



# Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

## Re:locate Extra

Issue 17, June 2007

Welcome to the June issue of **Re:locate Extra**, the newsletter that's designed to keep you up-to-speed with developments in the world of relocation between issues of **Re:locate** magazine.

Don't forget, too, the magazine is now available in digital format in full via [www.relocatemagazine.com](http://www.relocatemagazine.com). Look out for our growing number of country resources – our new Australia section is now live. Let us know what other countries are of interest to you by emailing [editorial@relocatemagazine.com](mailto:editorial@relocatemagazine.com) and keep checking out our website, as new sections are being added all the time.

The summer issue of **Re:locate** magazine follows hard on the heels of **Re:locate Extra** – look out for it landing on your desk any day now!

**\* JOBS \* JOBS \* JOBS \***

**Re:locate Extra** features an exciting range of job opportunities - scroll down for the latest vacancies, and keep checking our website at [www.relocatemagazine.com](http://www.relocatemagazine.com)!

### Top Stories This Month

#### **Brown relocates to Number 10**

As Gordon Brown takes up his new role as Prime Minister, already there are changes afoot in the world of housing. Yvette Cooper, the former Minister of State in charge of HIPs and a close ally of Mr Brown's, becomes Housing Minister, attending Cabinet when needed.

#### **HR faces global war for talent**

Opening the Employee Benefits Summit in Jerez, Adrian Wooldridge, Washington Bureau Chief for *The Economist*, warned HR and reward specialists, "We are in the middle of a fierce global battle for talent."

The economic downturn and employee lay offs of the 1990s, the bust of the baby boom and the growth of emerging economies such as India and China are all contributing to a shortage of available talent, he said. "Talent is so rare that people are paying a lot of money for it."

Wooldridge said that the period during 1990s, when companies cut their workforce to help boost their share price, has led to the death of employee loyalty. Organisations should change their recruitment strategy from a transaction process to one of developing relationships to deal with the shortage of talent, he added. "You need a single company strategy and brand, but you also need to be able to delegate to a local level. It's the same with reward: it's easy to get reward wrong if you don't take local [conditions and culture] into account." In addition, he said that employers should make the most of talented 'non-traditional' employees, such as part-time workers and older staff.

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

*Don't miss our feature on international reward in the summer issue of **Re:locate**.*

## London second in 'most expensive city' pole

Human resources consultancy Mercer's influential survey – used by global companies to help them determine how much to pay their overseas employees – concludes that London is now the second most expensive place to live in the world after Moscow, with Tokyo, Geneva, Paris and New York taking third to sixth positions respectively. The Cost of Living Survey looks at 143 cities internationally, using New York costs as its benchmark. Prices for renting a flat and buying a daily cup of coffee, as well as entertainment, clothing and food costs, were considered.

With New York as the base city scoring 100 points, London comes out with a score of 126, compared with Moscow on 134, Tokyo on 122 and Rome on 97.6, Dubai on 88.8. London has climbed from fifth to second place over the last year, largely because of the rise in both property and public transport costs in the UK capital.

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

## The career benefits of being an 'expat hero'

Professionals who move abroad independently out of a sense of adventure and are willing take a career risk may gain more for their personal development in the long run than those sent on international assignments by their companies, according to a new report by Cranfield School of Management and Expatica, the internet-based portal for expatriates.

*Are you a hero or a heroine? An exploration of the expatriation journey* surveyed over 500 readers of Expatica who had expatriated. Notably, nearly two thirds had initiated their foreign work experience themselves, without company backing.

Although both groups agreed working abroad was likely to enhance their future career prospects, free agents reported achieving much greater clarity of work goals, despite the fact they were much more likely to take a less challenging job in their new country than that back home.

[www.cranfield.ac.uk](http://www.cranfield.ac.uk)

## Survey reveals lack of HR direction

A survey by accountancy firm Deloitte and the Economist Intelligence Unit has found that 85% of senior executives identified people as 'vital' to their businesses' performance. However, 52% of executives said they did not have a chief human resources officer on the board.

In addition, 63% of senior business executives said they never consulted their HR leaders on mergers and acquisitions, despite the huge challenges presented by consolidation deals and - from our readers' perspective – the implications for mobility. When asked whether people management was a valuable factor in the future ambitions of the business, only 19% of senior executives said it was.

[www.deloitte.com](http://www.deloitte.com), [www.eiu.com](http://www.eiu.com)

## Serviced accommodation ratings system launched

Visit Britain, the organisation responsible for building the value of tourism to Britain, has included a grading system for serviced apartments into their Quality in Tourism initiative, to give clients an, "independent, objective and reliable grading" against which to judge serviced apartment providers. The grading system was presented two years ago to the Association for Serviced Apartment Providers (ASAP), which assisted Quality in Tourism in developing the concept. The grading system for serviced apartments looks at similar criteria to those within the hotel industry, which is graded by the 'star system'. Apartments will be graded according to general fixtures and fittings, arrival process, handling of reservations, cleanliness and general services.

*For more information, see our forthcoming feature in the summer issue of **Re:locate**.*

## New book from Judith Leary-Joyce

*Inspirational Manager* by Judith Leary-Joyce is now available from Prentice Hall. It's priced at £12.99, but **Re:locate Extra** readers can enjoy a 35% saving – click on to [www.relocatemagazine.com](http://www.relocatemagazine.com) to order. And of course Judith will be our key-note speaker at our relocate event, to take place on July 11<sup>th</sup> at the IOD – visit [www.relocatemagazine.com](http://www.relocatemagazine.com) to book.

## **Re:locate Events**

### **Inspirational Relocation**

**Wednesday, 11th July 2007 • 10am – 2pm • The IOD, 116 Pall Mall, London**

Join us for a truly inspirational morning at **Re:locate's** third birthday Networking Forum Event, with keynote speaker Judith Leary-Joyce.

With examples from her new book *The Inspirational Manager* to be published on 12 June, Judith will show you how to be a great manager and remain true to yourself. She will reveal how to uncover the best in your relocation team and the people you move, and how to have the tough conversations when they are needed. Don't miss this fantastic opportunity to learn from a top management expert how to:

- Develop the mindset of an inspirational leader – think the way they do and understand how to let it impact your behaviour
- Get to grips with managing relocation in a way that is positive for both the company and the relocating employees and their families.
- Understand how to make each part of the working day an inspiration for your relocation team so they really want to do their best for you and the organisation.
- Build recognition into the daily round, so your people and those you relocate feel truly valued and you reinforce the behaviour that will deliver exceptional results.

The second part of the morning will be spent examining inspirational approaches to the relocation process including the importance of recruitment and selection with insights from Matt Brooks of Frazer Jones, and an immigration update from James Walters of Smith Stone Walters to ensure a smooth entry to the UK for expatriates and new recruits. Judith will lead a lively panel discussion and you can take the opportunity to have your questions answered by our experts and enjoy networking over lunch.

Places are limited, so book your place now! For further information on the event and a booking form, [click here](#).

**Scroll down to the next page for the latest jobs**

## Job Opportunities

There are currently **59** great jobs on our website, relevant to you and your skills. The **10 NEW jobs** below have been posted online since the last **Re:locate Extra** - for further details, click on the 'Read More' button. To view all job opportunities, click [here](#).

<b>Relocation Management Consultant</b>	Hitchin, Herts	Negotiable	<a href="#">Read More</a>
<b>International Assignment/Global Mobility Coordinator</b>	London	c. £30,000 + Excellent Benefits	<a href="#">Read More</a>
<b>International Assignment/Global Mobility Assistant</b>	London	c. £30,000 + Bonus + Benefits	<a href="#">Read More</a>
<b>Interim International Assignment/Global Mobility/HR Advisor</b>	Surrey	c. £20-30,000 (Pro Rata)	<a href="#">Read More</a>
<b>International Assignment/Global Mobility Advisor</b>	London	c. £35-40,000 + Excellent Bonus + Benefits	<a href="#">Read More</a>
<b>Interim International Assignment/Global Mobility/HR Advisor</b>	London	c. £30-40,000 (Pro Rata)	<a href="#">Read More</a>
<b>International Assignment/Global Mobility Manager (Interim)</b>	London	c. £40-60,000 (Pro Rata)	<a href="#">Read More</a>
<b>Expatriate Housing Officer (HR)</b>	London	£23-30,000	<a href="#">Read More</a>
<b>International Assignment/Global Mobility Professional</b>	London	Negotiable + Bonus + Excellent Benefits	<a href="#">Read More</a>
<b>International Assignment/Global Mobility Team Leader</b>	London	Negotiable + Bonus + Excellent Benefits	<a href="#">Read More</a>

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