

Utilizing GM Insights -
Efficient Global People
Effectiveness Expert & the
Employee Value Proposition

Infographic

This infographic is based on the report authored by Professor Michael F. Dickmann,
Professor of International HRM, Cranfield University, School of Management, United Kingdom.
To read the full report, please email us- office@theresforum.com

Infographic

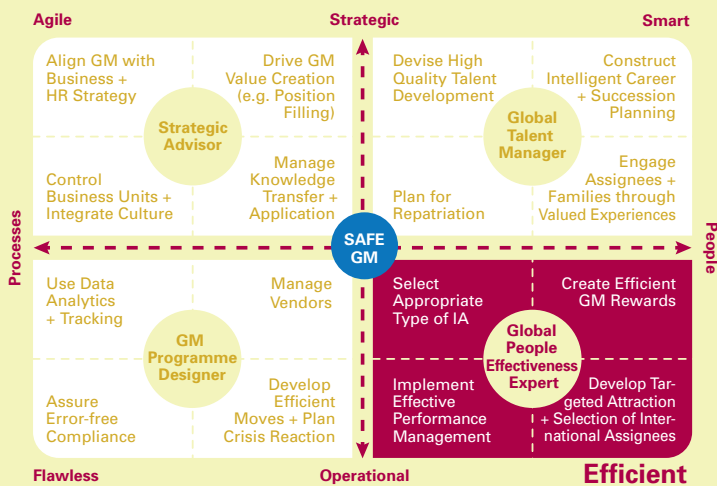
Issue 2

RES Forum Research

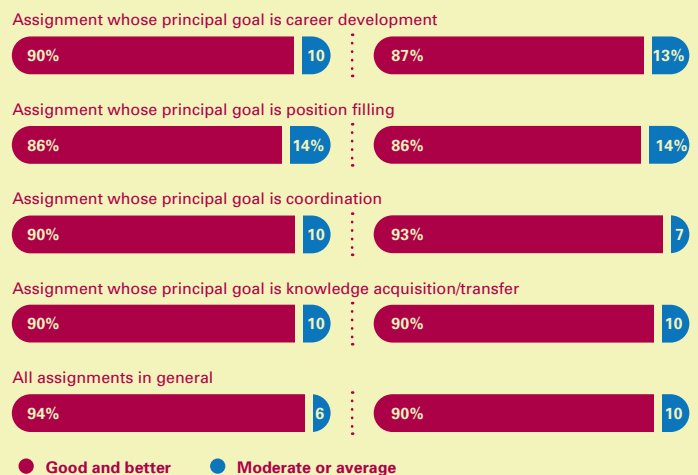
Utilizing GM Insights - Efficient Global People Effectiveness Expert & the Employee Value Proposition

Efficient Global People Effectiveness Expert

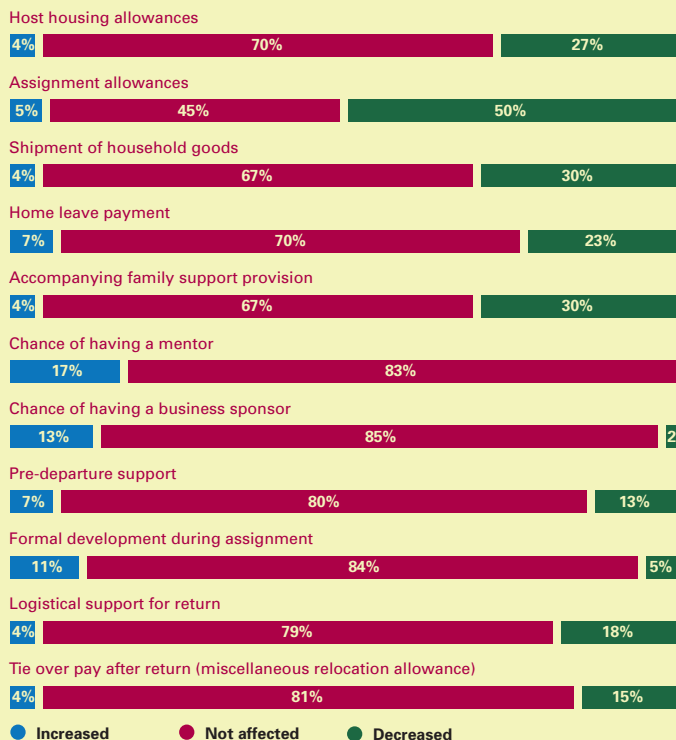
The SAFE Model captures the key strategic and operational aspects of GM work



On average, in comparison to their non-expatriated peers, What is your MALE assignees' performance like when they are on the following:

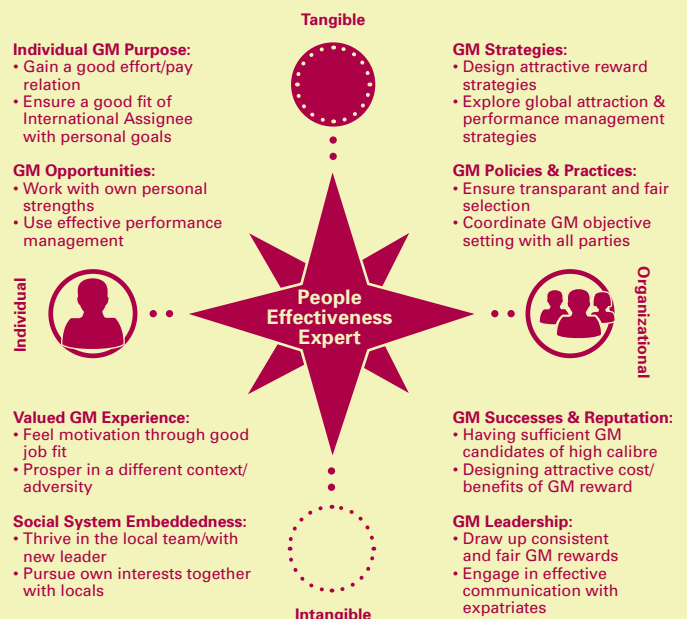


How does DEVELOPMENTAL assignment support in your organization differ from your standard long-term assignment support?



Efficient Global People Effectiveness - Employee Value Proposition

Organizations should manage the tangible and intangible aspects of the Global Talent Proposition. Some metrics are outlined below.



About the respondents

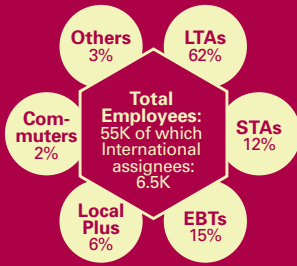
81 Global organizations contributed to this research. For more information about the respondents, please read 'RES Forum Research Reports 2019 - Data Sources and Methodology' at: <https://theresforum.com/annual-report/>

10 Global People Effectiveness Metrics

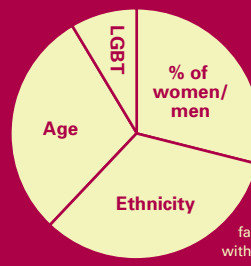
A Sample Dashboard. What should your department be aiming for?

General GM Data

GM population



GM diversity*



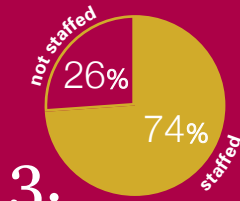
LTAs = long-term assignees
STAs = short-term assignees
EBTs = extended business travellers
Local Plus = local plus assignees
Commuters = cross border commuters

*workers who feel that they have good access/fair policies and practices with respect to GM.

GM Attractiveness



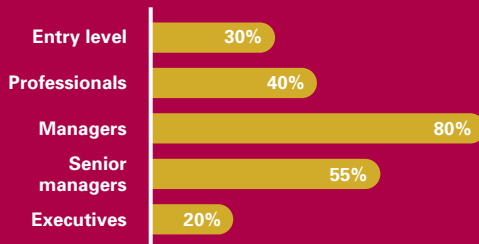
External GM willingness
% of applicants who indicate that they are globally mobile



GM Staffing Success
% of GM vacancies staffed

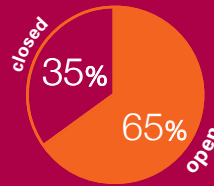
2.

Internal GM Attractiveness
willingness to go on assignment



GM Selection

4. **Assignment Selection**
% of open selection



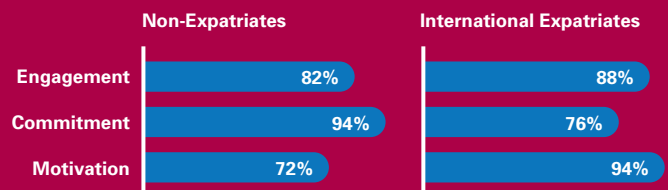
5. **Assignment Selection**
% with cultural agility assessment

GM Engagement & Retention

8. **Global Assignment Objectives**
% of assignment objectives set after prior agreement with home and host

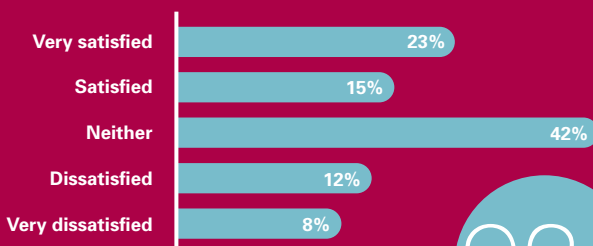


9. **Comparison of expatriate motivation/commitment/engagement with non-expatriated peers**



GM Rewards

6. **Global rewards**
% of assignees in relation to degree of satisfaction with global rewards



7.

Global rewards
% of staff satisfied with the types/choice of assignment rewards



10.

% of On-Assignment Retention

