cartus

dei mobility solutions

Inclusive Manager Support for Global Mobility

Selection Manager and Receiving Manager
Coaching & Workshop Solutions

what is a selection manager?

Selection Managers are the people within your organization responsible for offering employees the opportunity to have an international assignment or to relocate for a career change. The point where an employee is offered this type of opportunity is a pivotal moment in their career path and the Selection Manager is a critical DEI stakeholder.

Cartus' innovative individual coaching and group workshops benefit and support **Selection Managers** by:

- **Highlighting the impact of unconscious bias on the selection process:** Selection is a critical moment that can either be a path or a barrier to inclusion. Decision-makers benefit from a reinforced understanding of their unconscious biases about who may or may not be suitable for a new opportunity.
- **Putting your organization's DEI priorities at the front of mind during selection:** Aligning the decision-making for filling roles or creating new career opportunities with your organization's DEI priorities in mind better ensures that inclusive talent outcomes are met—not left to chance.
- **Recognizing international experience is a career advantage:** Global companies know that employees with international experience have more career options and are at an advantage for entering the future leadership pipeline. If the people who get international opportunities are not diverse in make-up, future leadership becomes less diverse.

empowering managers to approach their role from the lens of DEI leads to greater opportunities and success for your diverse talent

what is a receiving manager?

Receiving Managers and their teams are the people within your organization responsible for onboarding and supporting employees during an international assignment or after they have relocated for a career change. The arrival of an international assignee or transferee is a pivotal moment, and the Receiving Manager is a critical DEI stakeholder.

Cartus' innovative individual coaching and group workshops benefit and support **Receiving Managers** by:

- **Learning to recognize unconscious biases:** Inclusive onboarding of a new assignee or transferee is a pivotal moment and **Receiving Managers** benefit from a reinforced understanding of both their own as well as their team's unconscious biases. In this program, managers take their knowledge of unconscious biases and apply them to specific mobility situations. Unconscious biases may impact a **Receiving Manager's** strategies around inclusion, equity in performance reviews, and team interactions.
- **Putting your organization's DEI priorities front of mind:** Aligning the onboarding of diverse assignees or transferees with your organization's DEI priorities ensures that inclusive talent outcomes are met—not left to chance. Supporting inclusive team integration requires a nuanced approach that incorporates DEI best practices.
- **Recognizing that mobility is an investment:** An international assignment is a financial investment for your organization (often three times the employee's salary). The personal and family investment for employees is significant. As a result, it is critical that the **Receiving Manager** understands the assignment objectives in support of the company's and employee's ROI goals.

inclusive mobility advantages

program objectives for selection managers:

As a result of participation in a Cartus Inclusive **Selection Manager** individual coaching or group workshop, your global talent gains expanded knowledge, insights, and skills to better ensure that their decision-making related to offering international opportunities is aligned with your organization's DEI priorities. This helps prevent pre-conceived assumptions from becoming a barrier to creating more opportunities for diverse, often under-represented members of your employee population. Participants will understand the role and responsibility of a **Selection Manager** and how it aligns with your organization's DEI priorities.

Participants in this two-hour program will:

- Develop greater self-awareness of unconscious bias as it applies to the role of a **Selection Manager**
- Recognize and address an employee's potential unconscious bias in their own assumptions around accepting an assignment
- Learn to be more inclusive as they adjust their approach in selecting international assignees
- Become more informed of your organization's Global Mobility program and how it supports a variety of assignee and family needs
- Create action steps to achieve personal and professional priorities and develop/strengthen inclusive behaviors

program objectives for receiving managers:

As a result of participation in a Cartus Inclusive **Receiving Manager** individual coaching or group workshop, your global talent gains expanded knowledge, insights, and skills to better ensure that their initial onboarding and ongoing support for international assignees or transferees are aligned with your organization's DEI priorities.

Participants in this two-hour program will:

- Understand what it means to inclusively onboard assignees
- Learn to adjust their approach when supporting international assignees and creating an inclusive team environment
- Develop greater self-awareness of unconscious bias as it applies to managing a diverse team
- Become more informed of your organization's Global Mobility program and how it supports a variety of assignee and family needs
- Create action steps to achieve personal and professional priorities and develop/strengthen inclusive behaviors
- Positively impact the organization's Return on Investment (ROI) for international assignments and transfers

the value of our support

- Maximizes ROI
- Accelerates employee productivity through personalized, relevant support solutions
- Enhances employee engagement and supports talent onboarding and retention
- Increases global talent capability in collaboration, inclusion, and innovation
- Strengthens your competitive advantage for the global business environment

We're here to help you make DEI a priority within your organization.
Learn more about Cartus' DEI Mobility Solutions by emailing us today at **cartussolutions@cartus.com**.

cartus

cartus.com | cartussolutions@cartus.com
© 2023 Cartus Corporation. All rights reserved. Cartus and the Cartus logo are trademarks of Cartus Corporation.