

How are members coping in the times of Coronavirus?

"Trying to be innovative in ways to support the candidates, such as virtual tours/onboarding instead of look-see trips during the interview stage."

"Global mobility right now is a bit of a celebrity within our company, a lot of questions are coming in from talent and HR business partners."

"We are taking a look at our assignment policies, now trying to uniquely identify different regions (e.g. South Asia, North America, etc.) to better cope with the regional challenges."

"Use the lens of the new normal to build your programs and new supports, but also your advisory capacities."

Challenges being faced by organizations

"We have a candidate whom we want to hire from London, who is a Canadian PR, but does not want to travel to Canada. Does not want to come in when there are restrictions, isolation period, etc."

"Now there is an impression that anybody can work from anywhere, with no issues, but that is not true."

"New hires and assignees caught at different places than where they were supposed to be at."

"We are having challenges relocating goods, and aligning that with where the individuals live."

"Getting more involved in trying to explain why people cannot just work out of different jurisdictions due to tax implications."

"Some people have not mentally accepted that everything has changed, they are mentally not prepared to accept the massive reality."

How can CERC assist?

"Want to know whether there be a shift more towards assignments, and not business travel."

"Look at how to do virtual tours for houses, onboarding process."