



2nd DGFP // Annual Global Mobility Conference

Flexibility in Global Mobility while mainstreaming processes

26th March 2020, Eschborn /
27th March 2020 (optional)

Focus topics:

- // Operational excellence and effective compliance by harmonising Global Mobility processes
- // Innovative flexible Global Mobility policies and packages
- // Successful provider management

Hosted by

giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

www.dgfp.de



Dear Global Mobility community,

you have certainly experienced it many times: business demands Global Mobility to move the right person at the right time to the right place ... as fast as possible, please ... and evidently ... the cheaper the better!

Cost pressure and process harmonisation have become key drivers for any HR operation. The modern expatriate community, however, increasingly demands Global Mobility to offer flexible packages in line with their modern lifestyle. The challenge for Global Mobility is to create flexible structures, products and processes in order to attract diverse talents worldwide while keeping a thorough eye on process efficiency and compliance.

At the DGFP // Annual Global Mobility Conference, we will discuss how to streamline GM processes – also in light of the increasing compliance burden – and possible ways to respond to the assignees' need for more flexibility.

Do streamlining efforts undermine flexibility or can they even foster the necessary basis for it? We will provide inspirations, practical experiences and lessons learnt. Join a lively debate with international perspectives and think out of the box in our interactive breakout sessions

See you soon!



Norma Schöwe
Managing Director
Deutsche Gesellschaft für
Personalführung e. V.



Barbara Orlik
Team Lead International Affairs
Deutsche Gesellschaft für
Personalführung e. V.

Thursday, 26th March 2020



Facilitation

Daniel Zinner, Geschäftsführer, ZGM GmbH

08:30 Arrival and networking coffee



09:00

Welcome

Barbara Orlik, Team Lead International Affairs,
Deutsche Gesellschaft für Personalführung e. V.



09:10

Opening

Lutz Zimmermann, Director General Human Resources, GIZ



09:25

Keynote: **Consistent Philosophy & Flexible Execution: possibility or marriage doomed to fail?**

Ian Johnson, Senior Vice President, Global Client
Development, BGRS

- // How to implement a consistent global mobility philosophy while allowing for flexible adoption of mobility benefits
 - // The role of technology in supporting greater flexibility
 - // The merits and challenges of job mobility versus employee mobility
-



10:10

Good Practice: **The full outsourcing of the Global Mobility function - a two-year glance**

Ellen Jansma, Global Head International Mobility,
ING, The Netherlands

- // How to prepare your company and your Global Mobility team for a full outsourcing of the GM function
 - // How to transfer the work of European GM resources to an outsourced party within 12 months
 - // How to transfer various local processes into one global one managed by a non-traditional vendor
-

10:50 Networking Coffee

11:20

Good Practice: Resetting the Global Mobility policy for a connected world

Gudrun Kipp, Director International Assignments, Global Policy and Process owner International Assignments, Robert Bosch GmbH

- // Crowdsourcing: How we @ Bosch developed the policy
 - // The new Assignment Landscape
 - // Main principles of the new policy
-



12:00

Good Practice: How to remain agile and business-oriented whilst applying a “one-size-fits-all” compliance-driven Global Mobility policy

Kari Kähari, VP, Human Resources, Business Unit Minerals Energy & Water, Outotec GmbH & Co.KG

Carrie Cochran-Hildmann, Legal Counsel and Manager Global Mobility, Global HR, Outotec GmbH & Co KG

- // How to implement a Global Mobility framework within a multi-national and cross-functional landscape
 - // How to balance out compliance-driven processes whilst serving business and customers’ needs alike
 - // Lessons learned and key take-aways from a current project set-up in Morocco
-



12:45 Networking Lunch



13:45

Good practice: Cost efficient but flexible Mobility programs – managing the stretch in an agile business environment

Kata Pajger, Mobility Expert, Group HR, Erste Group Bank AG, Austria

- // Business demand for fast, flexible and professional solutions and at the same time, cost efficiency as a prerequisite
 - // Raising awareness on a management level on cost impacts as well as mobility related risks is a key factor – but how to do it?
 - // How to bring in employee satisfaction as a leading principle – a practical approach
-

14:30

Parallel Breakout Sessions

Breakout Session 1: Building flexibility into modern GM programs – is your policy framework fit for purpose?

David Remedios, Head of Consultancy, ECA International

Meike Klein, Business Development Executive, ECA International

- // Policy segmentation: incorporating flexibility within a clearly defined framework
- // Introducing flexibility to assignment packages, from cashing out benefits to a full core/flex approach
- // Finding the balance: addressing the benefits and potential risks for the business and assignees





Breakout Session 2: Effective Operational Excellence with small assignment populations – impossible dream or well-appreciated small wins?

Michaela Brumme, Director, International Assignments, Wacker Chemie AG

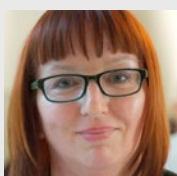
- // What can companies with small expat populations do to improve workflow processes and interface communication?
- // Going digital at a small scope – every little bit helps
- // When (digital) tools are too expensive – never forget the business case
- // Let's ideate together!



Breakout Session 3: Accompanying Partners: key to success? ...!

Luise Zagst, Specialist HR Strategy, GIZ

- // Challenges and opportunities during international assignments for accompanying partners and the company
- // Effective measures to better support accompanying partners throughout the assignment cycle
- // Dual Career policies and employment opportunities for partners



Breakout Session 4: Efficient software usage for larger GM programs with an outsourced provider approach

Susanne Günther, Global Mobility Manager EMEA/APJ, SAP SE

- // Can a Self-Service model for managers to create cost estimations and policy package choices work?
- // Process-oriented IT support for approval workflows and automated creation of relocation agreement letters
- // Software based effective and secured authorization of relocation provider

15:40 Networking Coffee

16:05

Parallel Breakout Sessions – Part 2

Program as shown above



17:15

Plenary: Key takeaways for Enhancing Flexibility in Global Mobility while mainstreaming processes

17:30

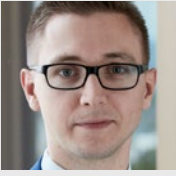
Close of the 2nd DGFP // Annual Conference & Networking Drinks

Friday, 27th March 2020

09:00–13:00 Masterclass

The Posted Workers Directive – more than just “A1”!

Fallstricke bei der Entsendung und was Sie über die Reform der EU-Entsenderichtlinie wissen sollten



Felix Müller, Rechtsanwalt, BLUEDEX – Labour Law

Dr. Michael R. Fausel, Gründungspartner,
BLUEDEX – Labour Law

Lernen Sie ...

// was die reformierte EU-Entsenderichtlinie beinhaltet und wie eine Transformation in das deutsche Recht voraussichtlich erfolgen wird

// welche weiteren Auswirkungen die überarbeitete EU-Entsenderichtlinie in der Praxis haben wird, insbesondere im Hinblick auf das Postulat „Equal Pay for Equal Work“

// die genauen Hintergründe und Voraussetzungen des A1-Zertifikats

// die Besonderheiten und Fallstricke bei Entsendungen in Drittländer

// wie sich HR in der Praxis auf die Änderungen vorbereiten kann





HR International & Global Mobility

Unsere Weiterbildungen für Ihre Handlungssicherheit im internationalen Business

Die Internationalisierung der Unternehmen und die grenzüberschreitenden Aktivitäten ihrer Mitarbeiter stellen besondere Anforderungen an HR. Die DGFP unterstützt Sie bei der internationalen Ausrichtung Ihres Personalmanagements. Unabhängig davon, ob Einsteiger oder bereits Experte, die DGFP befähigt Sie zur kompetenten Handhabung der strategischen und organisationalen Aufgabenstellungen.

Unsere Empfehlungen

Exceptional International Talent Management // Online Code H93

Fachkräfte, nun kommet! Was bringt die Reform des Fachkräfteeinwanderungsgesetzes? // Online Code I50

NEU

Grundlagenseminar Global Mobility – Grundlagen der befristeten Auslandsbeschäftigung // Online Code H10

Neue Methodik

Internationale Vergütungssysteme // Online Code H65

Internationales Personalmanagement strategisch ausrichten und steuern // Online Code H64

Introduction into German Employment & Labour Law // Online Code I52

Rechtliche Grundlagen & Vergütungsansätze in Global Mobility // Online Code I47

NEU

Sozialversicherungs- und Einkommensteuerrecht in Global Mobility – Intensivseminar // Online Code H11

Successful Collaboration in a Global HR Organisation // Online Code I42

The Posted Workers Directive - more than just “A1”! // Online Code I49

NEU

Termine und Detailinformationen erhalten Sie mit dem Online-Code auf www.dgfp.de/akademie

Wir beraten Sie gerne!

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www.dgfp.de



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Organiser

Deutsche Gesellschaft für
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Hedderichstraße 36
60594 Frankfurt am Main

Venue

GIZ - Gesellschaft für
Internationale Zusammenarbeit
Dag-Hammerskjöld-Weg 1-5
65760 Eschborn

Registration

Register online at:

www.dgfp.de/jt-global-mobility

Fees Annual Conference (only): € 895,- Members DGFP e. V. //
€ 995,- Non-members

Early bird fees until 16th February 2020: € 720,- Members DGFP e. V. //
€ 845,- Non-members

Fees MasterClass (only): € 349,- regular //
early bird fees until 16th February 2020: € 329,-

Service providers are not admitted!

The price includes lunch and catering.

Bring your
foreign counter-
part along, only
pay 299 Euros
more!

Get in touch with us! We will be happy to assist you.

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