



STRATEGY
DECISION
TRANSITION

Transition expertise and advocacy for the mobile workforce


vandover
The Leader in TalentMobility.®

The mobility of your talent pool is mission critical. Ensuring that the right talent is mobile, at the right time, to get the job done is a key component to successful talent management planning. Vandover coaches employers and employees through every step of the mobility process – from strategic talent decisions through successful career and lifestyle transitions.

TalentMobility®

Pioneered by Vandover, TalentMobility® consists of three key elements that contribute to successful transitions. TalentMobility® is specifically designed to support both the employer and employee through the mobility process and provide successful results for all involved.



STRATEGY

To determine appropriate support and programs that best sustain a mobile workforce and help recruit, retain, and relocate the talent necessary to achieve business goals.

- Is it vital for your company to get first-choice candidates to say 'yes' to employment and/or relocation?
- Is improving engagement/productivity among relocated workers and survivors of downsizings critical to your organization's success?
- Have you established a plan that prohibits spending or investing company funds on costly failed relocations?

30%

VANDOVER'S ACTIVE CLIENTS ON THE FORTUNE 500 LIST

Reluctance to relocate is at an all-time high. Employers can no longer assume talent will go anywhere at any time. The best and brightest workers will always be in high demand. Providing support enhances the success of recruitment, retention, and relocation efforts. Successful talent management and mobility programs always start with a strategy.

Vandover partners with organizations to ensure they have the right talent in the right place at the right time. Vandover helps organizations establish metrics for success, monitors progress, and recommends appropriate adjustments as conditions change in order to increase mobility program success rates.



DECISION

To help companies increase mobility return on investment (ROI) through proper candidate selection and by coaching employees to the best mobility decision.

- Do you fully comprehend your employees' considerations and concerns and, more importantly, how these uncertainties impact retention?
- Do you know how to eliminate employee relocation obstacles?
- Are your employees fully communicating the circumstances that are influencing their relocation decisions?

51

NUMBER OF COUNTRIES INVOLVED IN VANDOVER'S GLOBAL MOBILITY SERVICES TO DATE

Employees face serious lifestyle and spouse/partner career concerns when asked to relocate. At the same time, your company needs the right talent, whether new-hires or existing employees, to fill critical positions

and achieve business objectives. Understanding your employees' concerns leads to helping them make the right mobility decision. The right decision means better ROI for your organization's mobility program and a smoother transition for the employee and families.

Vandover provides assessment, coaching, and research to help employers and employees make the right mobility decisions. The TalentMobility® Assessment is a self-evaluation tool that helps the employee/family identify and discuss the career and lifestyle factors that are most important to them.

TRANSITION

To serve as an advocate to the organization and its employees through all stages of mobility-related transitions.

- Have you ensured that your employees and their families are quickly acclimated to their new community so that they can immediately focus on the job?
- Is it critical to execute your organization's group move activity as smoothly as possible?
- Do you measure the success rates of your relocation activity so that you can improve future strategy?

50

VANDOVER HAS ASSISTED WITH TRANSITION TO AND FROM EVERY U.S. STATE

New-hire relocation, lateral- or promotion-based transfers, retirement, layoffs – any transition involves change. This change can be a time of great excitement, stress, or fear for employees and their families.

Vandover provides a full team to partner with your organization and your employees. Whether you require individual or group transitions, Vandover can customize a plan to fit every organization's needs. We'll work closely with your key decision makers to strategize, communicate, and implement your mobility plan. In turn, we will provide coaching and research to effectively guide your employees through their transition.

20K+

PARTICIPANTS SERVED BY VANDOVER IN THE PAST 10 YEARS

OUR COACHES

Coaching is essential for a smooth transition. Vandover provides experienced consultants who offer a collaborative partnership with your employees. They begin with a needs assessment and then establish goals to create a tailored approach for each participant. Ultimately, Vandover's consultants provide practical solutions and alternative perspectives to empower each participant to meet their objectives.

RESOURCES

Vandover maintains a number of dynamic resources for our clients and program participants. Our regularly-updated resources currently include:

- www.vandoverviewpoints.com (corporate blog)
- www.vandovertransitions.com (participant blog)
- Corporate Twitter (@talentmobility)
- Participant Twitter (@vandover)

SCOPE OF SERVICES

Vandover offers a wide range of domestic and global services. Our team works directly with you to determine the service options that best meet your corporate goals. Services include, but are not limited to, the following:

- Acclimation Support
- Policy Development
- Event Support and Presentations
- TalentMobility® and Pre-decision Assessment
- Spouse/Partner Career Coaching
- Career Transition/Outplacement Coaching
- Curriculum Vitae Development
- Resume and Cover Letter Development
- Custom Job Search Research
- Interviewing and Negotiating Coaching
- Internet Identity Support
- Career Transition Assessment
- Entrepreneur Support
- Customized Research
- Group Move Support
- Workshop and Seminar Facilitation
- Destination Website Development
- Retirement Support
- Outplacement Survivor Services
- Repatriation

It's strategy, decision, and transition.

It's TalentMobility®.

It's Vandover.

Contact Vandover to start discussing your organization's mobility strategy today:

800.822.7345 • 001 314.576.0010 • www.vandover.com