

Updating Your Mobility Program

Continuous change in our organisations, new demands on HR, also put pressure on Mobility programs to be up to date to meet the challenges. It becomes a necessity to have a strategy that defines assignment policies, operating models and processes which are cost-efficient and effective and ready for the future.

The business demands from you to be competitive, flexible and cost-efficient and at the same time to create an attractive employee experience for international assignees and their families.

It is therefore necessary to become agile to meet the various needs and to constantly look for scope of improvement of your Mobility program to stay relevant. From time to time you will need to update your policies, processes and make changes to your operating model.

This does not anymore need to be a daunting task. Alfa's purpose is to deliver sustainable global mobility for people and businesses and beyond Mobility and Assignment Services now also offers advisory support for changes to your Mobility program.

We can support anything from large scale Mobility transformations to policy reviews and updates. Proven approaches, subject matter expertise and industry knowledge simplify the process of creating a Mobility program that is up to date and up to the task.

In order to have the necessary expertise we are teaming with Chris Debner, an award-winning Talent Mobility thought leader. He can offer more than 20 years of experience in Mobility advisory and has supported Alfa during the previous years with thought leadership publications, training and was a frequent guest speaker at our client events in Scandinavia.

Based on experience, advisory support needs to be tailored individually to the needs of every company. And since every company is special in its own way, please contact us for a free discussion with Chris to understand better how you can fulfil your company's needs and individual desires.

The Mobility article series:

Part I: [Setting the scene](#)

Part II: [Operating model updates](#)

Part III: [Policy updates](#)

Part IV: [Process updates](#)

Part V: [Change Management & Business Cases](#)

Alfa's Talent Mobility Expert



Chris Debner

- Advised on more than 150 Mobility Strategies and Policies - design to implementation
- 20 years professional services experience globally
- Former EY EMEIA leader for Mobility Advisory, Group Relocations and Global Employment Organisations
- Founder and coordinator of the Swiss SMI Mobility Network
- EMMA 2015 Global Mobility Professional of the year
- Faculty member of Erasmus University Rotterdam post-graduate Mobility Master and HWZ, Zurich Business school

