

Mario Ferraro



- International Mobility programs should be designed to support the organisation's **business strategy** **business model**
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overall workforce strategy:

- “people”?
- - functionally**
 - geographically**
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- **Compliance:** Complex interaction between the home and host country's tax legislations,

- **Remuneration**

transfer on the accompanying spouse's income.

- **Logistics**

- **Family issues :** Significant tension and stress in the assignee's family. Accompanying spouse may be

- **Budgeting, Affordability and ROI:**

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- **Risk Management**

reason for assignment failure is the family's inability to adapt to the host environment.

Business Strategy and Business Model

Talent Strategies

Talent Management

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Logistics

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Rewards

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Admin & Compliance

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- Loss of spouse's income



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Approach	Brief outline
Home Country “Balance Sheet”	assignee’s remuneration retains the same
	HQ or Regional HQ instead of the assignee’s home
	Assignee’s remuneration is aligned to host location’s
“Local plus”	

* Several other approaches exist, such as Cafeteria, Equalised Goods & Services, etc.

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- The wording of the contract, the assignee's activities and the mechanism for
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Best practice is to:

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Tax

Planning

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* It is possible to have compliance obligations in 3 or more tax jurisdictions

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scalability

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Key processes:

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It is possible to budget for, and cost in advance:

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Common challenges to costing and budgeting:

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Conclusions...



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