

RES Forum's Policy & Risk Tool Analytics – Overview Document

The RES Forum's existing suite of Analytics consists of a number a Global Mobility policy benchmarking tools, and is soon to be complemented by a unique RISK Analytics tool – an exciting development for RES. This document provides an overview of these tools, along with a number of options for commercial collaboration.

Current picture - RES Global Mobility Policy Analytics

The RES Forum's existing suite of policy analytics tools (covering Extended Business Traveller, Short-Term Assignment, Long-Term Assignment and Business Commuter policies) has collated data from over 500 global organisations and allows RES member organisations to benchmark the cost and richness (on an anonymous basis) of their policies against other RES Forum members.



Long Term Assignment

The RES Forum's LTA Policy Analytics module allows companies to compare (on an anonymous basis) their Long Term Assignment Policy against all other companies. There are 40 policy variables each with a weighting and an associated cost in \$USD (based on a 3-year family assignment, UK to US). The first of the RES Forum analytics module is now being regularly utilised by over 270 organisations.



Short Term Assignment

The RES Forum's STA Policy Analytics module allows companies to compare (on an anonymous basis) their Short Term Assignment Policy against all other companies. There are 39 policy variables that underscore the tool. Each has a weighting and an associated cost in \$USD (based on a 1-year family assignment, UK to US). Currently over 125 companies have input their data and utilise the second RES Forum analytics module to launch and this continues to grow strongly week on week.



Extended Business Trip (EBT)

The RES Forum's EBT Policy Analytics module allows companies to compare (on an anonymous basis) their Extended Business Trip Policy against other participating RES Forum companies. There are 39 policy variables. Each has a weighting and an associated cost in \$USD (based on a typical EBT from the UK to the US). More recently launched the RES Forum Extended Business Trip (EBT) Assignment Analytics module has started to gain traction with a good number of member companies (over 70).



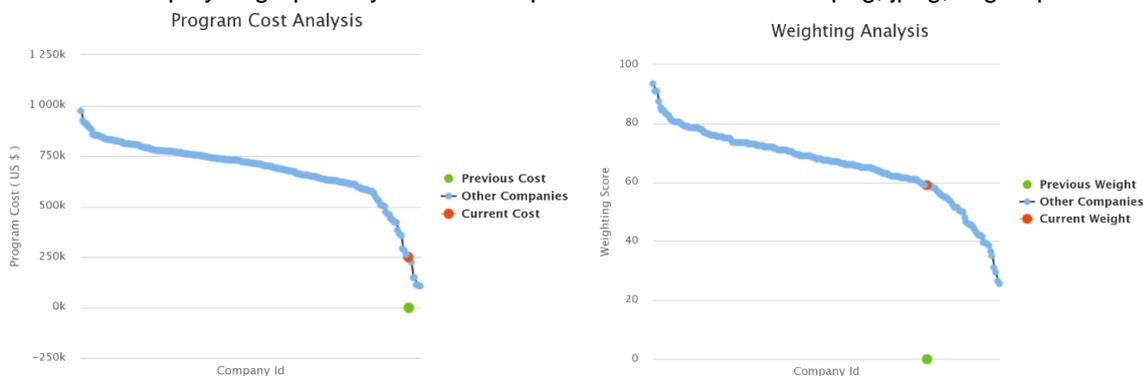
Business Commuter (BC)

The RES Forum's Business Commuter Policy Analytics (BC) module allows companies to compare (on an anonymous basis) their Business Commuter Policy against other participating RES Forum companies. There are 28 policy variables. Each has a weighting and an associated cost in USD (based on a typical BC from the UK to the US). The RES Forum Business Commuter (BC) Assignment Analytics the latest addition to the RES Forum suite of Assignment Analytics modules.

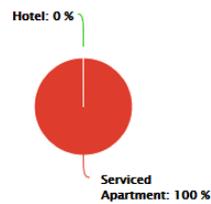
The power of the RES Forum Assignment Analytics Tool is such that companies can:

- Identify expensive policy items which are less valued by assignees
- Identify lower cost policy items which are highly valued by assignees
- Position their GM policies relative to others – in terms of cost and richness of support (weighted score)
- Identify a 'strategic' target position – average, upper/lower quartile/decile in the cost/weight continuum
- Model scenarios/changes to their policy, to achieve that strategic target, but ensuring that they get the optimal balance between spend and assignee value.

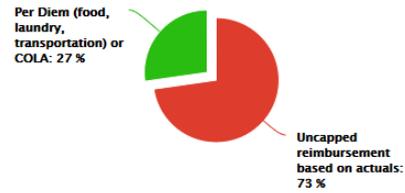
Results are displayed graphically and can be printed or downloaded in png, jpeg, svg or pdf



Host Accommodation



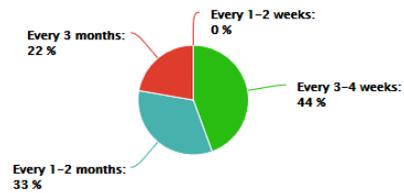
Living Expense Funding



Car Provision



Return Home Trips



Questions cover the following main categories:

- Policy scope and objectives
- Pre-departure assistance
- Physical relocation
- Compensation and benefits
- On-going assignment support
- Repatriation, termination and re-assignment

Individual organisations who participate receive a unique identifier to ensure that survey results are kept anonymous. Results can be submitted as many times as required to allow modelling of potential policy changes to help understand the impact in terms of richness, associated cost and value to the assignee.

Vision for future development of the Policy Analytics tools

The next phase of development will incorporate:

- More segmented benchmarks (initially manual, but and overtime to be automated)
- Use for consulting – greater leverage of the richness of the data
- Greater leverage of commercial opportunities offered by the unique insights from the tools and output
- Regular refresh of tools – recent refresh added another 60 companies (high levels of take up from RES members)
- Continue to improve quality of outputs and tool design for enhanced user experience

Future Development of RES Analytics - The RISK Diagnostic Tool

Global Mobility functions are responsible for managing both the cost but more importantly the risk, associated with managing cross-border programmes in complex and ever-changing environments.

Successfully managing risk across GM programs requires an understanding of a number of technical areas, associated key risks, and being able to assess where any development areas or gaps in a programme may lie.

Some of the challenges in managing a GM program within a sensible risk framework are:

- Resources – where should scarce resources be focused and how to prioritise efforts
- Knowing how my organisation compares to other companies in terms of risk preparedness

Building on the above principles, the RES Forum RISK Analytics tool allows each participant company to self-assess risk preparedness against a number of risk factors; each of these factors weighted in terms of significance/potential risk exposure.

The tool will identify a number of risk factors covering the following categories, amongst others:

- Compliance (Tax, Social Security & Immigration)
- Frequent Business Travellers (FBTs)
- GM Policies
- Talent Management & Diversity
- Vendor Management
- Data Security
- Physical Security

The tool can be completed at different stages of an organisation's risk journey to assess progress and monitor comparative preparedness versus other RES Forum member organisations – a key differentiator for all of the RES Forum's analytics tools.

Benefits

- Identifies current state of risk preparedness across a number of key areas
- Provides comparative view of preparedness versus other RES Forum organisations – on an anonymised basis
- Results are displayed graphically via the RES Forum website and can be re-run to show progress over time

What will the RISK Tool look like

Sample screen shots from the RES Forum's policy benchmarking tools:

LTA Policy Analytics

POLICY SCOPE & OBJECTIVES

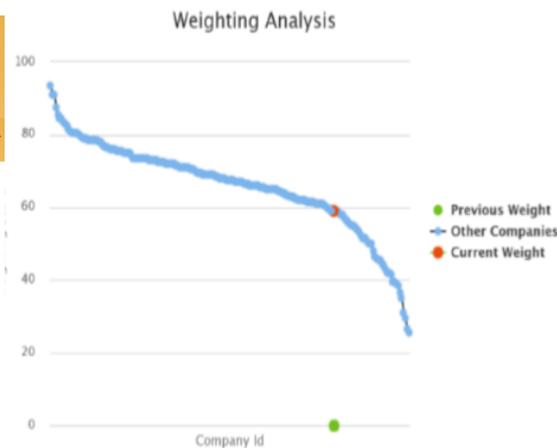
1. Does your organisation have a Dependent Policy?

Yes No

PRE-DEPARTURE ASSISTANCE

2. Do you provide pre-departure immigration assistance?

Yes No



Where to find the Tool

To use the RISK Tool, RES members will need to be logged into the www.theresforum.com website. Once done, click on the ANALYTICS icon on the menu bar:



This will take you to the ANALYTICS landing page:

Analytics

 Long Term Assignment Policy Benchmarking Click here	 Short Term Assignment Policy Benchmarking Click here	 Extended Business Trip Policy Benchmarking Click here	 Risk Assessment Coming Soon
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What we are looking for from Partners

We are looking to collaborate with a select group of Partners to help shape specific risk ‘best practice’ questions related to Partner areas of expertise, and to co-develop the RISK Tool, ie. help shape it from its current design, to its final development and launch phases.

Custom Portal development

Outputs and tailored insights will be filtered through to a custom Analytics Portal (currently in development) which will bring greater accessibility to Partners who wish to access data on a real time basis.