

talent mobility hot takes

what's shaping the future of relocation and talent management?



From tactical tweaks to transformative thinking, this quick-hit guide helps you build long-term strategic vision while still crushing day-to-day challenges. Packed with real-world wisdom straight from our in-house pros and the latest buzz at leading industry events, sharpening your mobility smarts starts here!

employee experience: the human factor

- Consistency conundrum: Multi-country programs struggle with local quirks—one size doesn't fit all.
- Single Point of Contact (SPOC): Too many cooks? Consolidate contacts so relocating employees know who to call.
- Family first: Don't overlook partners and children. Think language training, cultural prep, and personalized touchpoints. The good news is that recent [Cartus research](#) found the modern family is officially welcome on relo journeys, 43% offer cross-cultural coaching to spouses and children; 25% have widened the circle to parents, caregivers, and other dependents.
- Cut the clutter: Ditch dense benefits guides for quick, engaging videos and direct comms.

mobility cost management: lean and mean

- Budgets matter: Cost containment strategy is the #1 priority for 2026, according to our [latest survey](#). Streamlined programs and tiered benefits keep costs in check while still supporting growth.
- Clawbacks and controls: Clear policies help manage spend and hold the line on exceptions.
- Tech to the rescue: AI and digital tools are simplifying processes and making mobility more efficient than ever. (And using AI [responsibly for sustainability purposes](#) is also a consideration.)
- Transformation is a win-win: Tighter alignment between business change and mobility strategy delivers both flexibility and savings.

learn more!

Case study: [Flex mobility lessons from an energy industry leader](#)



flexible mobility: pick-and-mix packages

- Flex is in: Core/flex models empower employees with choices—think cash swaps instead of cookie-cutter perks. (And it made the top three priority moves among our [Global Talent Mobility Survey respondents](#).)
- One size doesn't fit all: Tiered, customizable support aligns with career stage and individual needs.
- Balance matters: Structure + flexibility = satisfied early-career talent and seasoned pros alike.



At a recent EMEA roundtable, **35%** of participants were unsure if a crisis management framework existed within their organization.

esg: the big, green opportunity

- Talk the ESG talk: Environmental, Social & Governance (ESG) remains misunderstood and undervalued by many.
- Big footprint, bigger chance: Mobility's environmental impact is huge, but so is its opportunity for positive change.
- Teamwork makes the dream work: Cross-company collaboration with supplier partners, including relocation management companies, drives smarter, greener moves.
- Show the ROI: Communicate cost savings, employee feedback, and long-haul sustainability wins.

crisis management: where's the playbook?

- Inconsistency across the board: Companies are approaching crisis management in a number of ways, some more successfully than others.
- Just starting out: Step one, designate the person who determines whether it's a crisis. Step two, clarify roles and responsibilities.
- Bring mobility in early: Don't let talent teams be an afterthought—integrate them from the start to avoid siloed (and sometimes risky) decisions.
- Assess entire relo population: Ensure you have a complete picture of your assignee population, including groups like business travelers.

talent development: growing globally

- Mobility means growth: Assignments are powerful tools for nurturing talent and building the leadership pipeline.
- Start early: Grad programs and rotations are hot tickets for developing global skills.
- Career-based support: Tiering ensures the right help at each stage of the journey.
- Buddy up: Mentors and peer guides help relocating employees hit the ground running.



listen in! podcast:

[Green relo dreams – sustainability in motion](#)

service evaluations: feedback for the future

- Measure what matters: Service surveys and post-move interviews reveal what's working (and what's not).
- Ask the right questions: Dive into policy satisfaction, supplier ratings, and relocation experiences to spot trends.
- AI dashboards, anyone? Harness tech for real-time, actionable feedback—then share insights far and wide.
- Look inwards, too: Internal stakeholder reviews add another layer (just remember, not everyone's a mobility expert).

start building your crisis management plan today with our [top 10 tips to crisis management](#)

Want more details or a deeper dive on any of these trends? Email cartussolutions@cartus.com or contact your Cartus representative, and let's keep the conversation going!