

Juin- Juillet  
2024

# Newsletter CINDEX

Dear Members,

5th MI (International Mobility) newsletter to inspire you.

This time, we are giving some feedback from the CODEVs made during the 1st half of 2024

*CODEV is a superb tool for collective intelligence!*

Delphine Douroux, CINDEX Director





# The CODEV, in a few words



In January 2024, we launched our CODEV groups for the MI actors of CINDEK members.

Here is an anonymized excerpt of best practices from these groups

*The professional co-development group is a development approach for people who believe they can learn from each other to improve their practice. Individual and group reflection is facilitated by a structured consultation exercise that focuses on the issues currently facing the participants. C. Champagne and A. Payette, 1997*

## LES ACTEURS DU CODEV

Un participant prend le rôle de « Client » et partage un problème ou une préoccupation



Les autres sont des «Consultants » Ils aident le « Client » à approfondir son sujet et à envisager de nouvelles solutions

Guidé par « l'Animateur » qui clarifie, facilite, stimule, donne le ton et garde le temps



# Topics raised 1/2



## Topics covered group 1

1.1 How can we make international mobility more attractive other than by structurally modifying our mobility policy?

1.2 How to feminize expatriation with special conditions and a support program. (before, during, after)

1.3 What would be the right criteria for segmenting my IM policy and how do I implement them?

1.4 What policy, what package and in particular the relevance of geographical celibacy for short-term assignment?

1.5 How to avoid the frustrations of Western expatriates who would come back to renegotiate their salary every 3 or 4 years?

1.6 How to Deploy and Ensure Implementation of a Framework for Permanent Transfers Within the Group



# Topics raised 2/2

## Topics covered group 2

2.1 How to deal with the taxation of LTIs in expatriation contexts?

2.2 How can I bring my mobility policy in line with the sustainability market?

2.3 In a context of talent hunting, and the promotion of women, how to be more flexible on international teleworking?

2.4 How to improve the attractiveness of countries such as Saudi Arabia, India, what disruptive practices?



2.5 How to transform a culture of mobility or return to the country of origin is accepted?





## Example : 1.2 How to feminize expatriation?

- work upstream. so that women are positioned in positions that lead to expatriation opportunities - by helping them with training
- look for profiles outside. but then difficulties in integrating into a model and a culture specific to the company they join
- Offer jobs locally for the spouse
- Expatriation conditions: more flexibility to have diversity.
- How to allow (elderly) parents of expats to follow families
- Expand the concept of What is an international career? virtual mobility?
- Opening up expatriation to younger people (with fewer constraints)
- Role of the IM vs. Talent Function: Be the Spur?
- encourage women's groups to encourage feedback, self-help networks



**Example:** 2.4 How to improve the attractiveness of countries such as Saudi Arabia, India, what disruptive practices?

- Booklet on the area (professional, help in finding a job for the spouse; sincere testimonies of expats). Example: company X, in China with a hundred expatriates
- positioning in Bahrain for the family
- propose weekends in Dubai
- special "Rest & Recreation" bonus
- Example of other benefits: Air purifier in the house and a driver
- Implication des GM pour témoigner, accueillir et participer à l'attractivité
- Extra effort for the spouse
- Intervention of the CCI (chambers of commerce and industry)
- call on other unusual service providers (French founders, Expat.com, platform on the Talent Partners markets)...
- videos of honest testimonials showing the +/-
- involve the Saudi Arabian embassy
- Giving visibility on the return, and the next steps



## **Example:** 2.5 How to transform a culture of mobility where return to the country of origin is accepted ?

- start limiting the duration of expatriation more strictly and not cumulatively in several countries (don't chain several expatriations (end of serial expats!))
- **development of talents, do you necessarily have to go abroad all your life? Limit the duration?**
- Explain the rules before departure (expat is temporary) and make sure they understand. Explain the VALUE PROPOSITION
- **Be more selective about expatriation conditions**
- 1 year before the end of expat, in the People Review. Prepare the person
- **See how to create cross-entity and cross-business opportunities**
- Preparation for the return of the person and his family, valuing the family project
- **value the fact that the person participates in the development of the country of origin. Ambassador Mission "skill transfer"**
- Marketing and Valuation, testimonials from people who have positive feedback experiences
- **Review the salary scales in expats? Why put them in international grids? Salary supplement vs. original salary for the duration of the expatriation. Is it possible to pay in local currency?**
- Question the international school locally? But emotional limit
- **Progressive transformation plan: e.g. new expatriates?**



- Next Cohorts: end of September 2024
- Call for participation on the CINDEXT FORUM
- 14 people maxi / cohort
- Friday 9am-10am
- 1 time/month
- 1 HR MI cohort
- 1 Mixed cohort (Safety, Health, HR MI)

