

CREATE A STRATEGY & ACTION PLAN for a Successful Repatriation

Showcase & Leverage Global Experience

EMPLOYEE REPATRIATION ASSISTANCE

Most individuals returning from an international assignment have gained valuable global knowledge and insights that can be leveraged by the sponsoring organization. IMPACT Group's Employee Repatriation Assistance helps individuals clearly align their global skills with organizational needs for career advancement and organizational benefit.

Together, a one-on-one coach will help the assignee identify, showcase, and leverage their global experience and effectively communicate accomplishments within your organization. Depending on the circumstances, the assignee and coach may also focus on key internal search skills, such as networking and interviewing. IMPACT Group provides ongoing coaching and proactive follow-up throughout the transition period, offering a unique advantage to the returning expatriate.

This program typically includes 6 coaching sessions held over a 3-6-month period, depending on the situation. The program is designed for each individual based on a personal needs assessment, and coaching may include a combination of topics.



Programs Are Designed for Each Individual Based on Their Personal Needs Assessment



EXPLORE PROGRAM OPTIONS ON THE NEXT PAGE!

- + Assignee Seeking an Internal Role After the Global Assignment
- + Assignee Seeking a New Position Outside of Your Organization

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ASSIGNEE SEEKING AN INTERNAL ROLE AFTER THE GLOBAL ASSIGNMENT



Partnering with a dedicated coach will bring their true value to light! These topics may be useful for assignees who are planning to repatriate and interview for a new position within your organization.

TOPICS MAY INCLUDE:

- + Discovering strategies for managing change.
- + Developing an Internal Profile capturing global experience and accomplishments, along with guidance on how to apply these appropriately for the new professional environment and culture.
- + Coaching on internal networking, social networking, and interviewing, including telephone and video interview techniques.
- + Completing a self-assessment tool to identify strengths and areas to enhance during the transition.
- + Planning for assimilating into a new work group when a position is identified. This step may include selected elements from the program below based on the availability of coaching hours.

ASSIGNEE SEEKING A NEW POSITION OUTSIDE OF YOUR ORGANIZATION

One-on-one coaching will help individuals make a seamless transition to their next opportunity. These topics are designed for assignees who have begun, or are about to begin, at a new company.

TOPICS MAY INCLUDE:

- + Discovering strategies for managing change.
- + Developing an Internal Profile capturing global experience and accomplishments, along with guidance on how to apply these appropriately for the new professional environment and culture.
- + Creating a Transition Action Plan to:
 - o Build operational- / position-specific knowledge.
 - o Establish role clarity and develop a relationship with one's manager and any direct reports.
 - o Identify and connect with key stakeholders.
 - o Establish a brand and corporate visibility.
- + Completing a self-assessment to identify strengths and opportunities to enhance during the transition.
- + Ongoing coaching and support during the transition.



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