



RELOCATION

WHAT CAN THE ORGANISATION DO *to support the expatriation process?*

Decreased performance of an employee who was sent to work abroad (,expat'), damaged credibility of the sending organisation related to the wrong selection of the expat, expat's early return coupled with extra costs, expat's demotivation followed by a loss of know-how due to his likely departure to another company – those are some of the risks faced by organisations who send their employees to work abroad.

Whether the relocated employee will meet the organisation's expectations while on assignment or not largely depends on how successfully he or she will adapt in the new cultural environment.

The organisation should ensure that,

1. All expats appreciate how the organisation's international activities affect the achievement of its strategic goals; it is critical that expats perceive the expatriation process as a natural part of the international activity.
2. The development of intercultural competences and preparation for being expatriated and repatriated are part of employee development; such development must be linked to the organisation's strategic goals.
3. While selecting future expats, employees' language skills as well as their intercultural competences and family background are considered.
4. Processes are in place for systematic internal sharing of the know-how which expats have generated while abroad.

We'll assist you in achieving those principles by means of the Global organisation programmes.