

Digitalization: How technology impacts the world of Global Mobility



"Where digital is embedded, seamless and ingrained in ways of working, it adds value to the organisation and it allows individuals to focus on more strategic and creative work."
Head of Global Mobility in a large media organisation in London, UK.

"Global Mobility departments appear to be in a transition phase: digitalization is in progress"
Prof. Dr. Benjamin Bader, Professor of Strategic Management and Organization, Leuphana University of Lüneburg

1 A few words on the respondents

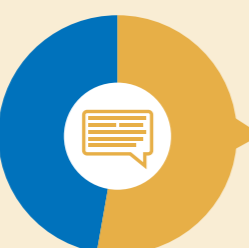
70% of the respondents did not perceive technology and digitalization as a future threat for GM



Almost nine in ten (86.5%) believe that digitalization will be advantageous for GM management and those working in the field.



More than half of the respondents (52.9%) believe that there might be a small chance (20-40%) that digitalization and automation will ultimately mean that technology replaces the GM function

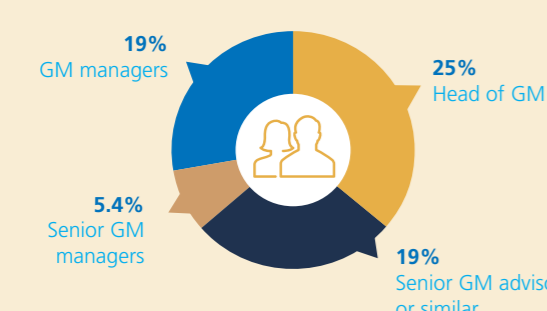


The sample consists of 51 GM professionals representing RES Forum member companies.

Number and gender of respondents

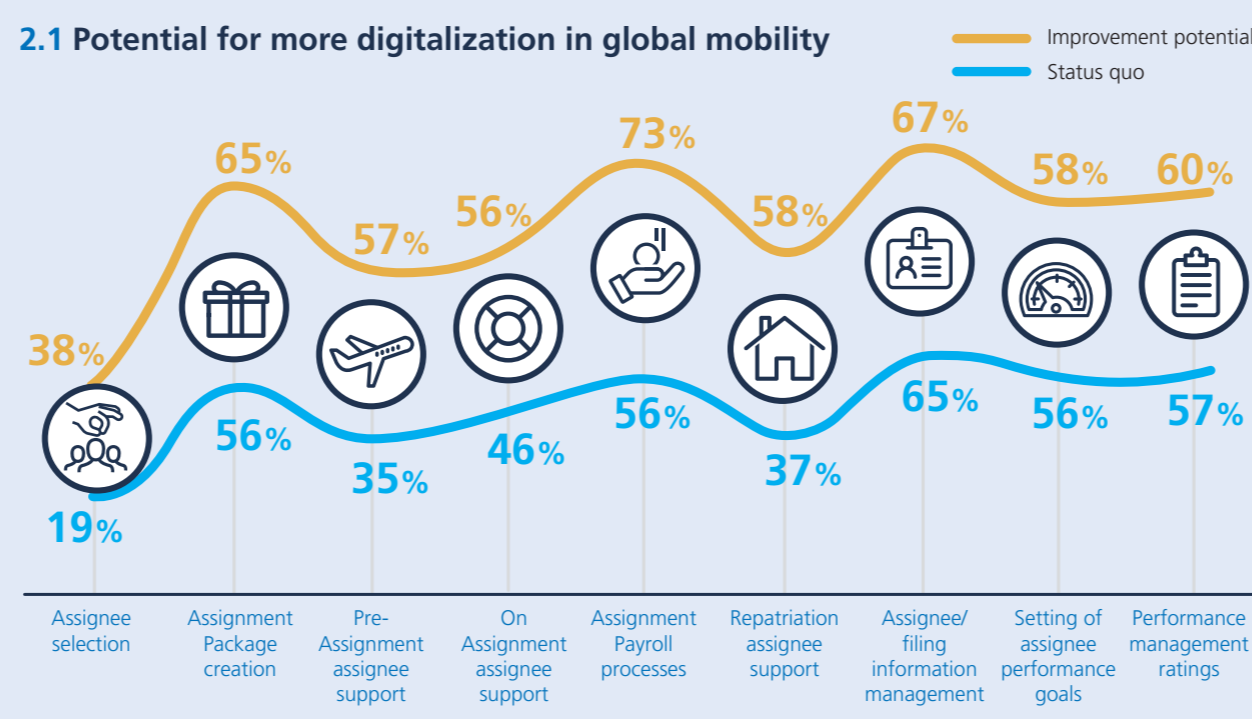


Seniority of respondents

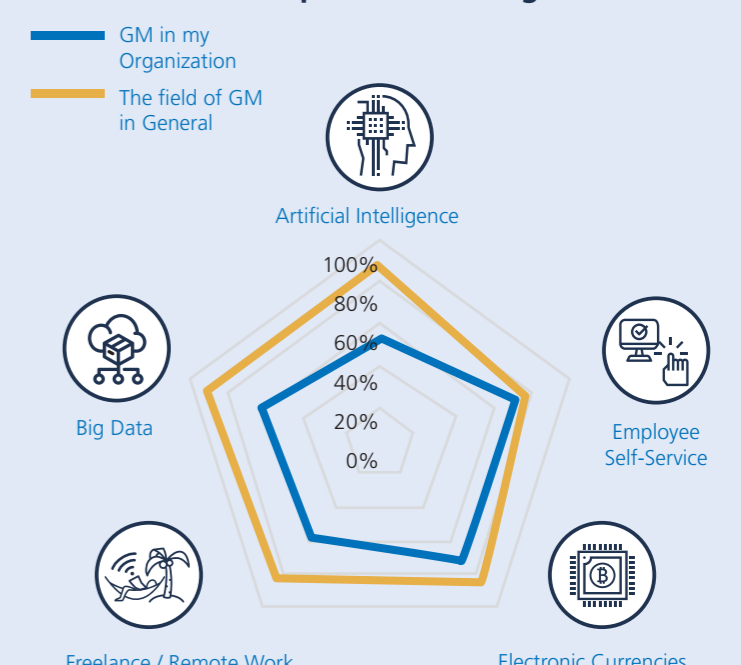


2 Key Insights

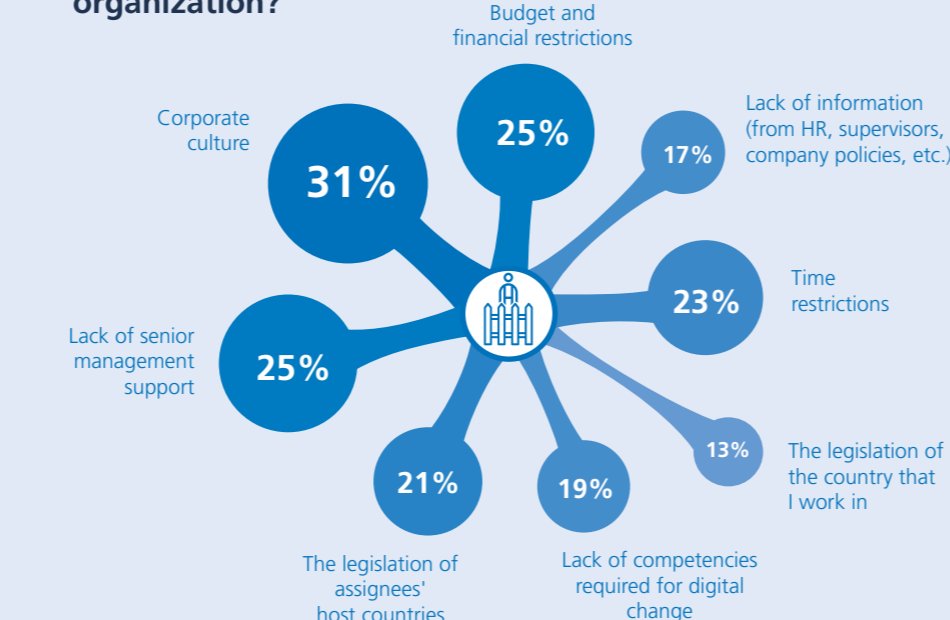
2.1 Potential for more digitalization in global mobility



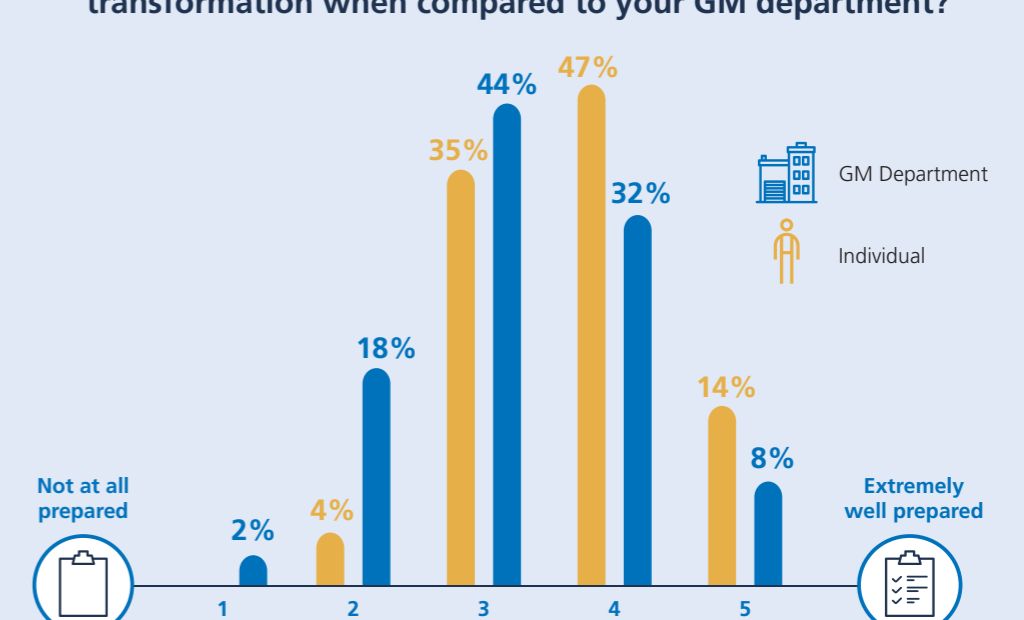
2.2 Trends that impact GM Management



2.3 What stands in the way of enhanced digitalization in your organization?



2.4 How well do you think you are prepared for digital transformation when compared to your GM department?



3 What we know by now

- 1.1 The Global Mobility departments of the responding RES Forum member companies are moderately digitalized but there is a lot of potential for innovation and improvement
- 1.2 A lack of awareness of digitalization stands in the way of digital transformation
- 1.3 Self-service will be the next big trend. What happens to the importance of interpersonal skills is still unclear

4 Action steps for organizations

- 1 Identify potential improvement opportunities within your organization
-Yes, our first recommendation relates to the organization as whole, not just GM!
- 2 Raise awareness and prepare for the digital transformation
- 3 Use the lack of awareness to allow your GM department to be the first team to initiate change and to tackle some of the newest and most significant industry trends