

Issue  
RES Forum Research  
November 2019

4

Agile Strategic Advisor and the  
Employee Value Proposition -  
Enhancing and Documenting  
GM Success

# Infographic

This infographic is based on the report authored by Professor Michael F. Dickmann,  
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To read the full report, please email us- [office@theresforum.com](mailto:office@theresforum.com)

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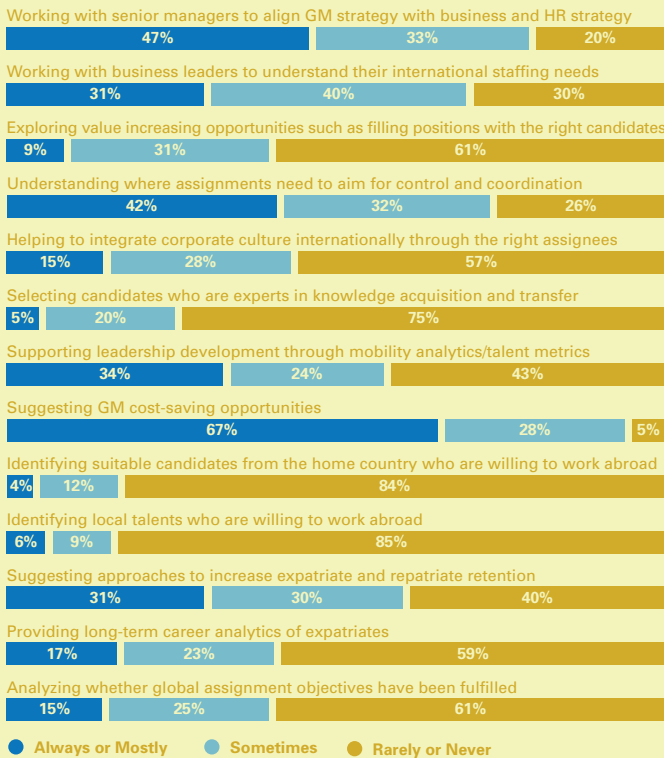
# Infographic

Issue 4

## RES Forum Research

### Agile Strategic Advisor and the Employee Value Proposition - Enhancing and Documenting GM Success

#### Frequency of Use of Strategic GM Advisory Activities



#### The Activities that Senior Managers value as providing Strategic Advice, versus Frequency of Implementation by GM Experts

Strategic Advice Activities	RANK ORDER: Activity Very to Extremely Important to be Perceived as Strategic Advice by Senior Management	RANK ORDER: Activity Mostly to Always Undertaken by GM Experts
Working with senior managers to align GM strategy with business and HR strategy	1	2
Working with business leaders to understand their international staffing needs	2	5
Suggesting GM cost-saving opportunities	= 2	1
Supporting leadership development through mobility analytics/talent metrics	4	4
Providing long-term career analytics for expatriates	5	7
Suggesting approaches to increase expatriate and repatriate retention	6	6
Analysing whether global assignment objectives have been fulfilled	7	9
Exploring value increasing opportunities such as filling positions with the right candidates	= 7	10
Understanding where assignments need to aim for control and coordination	= 7	3
Helping to integrate corporate culture internationally through assignees	10	8

#### SAFE Model with Agile Strategic Advisor Focus

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



#### Agile Strategic Advisor - Employee Value Proposition

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

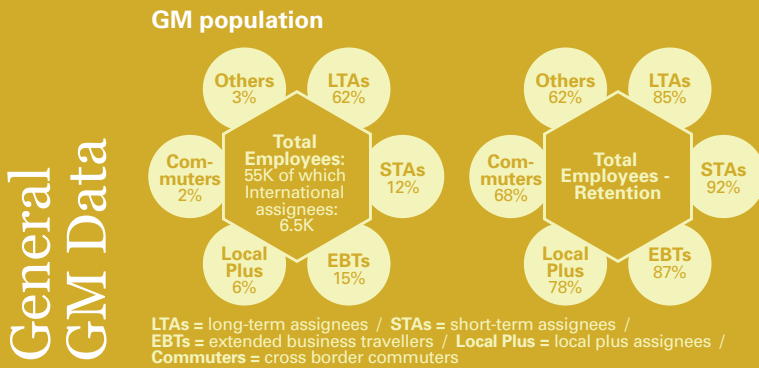


#### About the respondents

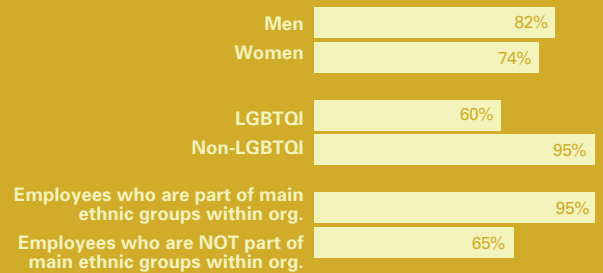
81 Global organizations contributed to this research. For more information about the respondents, please read 'RES Forum Research Reports 2019 - Data Sources and Methodology' at- <https://theresforum.com/annual-report/>

# 10 Global Mobility Strategic Advisor Metrics

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



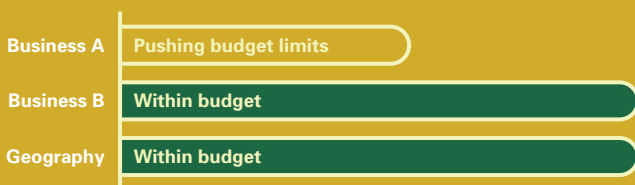
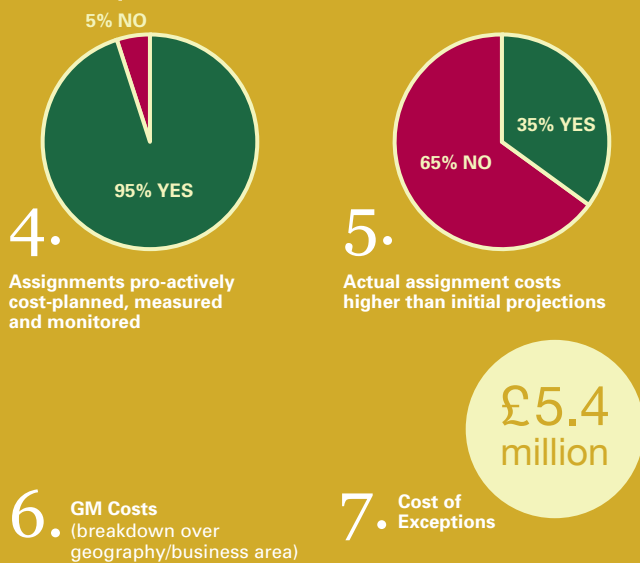
Percentage of staff in each of group that perceives company diversity policies relating to GM opportunities to be fair...



## Strategic Integration



## Cost/Value and Risks



## Assignment Objectives

● Not achieved ● Partially achieved ● Fully achieved



**8. Control and Coordination**  
% of Control and Coordination Objectives achieved

**9. Business Driven**  
% of Business Driven Objectives (knowledge & skills transfer) achieved

**10. Leadership development**  
% of Leadership development objectives achieved