



Perceived value vs. real value

Building a stable global
mobility programme in Africa

www.k2corporatemobility.com





Stable global mobility

Businesses operating in Africa face a daunting web of global mobility-related complexity. The solution must be cost-effective without compromising a positive mobile talent experience. Low-cost solutions appear attractive; however, their perceived value soon crumbles, revealing much higher costs down the line. At K2, we understand the intricacies of business operations in Africa. That's why we believe in a strategic approach that delivers real, long-term value to your global mobility programme.

The importance of accurate pricing: doing it right the first time

A robust global mobility programme is built on accurate pricing. A proposal that appears too good to be true often is. Failure to accurately forecast costs can lead to budget overruns, programme instability and a negative impact on your bottom line. At K2, we do it right the first time. Our comprehensive approach guarantees accurate cost estimations from the outset, avoiding any unwelcome surprises and ensuring the financial stability that a global mobility programme needs to operate successfully.

Benchmarking true value: the risks of cutting corners

Evaluating a global mobility proposal must be done in relation to benchmarked industry standards. A proposal which fails to meet these should ring alarm bells. Limiting costs is always necessary, however, doing so at the expense of essential services can lead to significant risks, such as:

Failed assignment

Inadequate mobile talent support can lead to compromised wellbeing. This can impact an mobile talent's productivity and ultimately cause the assignment to fail. As a result, investment and revenue are negatively impacted, and business objectives are not fulfilled.

Logistical complications

Placing the responsibility of relocation logistics on an employee can become problematic in numerous ways. K2 have often been called in to rescue an assignment when household goods removal costs are rapidly increasing, incorrect customs processes are causing lengthy delays, and landlords are hiking rental costs or withholding deposits. When these issues arise, mobile talents and their families find themselves stuck in limbo, which impacts their relocation and causes stress for both them and the business.

Damaged reputation

Burdening a mobile talent with a negative relocation experience can damage your business's reputation, making it challenging to attract and retain the best talent.



K2's advisory approach: removing risks and building a framework for success

K2's advisory team does more than simply provide relocation services. Our team comprehensively assesses your global mobility operation to understand your specific requirements and goals. They begin by evaluating your current programme, identifying weaknesses, and creating a tailored strategy that aligns with your business objectives. Doing so necessitates:

Developing a robust framework

A structured framework which considers policy principles, mobility drivers and clearly defined roles and responsibilities ensures consistency, fair treatment and the ability to plan proactively. The benefit is a positive mobile talent experience & a cost-effective solution for your business.

Stakeholder engagement

By interviewing stakeholders across your organisation, our advisory team gains valuable insights that can be used to guide the development of a relevant and culturally appropriate framework.

Policy review and development

Whether you have an existing framework that requires enhancing, or need one to be built from scratch, our advisory team provides expert guidance on areas such as ESG, DE&I and support for specific employee groups, such as remote workers.

Integrating talent and mobility

We aim to intertwine talent and mobility to ensure your programme supports your overall talent and global mobility agenda.



K2: your trusted partner in Africa

What makes K2 best positioned to provide your business with a stable global mobility programme? K2 is the largest relocation management company operating in Africa. This offers our clients two key benefits:

Extensive partner network

Our vast network of trusted partners enables us to provide seamless service delivery across the continent.

Deep cultural awareness

Our long-standing presence in Africa has afforded us a deep understanding of local cultures and customs, allowing us to provide culturally sensitive and relevant support.

Global expertise, local insight

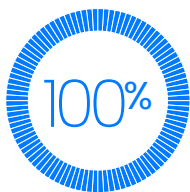
As an international organisation, K2 provides a level of service excellence that exceeds regional norms. Working with businesses across the globe gives us the perspective and experience required to develop the very best practices and standards, which we bring to the African market. This global perspective is balanced against the local insight provided by our people on the ground in-region, both the members of our K2 South Africa team and our trusted partners.

Choosing the right global mobility partner is crucial for employee satisfaction, business objectives and budget. Don't be fooled by the perceived value of low-cost proposals. Invest in a partner who can navigate the nuances of the African market, as well as support with the creation of comprehensive mobility frameworks, which they are then able to execute across extensive territories. Choose K2 and we will help you to develop a global mobility programme with real, long-term value.

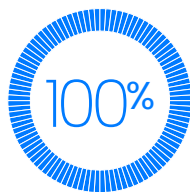
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And if you need convincing?

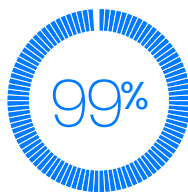
That big 80 should be all you need. Our NPS® score of 80 means "world-class" service delivery. Our clients felt this satisfied with our work:



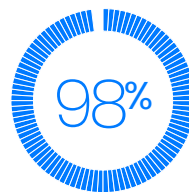
Feel supported
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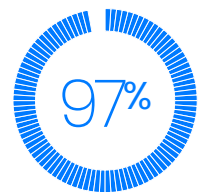
Satisfied with
communication



Satisfied with
service delivery



Satisfied with
information received



Satisfied with
personal approach

Empowering seamless global mobility

Comprehensive services to support every step of the journey

We help organisations navigate the complexities of global mobility with confidence.

Our tailored solutions are designed to support employees and their families through every stage of relocation, enhancing the employee experience, optimising mobility programs, and aligning with your strategic goals. Whether you're moving talent across borders or cities, we deliver the expertise, insight, and care that make mobility work.

Our global services include:

- Policy development & consultation
- Policy management
- Account management
- Stakeholder communication
- ESG & value alignment
- Supply chain management
- Data, analytics & reporting
- Pre-decision & planning support
- Pre-decision counseling
- Moving cost estimates
- Lump sum support
- Tax gross-ups
- Insurance
- Household goods moves
- Specialist goods handling
- Pet relocation
- Temporary accommodation
- Orientation services
- Home search
- Temporary housing
- Home sale assistance*
- Home purchase support*
- Home sale – BVO*
- Mortgage assistance*
- Property management
- Immigration support
- Visa & work permit coordination
- Language & cultural awareness training
- School search assistance
- Partner & family support
- Executive relocation support
- Vip handling
- Relocation accounting
- Expense management

*Only available within the domestic USA region.



because it's personal

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