



# Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

## Re:locate Extra

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Issue 1, February 2006

Welcome to this, the first issue of **Re:locate Extra**. Brought to you by the team behind **Re:locate** magazine, it aims to ensure you're kept **up to speed between editions** with everything that's happening in the world of relocation, from the latest news and appointments to the hot topics of the day. To send your feedback or contributions for inclusion in the next edition of **Re:locate Extra**, email [editorial@relocatemagazine.com](mailto:editorial@relocatemagazine.com).

We hope you enjoy this first issue, and look forward to hearing from you!

**Fiona Murchie**  
Managing Editor

### Top Stories This Month

#### **London confirmed as world's career capital**

A new report commissioned by Think London, London's foreign direct investment agency, and carried out by Dr Michael Dickmann and Dr Tim Mills of the Cranfield University School of Management, makes cheering reading for anyone charged with reassuring nervous staff about the benefits of relocating to the UK's capital. The report surveyed 348 foreign-born executives drawn from 46 different countries and identifies a new type of Global Professional: one who seeks to add value to their careers, not just by their choice of organisation to work for, but by where they choose to work, too. Nine out of ten foreign-born executives believe that working in London has benefited their career, and, overall, 93% of those surveyed said that positive impact on career is the biggest influence for moving to London in the first place. Nearly 60% of foreign-born executives have been promoted during their time in London, and almost 80% expect further promotion when they leave.

The report also looks at what makes London unique and concludes: "Executives like London's good work/life balance; nearly half say this was a factor in their decision to move to the capital. London's unique ethnic and cultural mix is also greatly valued. Eight out of ten executives say they have developed a greater understanding of different cultures." As Andy Tsao from the USA puts it, "My London experience has opened up new potential opportunities for me ... It's given me confidence that I can work in almost any business environment."

For a copy of the report, contact [thinklondon@trimediauk.com](mailto:thinklondon@trimediauk.com)

#### **Civil Partnerships – the implications for immigration**

Individuals with a same-sex partner from overseas need to ensure they meet Home Office criteria if they wish to have a civil partnership, by which two people of the same sex receive legal recognition of their relationship. Explains Gary Smith of immigration experts Smith Stone Walters, "Before a person subject to immigration control is able to give notice of a civil partnership they will need to demonstrate to the registrars that they hold either entry clearance granted to register a civil partnership; or the written permission of the Secretary of State; or settled status in the UK. The written permission of the Secretary of State is granted in the form of a Certificate of Approval, such as those that already exist for marriage. In order to qualify for a Certificate of Approval, applicants do need to have been granted over six months' leave in the United Kingdom, and at least three months of that leave must be remaining."

### **Global Talent management and development being held back?**

The Chartered Institute of Personnel and Development (CIPD) has published new guidance to help multinational organisations attract and retain talented individuals and nurture them into successful leaders. International Management Development, by Dr Hilary Harris and Dr Michael Dickmann of the Cranfield University School of Management, highlights the issues companies face abroad. These include concerns surrounding lack of manager buy-in, which could cause employers to lose high performers to competitors. Says Francis Wilson, CIPD International Manager, "It's important to develop an international corporate identity and identify brand values that have meaning internationally. Employers must then encourage managers across all locations to develop an international mindset so that they understand the need to think globally and develop their staff with an international focus in mind. This will help employers succeed in retaining, investing in and developing their high performers."

*For more on this story, see the Spring issue of **Re:locate** magazine*

### **House prices on the up, with East London set to become a hotspot**

House prices have risen for the first time in 18 months, according to the latest house price survey from Hometrack, the online housing research and database company. "A move to more realistic pricing over the past 12 months and improving buyer confidence has resulted in a small increase in average house prices," comments Richard Donnell, director of research. "Despite improving levels of market activity over the second half of 2005, average house prices have fallen by 1.6% over the year. We expect them to rise, on average, by just 1% over 2006.

Meanwhile, news of London's successful 2012 Olympic bid has already impacted positively as far as property and relocation are concerned. With London recording its first quarterly rise since early 2004, some of the largest rises were recorded in the east of London, with Hackney and Tower Hamlets both showing quarterly rises over 12%. Says Mike Jones of Bank of Scotland International, "Since the decision to stage the 2012 Olympics was announced on 6 July 2005, we have seen a huge jump in interest in the East London property market. The Olympics will bring regeneration on a huge scale – roads, trains and transport links will all be upgraded, so journey times into the centre will shrink dramatically, bringing what was previously relatively cheap, isolated housing stock back into prime commuter territory."

### **Plum job up for grabs: HR Director sought for LOCOG**

Still on the subject of the 2012 Olympics, the London Organising Committee of the Olympic Games (LOCOG) is now seeking an HR director. By 2012, the organisation will have grown from 80 staff to a Games Workforce of approximately 3,000 staff and 70,000 volunteers, supported by a large number of contractor organisations. Presumably a large proportion of these workers will have relocated, either from out with the London area or from abroad, to the London site.

LOCOG is billing the job as, "a once in a lifetime opportunity to undertake one of the most exciting, challenging and high profile HR roles of this century," and offering a six-figure salary package.

### **Coming up in the Spring 2006 issue of Re:locate Magazine**

- ❑ Overcoming barriers to international relocation: how to persuade your staff to move
- ❑ Technology: cross-cultural tools, psychometric testing/cultural testing, valuation tools and HR self-service options
- ❑ Property: the state of the market and its implications for relocation
- ❑ Education: Pre-school options and childcare voucher incentives for relocation
- ❑ Dual careers: in praise of training as a TEFL teacher

## Re:locate Event

### **Getting Up to Speed with HIPs and Property**

(includes update on rental legal issues and an overview of the 2006 property market)

Make sure YOU'RE ready for the property market's big shake-up by booking your place NOW at **Re:locate's** next Networking Forum. This essential half-day event will be held at the Institute of Directors, London, on Wednesday, 8<sup>th</sup> March 2006 – for more information on the programme, speakers and to book your place, click [HERE](#).

For any general enquiries please email us at [events@relocatemagazine.com](mailto:events@relocatemagazine.com) or call **David Sadler** on **01892 891334**.

### **\*NEW\* For Relocating Employees and their Families \*NEW\***

This new section of our website offers practical advice to your relocating employees, with articles specially written with their needs in mind. Specialist topics include:

- |                  |   |   |
|------------------|---|---|
| Living In The UK | - | Information on entry formalities, financial aspects, moving |
| Property         | - | Information on buying a new home, renting, selling          |
| Settling In      | - | Includes general advice, advice for partners                |
| Education        | - | Contains a guide to the UK education system                 |

Click [HERE](#) to go directly to our new Employees section.

## Networking Online

We would like to invite you to post and add to discussions helping us create an informative Relocation Forum. Join the debate and have your questions answered online on this month's topics and more. Current topics include:

- HIPs
- Same-sex partners – the legal implications?
- Trust Schools
- Spring cleaning your finances

Click [HERE](#) to go to **Re:locate's** Networking Forum.

### Re:locate Appointments

Are you interested in this service, in the magazine or online? We want to hear your views. Whether you want to advertise vacancies, are looking for a new job yourself or are working in the recruitment industry. [Email us](#) with your views.

### Advertising

Book your advertising space in the Spring 2006 edition of **Re:locate** magazine before Friday 10<sup>th</sup> February, and receive a special discount!

Click [HERE](#) to learn more about advertising opportunities with **Re:locate** Magazine.

### Suppliers' Directory

Find contact details for essential relocation services, from educational consultants to serviced accommodation-providers.

Click [HERE](#) to go to directly to our online Suppliers' Directory.

### Useful Sites

[www.profilelocations.co.uk](http://www.profilelocations.co.uk)

[www.relocatemagazine.com](http://www.relocatemagazine.com)