

# Expatriate Management and Global Mobility Conference 2010

Managing assignments efficiently and cost effectively from assignee selection to repatriation

## Programme Highlights:

- Create a consistent and **cost effective mobility process**
- Understand the skills needed in **International Talent**
- Maximise the value from international assignment
- Understand changes to **legislation, tax and compliance** governing the expat
- Build in **immigration** triggers to the assignment process
- Managing **remuneration** a global context
- Addressing challenges for accompanying **partners and families**



Tuesday 12th October 2010

CCT Venues - Aldersgate House, London

*International  
HR Adviser*

Chaired by Helen Elliott  
*Publisher  
International HR Adviser*

## Expert Analysis From:

- **Kate Rothwell**, *Project Manager, Mobility, Global People Team, Ernst & Young*
- **Peter Sewell**, *Head of Expatriate Services, Tesco*
- **Nicolas Rollason**, *Partner and Head of Business Immigration Department, Kingsley Napley LLP*
- **Helen Walton**, *Director Global Mobility, AstraZeneca*
- **Adam Philpot**, *Head of Reward, Coats*
- **Kim Miller**, *HR Director – International, Brown-Forman Beverages Worldwide*
- **Alexander Simpson**, *Senior Manager, Employer Solutions, Grant Thornton UK LLP*
- **Clive Fathers**, *Tax Partner and National Leader, Employer Solutions, Grant Thornton UK LLP*

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# Expatriate Management and Global Mobility Conference 2010

## Managing assignments efficiently and cost effectively from assignee selection to repatriation

Expatriate Management and Global Mobility Conference 2010 will help you unravel some of the most demanding challenges you face when managing a global workforce. You will hear a wealth of **best practice case studies on international assignment management** from a range of multinational organisations. This event has been specially designed to assist **in-house HR professionals** responsible for the management and administration of expatriate's and international employees.

### Background

The need for organizations to remain competitive in the global market is critical. However, as the economy recovers, many organizations are reviewing their mobility processes and placing greater emphasis on cost control. There is ever increasing pressure to ensure that all international assignments are necessary, cost effective and managed efficiently.

This conference will provide you with the necessary tools to refine your mobility process to match changing business needs and objectives. Featuring best practice case studies from **Tesco, Coats and Ernst & Young**, legal updates and knowledge sharing networking sessions, the event will examine key aspects of the management of employees working overseas ranging from International leadership development and changing legislation to ensuring successful repatriation.

### Benefits of Attending

- Understand the **new global context** in the aftermath of the Recession
- Examine the **day to day challenges** faced by **international HR professionals**
- Effectively **measure the ROI** of your assignment
- Develop international leaders and **talent management** strategies
- Raise **cultural awareness** and **avoiding culture shock**
- Maximise the **business benefits** of investing in **family support**
- Increasing value from your suppliers and establishing effective vendor relationship management
- Examining **employment legislation** governing the expat

### Who Should Attend?

- International HR Practitioners
- Group Heads of HR
- Global/ International Mobility Directors and Managers
- Compensation and Benefits Directors
- International Reward Directors
- Expatriate Managers
- Tax Experts
- Global Pensions Directors
- Heads and Directors of Colleague Relations / Employee Relations
- Heads and Directors of International Assignments
- Heads and Directors of Relocations

### Who will be speaking?



**Nick Rollason** is a partner and head of Business Immigration at **Kingsley Napley LLP**. He advises on all areas of UK immigration and nationality law and has particular expertise in providing strategic advice to businesses on their global immigration needs. Nick is also known as an expert in EU immigration law and has litigated key test cases before the European Court of Justice. He has been a regular contributor to the European Commission's Annual Report on Free Movement for the UK since 1997 and is a consultant to the International Labour Organisation and the OECD, for whom he acts as an expert on international highly skilled migration policy.



**Helen Walton** currently has global responsibility for international assignments within **AstraZeneca Plc**, a major pharmaceutical company. She has held a number of general and specialist positions in HR, predominantly within the pharmaceutical sector, and spent several years working within finance leading the business planning and support function.



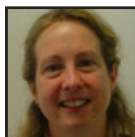
**Kim Miller** currently works for **Brown-Forman Beverages, Europe, Ltd** as their **HR Director, International**. She has worked in Global Human Resources for approximately 25 years mainly with global companies. Managing the global mobility of local employees and expatriates, specialising in Global HR/ Expatriation and European Employment Law – incorporating international global strategy, cultural awareness, change management, European HR and ER policies, Succession and Talent Management, Global Reward strategies, M&A, implementing best practice and being a very proactive business partner.



**Alexander Simpson** joined **Grant Thornton** in 2002 and his expertise in international personal tax issues ranges from tax, social security and share scheme considerations to working with clients to develop and implement international assignment policies. Alex has considerable experience in both tax compliance matters and **advising on expatriate assignment planning**, including international tax and social security issues and tax effective compensation strategies.



**Clive Fathers** is a tax partner and the national leader of the **Grant Thornton Employer Solutions team**. Clive specialises in international personal tax issues as they relate to the international relocation of individuals. His expertise ranges from tax, social security and pensions considerations to working with clients to develop and implement international assignment policies.



**Kate Rothwell** has 13 years' experience working in the field of international mobility with **Ernst & Young**. Since 2006, Kate has been part of the **Global People Team** based in London working on global projects relating to international mobility. Prior to joining the Global People Team, Kate gained first-hand experience of operational mobility both outsourced and in-house. Working in EY Singapore, she was an operations manager responsible for a team delivering outsourced assignment management services to clients in the Asia Pac region, and in EY Russia she was responsible for managing international assignments to and from the Commonwealth of Independent States.



**Peter Sewell** has been working in the expatriate arena for 13 years and is currently the **Head of Expatriate Services for Tesco**. Peter's prior expatriate management experience was at Marks and Spencer, Arthur Andersen and Deloitte. More recently Peter has set up **Tesco Global Employment Company Ltd**. in Thailand to manage the companies' expatriate population and introduced a new level of "global" assignee. As Tesco continues to expand internationally, Peter is constantly looking to review policy areas to match the continuing growth and complexity of the company.

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# Conference Programme

Tuesday 12<sup>th</sup> October 2010 - CCT Venues , Aldersgate House, London

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09.00–09.30 **Coffee and Registration**

09.30–09.45 **Introduction and Opening Address by  
Conference Chair**

**Helen Elliott, *Publisher, International HR Adviser***

09.45–10.15 **Creating a Consistent Cost Effective Mobility Process**

- Developing a new set of policies to match changing business needs
- Ensuring international assignments are a success
- Understanding the business and strategic objectives for your assignments

**Kate Rothwell, *Project Manager, Mobility, Global People Team, Ernst & Young***

10.15–10.45 **International Talent and Leadership Development**

- Understanding the skills needing in International talent
- Developing international leaders
- Maximising the value from international assignments

**Kim Miller, *HR Director – International, Brown-Forman Beverages Worldwide***

10.45–10.55 **Questions and Discussion with Speakers**

10.55–11.30 **Coffee, Exhibition and Networking**

11.30–12.00 **Update: Changing Legislation**

- Understanding tax and compliance governing the expat
- Practical advice to minimise costs

**Alexander Simpson, *Senior Manager, Employer Solutions and Clive Fathers, Tax Partner and National Leader, Employer Solutions, Grant Thornton UK LLP***

12.00–12.30 **Employment Law: Immigration – Visas, Work Permits, Residency Permits**

- Hot tips on ensuring a successful and timely assignment
- Building in immigration triggers to the assignment process
- Choosing the right immigration path at the outset
- Managing assignees expectations
- Ensuring compliance throughout the assignment

**Nicolas Rollason, *Partner and Head of Business Immigration Department, Kingsley Napley LLP***

12.30–12.40 **Questions and Discussion with Speakers**

12.40–13.40 **Lunch, Exhibition and Networking**

13.40–14.20 **Knowledge Share Networking Session**

This is your chance to discuss and debate the key issues and seek solutions to your concerns. Knowledge Share is a great opportunity to talk through challenging issues in a structures environment with your peers.

14.20–14.50 **Managing Remuneration in a Global Context**

- Ensuring consistency and fairness
- Expat vs. local
- Examining remuneration and career planning

**Adam Philpot, *Head of Reward, Coats***

14.50–15.00 **Questions and Discussion with Speakers**

15.00–15.15 **Coffee, Exhibition and Networking**

15.15–15.45 **Partner Support during an Assignment**

- Addressing the challenges for accompanying partners and families
- Examining examples of best practice
- HR's role in supporting people

**Peter Sewell, *Head of Expatriate Services, Tesco***

15.45–16.15 **Successful Repatriation**

- AstraZenca's repatriation strategy
- Looking at what is working well
- Points that can be improved to ensure success

**Helen Walton, *Director Global Mobility, AstraZeneca***

16.15–16:30 **Questions and Discussion with Speakers**

16.30

**Chair's Closing Comments and Close of Conference**

## *International HR Adviser*

International HR Adviser is a quarterly, glossy magazine which is distributed to International Human Resource Professionals worldwide.

Launched in July 2000, International HR Adviser (previously known as Expatriate Adviser) covers topics specific to the field of international human resource management including taxation, immigration, technology, employment law, compensation & benefits, relocation, health, relocation, education, IHR surveys and data analysis as well as a useful directory and diary dates section.

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