***REALIGNING: THE SHIFTING FRAMEWORK OF MOBILITY***

***Hosted by Minneapolis Employee Relocation Council (MERC)***

Every employer is a unique intersection of these variables:

1. Business factors: Industry / Status / Climate / Culture / Objectives
2. People: Demographics and values of employees and candidates
3. Places: HQ, Operational and Market locations.

#5. Ideal mobility program solutions are unique too. More than just a support function, Mobility has a part to play in company strategy. When any of the three variables shift, Mobility must adapt toward new needs, expectations, and results.

Our upcoming group session will bring out the changing perspectives and varied experiences of corporate mobility program leaders. The day’s objectives are:

* Sharing Information and Perspectives
* Growing your Local Professional Network
* Providing Practical Takeaways for Your Program
* Obtaining Your Insights and Advice

***Please consider gathering your own thoughts and comments in advance, under the following Discussion Outline, to accelerate our sharing.***

* How is Your Talent and Mobility Environment Changing?
	+ What are the biggest business changes your company is experiencing?
	+ How are these changes affecting your movement of people?
	+ Are your transferee/assignee and candidate profiles changing?
	+ Are you involved in new countries and locations?
	+ Is your mobility program expected to produce any different results?
	+ If so, what new program strategies are you considering?
* Local Benchmarking:
	+ What mobility-related topics would you like to discuss with your fellow participants? (We invite you to email these to us in advance.)

Thank you in advance for contributing to what promises to be an informative and insightful day together.