

Creating a New Global Mobility Model

A European headquartered automotive business separated from its parent group and decided to use this change as an opportunity to re-evaluate their approach to global mobility. This journey involved a state-of-the-art diagnostic approach, taking a fresh look at their internal mobility & payroll teams, technology and vendor landscape to redesign and rescope their Global Mobility Operating Model.

The customer challenge

Our customer's global mobility programme covers over 40 countries, overseen by a global mobility team that relied on a traditional data collection approach, which proved to be a labour-intensive operating model. Legacy vendors were supporting compliance and relocation services. Upon separating from the parent company, a new corporate organization was required. Instead of replicating the parent company's global mobility model, our customer was looking to adopt a new digitally-enabled operating model with the aim to reduce costs, improve data accuracy, increase operational efficiency, and automate manual tasks.

Total Transformation Savings

€ 2.2 mil (over 50% annual saving)

Global Expat Pay's response

Global Expat Pay completed a diagnostic review, and analysed information from the Global Mobility team and other key functional stakeholders. Our key recommendations were accepted by the customer and Global Expat Pay were engaged to support the transformation process. This included rescoping the services required from tax and relocation vendors and managing the vendor selection process.

Through the activation of our technology and managed service, we automated operational tasks and reduced manual steps. These transformational changes have resulted in a renewed, simplified and efficient global mobility.



“The analysis Global Expat Pay provided helped me to get my transformation plan approved and funded. They presented it in a simple but financially robust manner.”

Global Mobility lead