

2022 / 23  
paper

V

# *Resilience*

GM Checklist





# The RES Forum

## Resilience GM Checklist

In the following, we introduce the RES Forum GM Resilience Score. You will find 12 statements about your organization's practices in the context of GM and handling international assignees.

Rate each statement in relation to your organization on a scale from 0 to 10.

A score of '0' represents "Strongly Disagree" (indicating that the statement is not at all reflective of your organization's practices) while a score of '10'

represents "Strongly Agree" (indicating that the statement is very much reflective of your organization's practices).

Try to be as objective as possible in your assessment.

Once you've assigned a score to each statement, proceed to the next part for instructions on how to calculate your organization's resilience score.

## Strategic Adaptability

My organization promptly adjusts GM strategies in response to changes in the external environment (e.g., changes in immigration laws, geopolitical shifts)

We regularly revise our GM goals to accommodate changing international conditions.

Lessons from past disruptions in international assignments are incorporated into our strategic planning.

Our organization encourages innovation and adaptability in managing international assignees.

Strongly Disagree

Strongly Agree

0 1 2 3 4 5 6 7 8 9 10



## Operational Flexibility

We can swiftly modify international assignment plans in response to disruptions (e.g., repatriation or localization).

We have flexible work arrangements (like remote working capabilities) that enable operational continuity during crises for our international assignees.

Our organization can efficiently relocate international assignees if needed.

Our operational processes can adapt swiftly to accommodate new GM opportunities.

Strongly Disagree

Strongly Agree

0 1 2 3 4 5 6 7 8 9 10



## Risk Management

Our organization has robust risk management strategies specifically for managing international assignees.

We proactively anticipate, identify, assess, and mitigate potential risks to our international assignees.

We have detailed contingency plans for our international assignees that can be enacted swiftly during disruptions.

Our organization effectively communicates risks and risk management strategies related to international assignments across all levels.

Strongly Disagree

Strongly Agree

0 1 2 3 4 5 6 7 8 9 10



Now that you have rated each statement, it's time to calculate your organization's RES Forum GM Resilience Score.

Begin by summing up the scores for each dimension separately. Each dimension's total score will range from 0 (lowest resilience) to 40 (highest resilience). Add these three totals together to get a grand total score, which will range from 0 (lowest resilience) to 120 (highest resilience).

To normalize this score to a scale of 0-100 (making it easier to interpret), divide your grand total by 1.2. For example, if your grand total score is 90, the normalized score will be 90 divided by 1.2, which equals 75.

This normalized score is your organization's resilience score. A score closer to 100 indicates a high level of resilience in managing GM and handling international assignees, while a score closer to 0 indicates areas needing significant improvement for better resilience.

Remember, this score is a tool for self-reflection and growth. Use it as a guide to identify areas of strength and areas where your organization can enhance its resilience in global mobility.

*If you are interested in learning more about resilience in GM, please contact the RES Forum with your queries and questions, we are here to help you!*

Mail to: [office@theresforum.com](mailto:office@theresforum.com)