

Whether your company chooses to outsource its relocation services or manages them in-house, there are a number of considerations to ensure success.

ASK THE RIGHT QUESTIONS



What key skills does your organisation need to achieve its goals?

Does your local talent pool meet your company's needs?

Where will your company be in three, five or 10 years' time?

Are there plans for expansion into new markets?

Is the business actively building its talent pool globally?

What relocation programmes are your competitors utilising?

When did you last benchmark your relocation programme against the competition?

Do you have the experience and resources to deliver a relocation programme successfully?

BENEFITS OF

OUTSOURCING



Outsourcing your relocation programme allows your company to:

 <p>Focus on its core business</p>	 <p>Work with an expert team focused solely on relocation</p>	 <p>Access innovative technology to help deliver your programme</p>	 <p>Reduce costs through economies of scale and industry knowledge</p>	 <p>Access total cost reporting information and full-picture data</p>	 <p>Achieve true compliance and control within the programme</p>	 <p>Stay competitive</p>
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What to look for in a RELOCATION PARTNER



HOW TO ACHIEVE RETURN ON INVESTMENT

Demonstrating ROI is not just about saving money, but achieving success in a number of key areas:

TALENT ATTRACTION



Well-designed and implemented relocation policies can be the difference between attracting top talent and losing them to a competitor.

A controlled one-time expense for permanent transfers is preferable to long-term salary inflation.

Tailor relocation packages to meet recruitment needs—maintain flexibility!

EMPLOYEE EFFICIENCY



Lump-sum packages can impact productivity, as employees are heavily involved in relocation.

Invest in a more robust relocation programme to ensure your employees hit the ground running.

EMPLOYEE SATISFACTION



For new hires on a permanent transfer, this move will be their first introduction to the company.

Either the in-house HR team or relocation services provider should do the heavy lifting.

To win the global talent war, organisations must adopt a holistic approach that incorporates relocation, whether managing the programme in-house or not.

**WANT TO TAKE YOUR TALENT STRATEGY TO THE NEXT LEVEL?
VISIT [CARTUS.COM/TALENT](https://www.cartus.com/TALENT) TO DOWNLOAD THE FULL WHITE PAPER.**