

Flawless Programme Design
and the Employee Value
Proposition – Delivering
for all Stakeholders

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

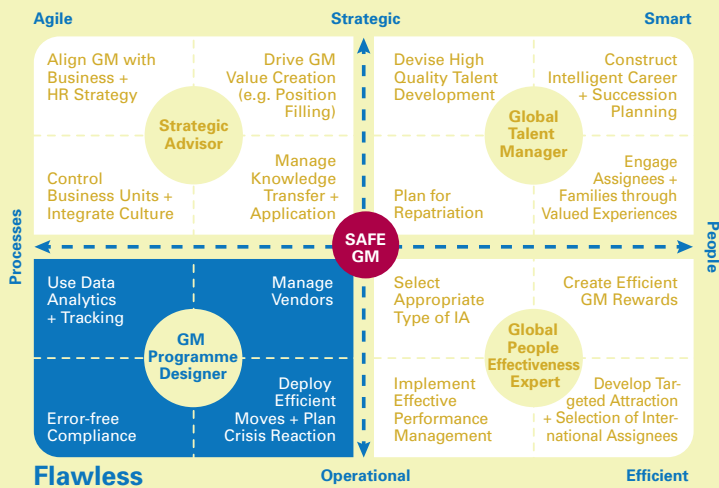
Issue 3

RES Forum Research

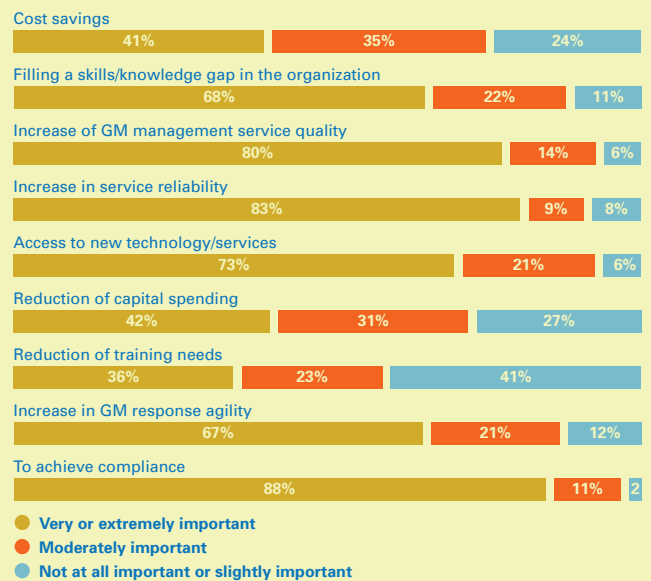
Flawless Programme Design and the Employee Value Proposition – Delivering for all Stakeholders

SAFE Model with Flawless Programme Design Focus

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



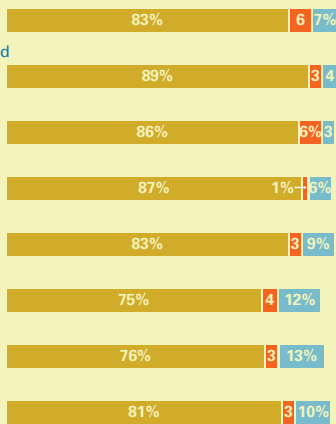
How important are the following factors in your decision to use outsourcing providers?



To what extent does your organization measure the following areas in terms of return on investment (ROI) of international assignments?

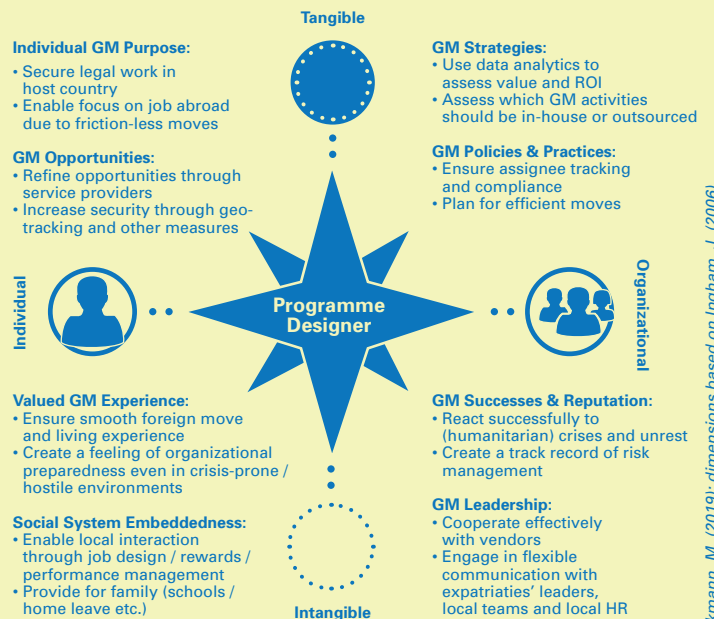


In terms of the future, in three years' time to what extent SHOULD your organization measure the following areas:



Flawless GM Programme Designer - Employee Value Proposition

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

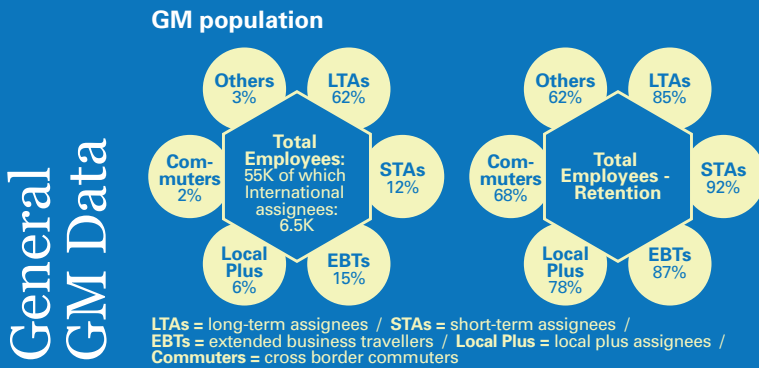


N.B. Percentages may not add up to 100% as the percentage for those that responded 'Don't know' is not included

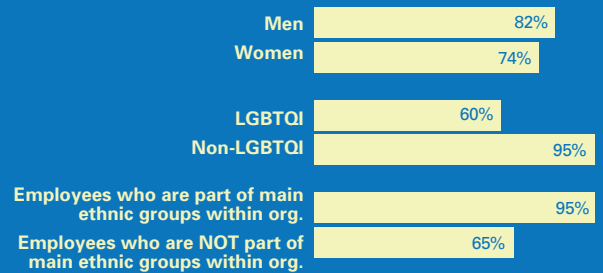
About the respondents
81 Global organizations contributed to this research. For more information about the respondents, please read 'RES Forum Research Reports 2019 - Data Sources and Methodology' at <https://theresforum.com/annual-report/>

10 Global Mobility Programme Designer Metrics

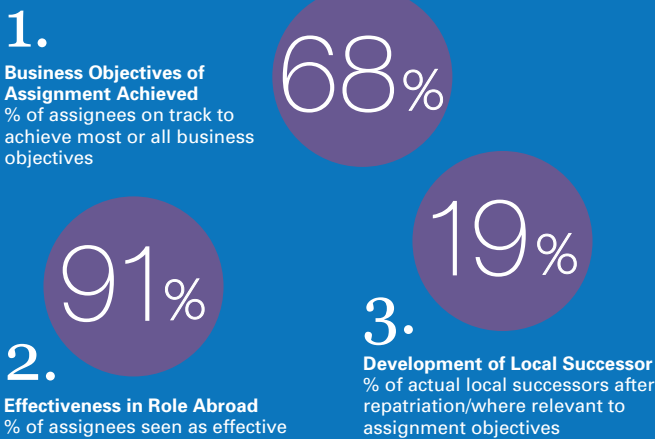
A Sample Dashboard. What should your department be aiming for?



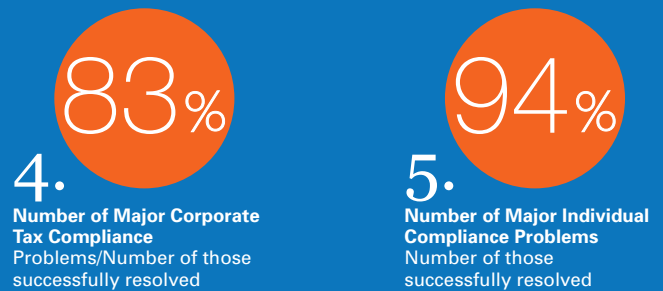
Percentage of staff in each of group that perceives company diversity policies relating to GM opportunities to be fair...



ROI/Value



Compliance



Programme Design Satisfaction



Outsourcing/ Risk Management

