

2022 / 23
paper

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North America

GM checklist

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North America GM Checklist

In our North America GM checklist, we incorporate the three categories:

- **Strategy and Objectives**
- **Operations and Management**
- **Employee Experience and Communication**

This should help determine the extent your GM operations in North America are on the right track. The combined results will highlight the level of preparedness in your organization for each category.

Rate each of the following statements based on their importance to your organization. Issues in the 'unimportant' half of the scale may be used to analyse the GM activities in North America in more detail.

Strategy and Objectives

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
We have clear objectives for our GM activities in North America.					
Our objectives are aligned with the company's overall strategy.					
Our GM program is integrated with the overall HR strategy, including recruitment, performance management, and career development.					
Our GM activities support talent management objectives in North America, including the development and retention of key talent.					
Our GM supports the development of cultural awareness and competence among employees.					

Operations and Management

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
There are established metrics in place to track the performance and impact of our GM activities in North America.					
These metrics are regularly reviewed and analysed.					
We comply with all relevant legal and regulatory requirements related to GM in North America, including immigration, tax, and employment laws.					
We are effectively managing and monitoring mobility costs, including relocation expenses, tax equalization, and other related costs.					
External suppliers, such as relocation companies and immigration lawyers, are effectively managed and monitored to ensure quality of service and cost-effectiveness.					

Employee Experience and Communication

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Our employees are satisfied with our GM activities in terms of support, communication, and overall experience.					
There are feedback mechanisms in place to monitor employee satisfaction.					
Employees and stakeholders are effectively communicating with each other about mobility program policies, processes, and changes.					
Employees are provided with adequate pre-departure preparation and support, including information about the destination country's culture, customs, and lifestyle.					
There is a clear plan in place to support employees when they repatriate after the end of their assignment.					

This fifteen-point checklist provides a useful overview of the different aspects of GM in North America. Plus, it can help organizations evaluate their program's success and identify areas for improvement.

Use the following numerical values to calculate your score: strongly disagree (1), disagree (2), neither agree nor disagree (3), agree (4), strongly agree (5).

Anything below 45 shows that your organization needs to review / refocus their GM approaches in North America.

A value between 45 and 59 needs to be carefully analysed and aligned with your priorities for individual items- for example, any item that scores 4 or above should be considered a priority.

A value of 60 and above indicates a sophisticated approach to GM in North America.

For the full paper, visit theresforum.com/annual-report