



Spotlight on Africa

The Changing Face of Mobility

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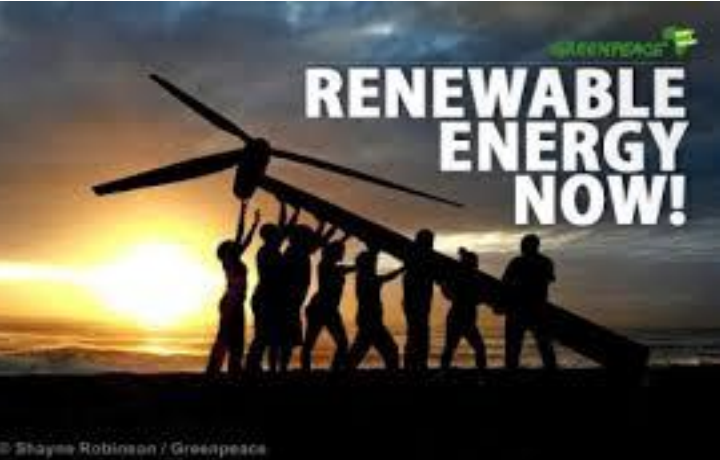






The Ever Changing Landscape

-  Sustainable Environmental programmes
-  Approved Vendor Supplier Selection
-  Employment Trends & Work Place Practice
-  Purchasing / RFP Process
-  Global Uncertainty Cautious Recovery



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Africa tomorrow

\$2.6 trillion

Africa's collective GDP in 2020

\$1.4 trillion

Africa's consumer spending in 2020

1.1 billion

the number of Africans of working age in 2040

128 million

the number of African households with discretionary income in 2020

50%

the portion of Africans living in cities by 2030





What's Under The Global Mobility Umbrella

Expense Management

Allowances Benefits Payroll Policy Shipping/Packing

Reward Tax Legal Relocation Visa & Work Permits

Talent Management Resourcing Technology

Data Management Risk & Compliance

Salary and Allowance Review Vendor Management

Equity Compensation



The task ahead is quite simply
enormous!

But that enormity is equalled by
the sheer scale of the
opportunity.



Mobility Today

- Intrinsically linked to business objectives and future growth plans
- Shift from transactional to valued business partner
- Expansion generates a host of complexities
- Brazil, Russia, India, China and South Africa (BRICS) challenges

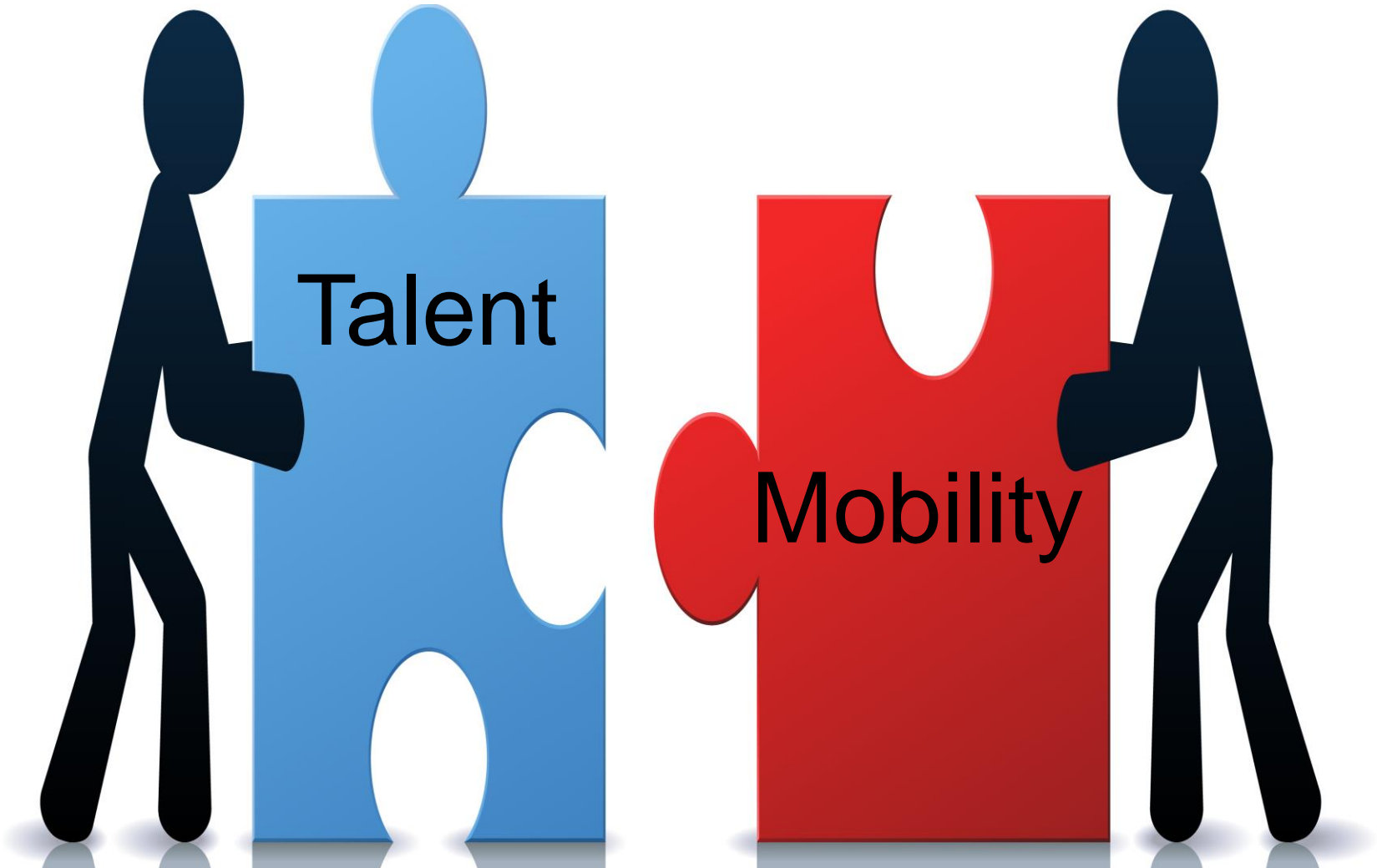


BRICS





Two Strategies One Goal





Two Strategies One Goal

- How does mobility align to global talent management?
- Why is the governance process critical in securing the right talent?
- How do organisations ensure maximum benefit from the investment in assignees?

The right person in the right place on the right package



Spotlight on Africa

“If you look at the likely potential of the 11 largest African economies over the next 40 years, their combined GDP by 2050 could realistically reach more than 13 trillion dollars, making them bigger than either Brazil or Russia”

Jim O' Neill
Goldman Sachs

Changing Landscape of Mobility



Shift from the traditional approach to mobility as a result of:

- globalisation
- expansion into complex and challenging locations
- heightened focus on cost
- increased regulatory & compliance requirements

Traditional Mobility

- Transactional
- Focussed on costs
- One size fits all
- A unit within HR

Modern Mobility

- Strategic
- Focussed on value enhancement
- Move drivers determine assignment type
- Aligned with overall HR & business strategy



Mobility Framework

Return on Investment

Successful assignment, future leaders, knowledge transfer, good retention

Move Drivers

Determine value proposition

Policy

Support HR strategy requirements and regional needs

Planning

Due diligence and assignment structure analysis

Governance

Rigor in justifying assignment rationale & cost

Define Goals

Based on anticipated business and talent outcomes

Selection

Candidate evaluation and selection based on role requirements, location specifics, personal circumstances & leadership potential

Identify Need

Identify core business drivers, assignee rationale and business case

Philosophy

Moving right person, to right place, on right package, at right time



In Summary

1. Focus on developing a sustainable talent pipeline – key driver of business strategy
2. Align global mobility and talent management – two strategies one goal
3. Mobility framework – critical success factor to managing growth



A View From the Panel

Barbara Parry - BPEC

Antoinette Isaacs - SAB Miller

Taryn Whitfield

Julie Harrington

Raun Smythe – Emergence Growth Africa



In Conclusion

There is a willingness and belief that goals can be reached and targets hit.

Internal and external talent remains a key factor.

Each of us must continue to raise the bar and adhere to the highest levels of business standards if we are to sustain the levels of growth predicted.



Thank You

