becoming increasingly difficult and costly for companies. In this session, we'll:

- Explore global trends and regulatory updates across the world.
- Analyze how legislative changes could reshape immigration frameworks.
- Learn how mobility programs and policies are evolving to meet increasing global regulatory challenges.
- Discuss the future of US immigration and its potential impact on talent mobility.
- Discuss how AI will transform immigration.

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## Global tax trends unpacked: Navigating change and empowering your workforce

Understanding global tax and regulatory changes and their impact on your organization and workforce is more important than ever. Join us as we explore global tax trends, policies, and legislative changes in today's evolving

tax environment. This session will also provide a forum for discussion, providing an opportunity for you to discuss your challenges and hear insights. We'll:

- Highlight tax changes from jurisdictions around the world and post-election in the US – where are we now?
- Discuss current and future global tax trends and the potential impact on the global workforce.
- Offer practical approaches for addressing the uncertainties of the evolving global tax environment.

### **Leading change in global mobility: An interactive trendspotting jam**

The global mobility landscape is being rapidly reshaped by major disruptors—from AI advancements to expanding program scope and evolving vendor ecosystems. In this highly interactive elective session, you'll:

- Explore the latest mobility trends, identify solutions to emerging industry challenges, and engage directly with your peers to compare, validate, and innovate approaches.
- Hear from leading practitioners, discover what's working across organizations, and leave inspired—and empowered—to drive meaningful change within your own global talent mobility programs.

### **One step ahead: Navigating the geopolitical landscape and mobility**

This course explores the critical intersection between geopolitical dynamics and global mobility, examining how shifting political, economic, and security landscapes shape the movement of people, talent, and organizations worldwide. Participants will:

- Analyze case studies and current events, gaining practical insight into regulatory environments, cross-border policy challenges, and strategic risk management.
- Be equipped to anticipate and address global mobility complexities, leveraging geopolitical awareness for effective international workforce planning and leadership.
- Explore how to leverage technology and AI to help prepare for the unexpected.

### **Patchwork to powerhouse: Elevating mobility with integrated solutions**

In an era defined by rapid advances in AI, industry disruption, and mounting pressure to reduce costs, organizations should ask: Is there a smarter, more strategic way to manage global mobility?

For years, mobility programs have settled for a patchwork of multiple vendors, inconsistent employee experiences, fragmented technology, and limited visibility into costs. These challenges often restrict mobility teams to an administrative role rather than driving business value. In this session, we'll:

- Present an innovative idea: consolidating your mobility management with a single, integrated vendor—unlocking seamless, end-to-end assistance, enhancing outsourcing efficiencies, leveraging agentic AI and empowering your mobility function to focus on strategic priorities.
- Discover how this model not only streamlines operations and reduces costs but also transforms mobility into a key contributor to business impact.

Are you ready to reimagine what your mobility function can achieve?

### **Tax and compensation fundamentals: Tips and tricks professionals should know**

Understanding the basics is key to driving value in mobility tax and compensation programs. This dynamic session is crafted exclusively for mobility tax and compensation professionals who want to expand their knowledge and focus on robust and efficient foundational practices. Dive into hypothetical examples and practical guidance on managing critical components of mobility tax and compensation, including:

- **Authorization Lists:** Leading practices for tracking, updating, and leveraging authorization lists to support compliance and program transparency.
- **Payment Processes:** Tips for making accurate, timely payments and coordinating between departments or borders.
- **Tax Equalization Collections:** Proven methods for collecting, reconciling, and documenting tax equalization contributions.
- **Payroll Compliance:** Step-by-step walkthroughs of gross-up calculations, add-to-pay procedures, and effective global payroll controls.

We'll highlight common pitfalls, emerging trends, and actionable insights with a focus on efficiency, accuracy, and compliance. Expect interactive scenarios and plenty of opportunities to exchange tips with peers facing similar challenges

### **Technology-assisted global employment tax management**

Please join us for this session to discuss how your peers are managing global employment tax compliance in the evolving regulatory landscape, using a variety of tools and leading practices. We will:

- Demonstrate different ways to leverage technology and how AI can support this.
- Explain how these tools can help organizations navigate the administrative burden of monitoring global changes, enabling a proactive approach for managing compliance.
- Highlight some of the top technical issues employers are currently facing, and how focusing on mitigating risks can impact an organization.

### **Unlocking your potential for personal growth**

When juggling multiple deadlines, demands, and needs from your everyday role, it can be very difficult to carve out time for yourself. Join us in this interactive session where we'll focus on YOU and your personal growth and development as a professional.

## **Huddle session descriptions**

### **Business travel and remote work: Next-level program discussion**

Join a group of experienced peers who are managing business travel or flexible work compliance programs and Deloitte leaders to discuss challenges and leading practices to evolve and enhance your current programs.

### **Enhancing and leveraging internal and external relationships**

In the current dynamic business climate with seemingly daily priority shifts, HR and the Talent Mobility function should consider possible resources available. Leaders must strike a balance between setting strategy, advising the business and executing a premium experience for their employees. Our session will focus on the evolving scope and accountability of talent mobility, new services delivery models, and the role of internal as well as external resources.

### **Enhancing financial transparency**

Consistent budgeting and forecasting, along with effective management of accruals and chargebacks, are critical for financial stability and operational efficiency. By implementing innovative budgeting techniques,

accurate forecasting methods, and robust accrual and chargeback processes, organizations can enable better financial transparency.

### **Exploring lump sum policy models to deliver a personalized mobility experience**

This dynamic discussion will cover the evolving landscape of global talent mobility specifically, the increasing trend of moving from traditional relocation policies to lump sum approaches. We will explore the drivers behind this transition, the potential challenges and opportunities it presents, and innovative strategies for enhancing employee experience and program outcomes.

### **GenAI and agentic AI: From now to next**

GenAI and agentic AI are no longer just buzzwords; they are transforming industries and talent strategies. Share with peers how you have already used GenAI and agentic AI in mobility, including successes, challenges, and ways AI is reducing administrative tasks, unlocking insights, and enhancing employee experiences. Discuss collaboration with your company center for ideas, funding, and strategic initiatives that benefit Mobility and other functions.

### **Getting started with business travel and remote work**

Join a group of peers and Deloitte leaders to discuss how to implement and initiate business travel or flexible work compliance programs. We will focus on key elements of successful business travel and flexible work programs, including securing stakeholder buy-in, enhancing employee experience, and balancing possibility with practicality.

### **Getting started with GenAI and agentic AI**

Are you new on your GenAI and agentic AI journey? Share with peers who are also new to the AI world on how you are incorporating AI into your everyday work, and into your mobility strategy. Share stories on how you are leveraging your internal technology groups or another part of your organization on how to get more involved in leveraging any internal tools and training that may be offered. Discuss if you need business cases for funding and strategic initiatives that mobility can join.

### **Leadership strategies for complex mobile workforce**

This session will explore effective strategies for managing complex individuals within the global workforce, focusing on the evolving expectations and challenges faced by multinational organizations. We will examine the critical role of global workforce leaders in addressing unique employee assignments while meeting business needs and adapting to the dynamic global environment, equipping attendees with practical tools to drive successful international talent management.

### **Mobility program spend trends**

Discuss trends in program spend priorities and associated challenges. We'll explore how your peers are prioritizing policy provisions, impact on experience, technology influence and how data is procured, and what tools and tech are used for exception management.

### **Preparing for what's next in immigration and talent strategy**

AI and innovation are moving quickly. Governments are changing policies and processes regularly. We'll discuss how these factors impact global talent strategies and your employees' roles today, where your employees are located, and implications for the future of immigration.

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## **The art and science of M&A**

Companies undergoing a transaction can explore potential savings throughout the life cycle of the transaction, while managing compliance and risk exposure. We will facilitate a roundtable discussion regarding deal critical activities, including sharing potential opportunities during the due diligence, structuring and post-merger integration stages of the transaction.