

# The Benefits Of Remote Global HR Services

**Global mobility is accelerating at an incredible pace putting pressure on HR departments to not only keep up with international recruitment requirements but also to take a predictive stance. Today's HR professionals need to have a full understanding of their company's business strategy in order to develop a global HR strategy that can deliver the best possible return on their investment.**

HR must manage increasingly diverse workforces and deliver positive worker experiences that will allow their expat workforce achieve the results that they were recruited to deliver. Yet, at the same time make sure that they are getting the best possible value for their company and managing costs. So no pressure!

A "one size fits all" global HR programme does not work. HR departments need to adopt a flexible and tailored approach, taking into account employee choice whilst adapting to the specific needs of different employee groups, and providing employee benefits that are most valuable to them.

HR must manage increasingly diverse workforces and deliver positive worker experiences that will allow their expat workforce achieve the results that they were recruited to deliver.

Needless to say, managing talent and retaining key staff is a priority, which is why the trend is moving towards focusing on recruiting staff with potential and the right attitude to succeed, rather than specific skill sets. Going forward it is suggested that around two-thirds of international senior management appointments will come from internal promotions. As stated in the PWC report Talent Mobility 2020 and Beyond, "The challenge HR faces is in convincing organisations to look beyond the quantitative costs of international assignments and to take a longer-term view of investment in talent mobility". This is where Atrium HR Consulting can help to make life easier.

Atrium was developed as a one-stop solution for global HR professionals, the first company to cover the entire expat employee lifecycle. Taking into account the growing pressures associated with global HR and the advances in modern technology, they have created a formula that not only makes life easier, but it also saves money. The aim is to relieve HR professionals of the hassle of undertaking every single aspect of managing global mobility and staff retention, whilst making significant savings on costs.

## Cost Savings On International Recruitment Fees

Do you know that around 60 per cent of international recruitment costs can be attributed to travel and accommodation? Yet these types of costs are completely unnecessary. Today's remote technology means that there is no need for complicated diary management or flying to far flung corners of the world to liaise with local recruiters and potential expat candidates.

With all of the added pressures on HR, wouldn't it be much more cost-effective to engage experienced HR professionals who can manage the initial recruitment stage, undertake psychometric testing and draw up a short list of suitable candidates? This type of assistance would save unnecessary stress, time and the costs associated with travel and accommodation expenses ... in fact it is possible to save up to 90 per cent when compared to traditional recruitment methods.

## Positive Employee Experience

Earlier we mentioned that it is important to consider the entire expat employee lifespan, of which international recruitment is just one aspect. International assignees are in a unique

In order to ensure optimum performance, HR must adopt a more holistic approach to the globally mobile employee experience. Providing support in the form of enticing employee benefits, global wellness and counselling services as part of their HR programmes has proven to be highly effective.

position; on one-hand they have a fantastic experience ahead of them, yet on the other, they have been uprooted from their usual support network and are often living in a different time zone.

In order to ensure optimum performance, HR must adopt a more holistic approach to the globally mobile employee experience. Providing support in the form of enticing employee benefits, global wellness and counselling services as part of their HR

programmes has proven to be highly effective. Resolving issues as diverse as sexual performance to family problems, can leave the employees free to concentrate on their new role and delivering the required results.

**Remote Counselling And Coaching**

Let's take the example of a senior manager who is worried about delivering results in a new overseas assignment but all he needs is the correct support and a sounding board. What if he were able to access a remote professional coaching service prior to an important meeting, at home in the evening or in fact whenever it would help him to focus, concentrate and deliver. This is the reality of remote leadership and management coaching. Expat employees have an instant support network on-hand to assist, without the time or cost implications of booking physical sessions.

**Employee Benefits - Exclusive Deals And Discounts**

Working overseas is increasingly seen as a rite of passage particularly amongst Millennials who are looking for new experiences. Yet, here's the rub, statistics show that there is also a growing trend for job hopping, particularly in Asia\*. People are always on the lookout for a

better position or expat package.

So how can HR snag the best talent and improve employee satisfaction without breaking the budget? The answer is to work with a dedicated expat broker to gain access to tailor made benefits and exclusive deals and discounts, covering health insurance, life insurance, savings and pensions.

Today's expat workforce has access to an incredible array of opportunities in an increasingly globally connected world, which means that HR

professionals face a constant battle to attract the best candidates. Thinly stretched HR professionals must deliver value for money and long-lasting results for the business, which is why Atrium HR Consulting has devised the world's first fully remote global HR programme, allowing the HR department to find the best candidates, whilst saving time and money.

**References:**

\*PWC.com/talent mobility 2020 and beyond.



**GABRIELLE RAMSAY-SMITH**

Gabrielle has 26 years' experience of working with the 'world of people' in various creative Human Resource roles. During her career, she has occupied a number of high profile positions working strategically with owners, executive leadership, managers and teams to improve business performance through the engagement and motivation of people.

Gabrielle has substantial global experience having worked in the UK, Hong Kong, China, Russia, South Africa and the Middle East across a range of challenging industries.

Atrium HR Consulting was developed as a one-stop solution for global HR professionals, the first company to cover the entire expat employee lifecycle. Taking into account the growing pressures associated with global HR and the advances in modern technology, they have created a formula that not only makes life easier, it also saves money. The aim is to relieve HR professionals of the hassle of undertaking every single aspect of managing global mobility and staff retention, whilst making significant savings on costs.

For further information please contact: email [info@atriumhr.com](mailto:info@atriumhr.com) or visit [www.atriumhr.com](http://www.atriumhr.com).

**WORLDWIDE ERC®**  
**Global Workforce Symposium**  
 27-29 SEPTEMBER 2017  
 CHICAGO USA

Looking for a remarkable think tank for global talent mobility? Look no further than the Worldwide ERC® Global Workforce Symposium!

Gather to share information on the dynamic characteristics of globalization in an uncertain landscape. Hear from experts about navigating challenges and changes. Collaborate on solutions, best insights, and opportunities.

Come for the strategy, the Marketplace, the quality of the content and the speakers, and the conversations in and between the sessions...come to Chicago, Illinois, USA this September **and help build the future of workforce mobility!**

[www.WorldwideERC.org/Pages/GWS2017.aspx](http://www.WorldwideERC.org/Pages/GWS2017.aspx)

**FORUM FOR EXPATRIATE MANAGEMENT**

- ✓ ONLINE
- ✓ EVENTS
- ✓ AWARDS

**FREE\* MEMBERSHIP!**

**JOIN THE GLOBAL MOBILITY COMMUNITY**

News and specialist insight on benefits, policy, tax, immigration, talent, business travel and more

Attend global Summits and local Chapter Meetings to engage and network with experts

For more information visit:  
[forum-expat-management.com](http://forum-expat-management.com)  
 \*Basic membership is FREE to in-house HR professionals

@FEMGLOBAL   
 FEMGLOBAL  
 Forum for Expatriate Management