



Value engineering over value hoping

Building a sustainable global
mobility programme in Africa

www.k2corporatemobility.com



Strategic global mobility

Smooth, streamlined and successful global mobility is crucial for multinational corporations operating in Africa. Don't fall into the trap of simply hoping to derive value from your global mobility programme. Real value requires value engineering. This necessitates a proactive, strategic approach towards global mobility to facilitate maximum return on investment without compromising employee wellbeing. At K2, we champion value engineering, which enables businesses in Africa to build long-term, prosperous global mobility programmes.

Policy planning: the foundation of value

Successful global mobility begins with comprehensive policy planning. This is the foundation of value engineering from which positive outcomes will be realised across your business. A well-defined policy framework provides:

Value delivered

Clear policies ensure the effective allocation of resources, thus maximising returns on your mobility investment. By creating policies with reference to the objectives of your business, the success of your global mobility programme can be tangibly linked to overall business performance. K2's in-

depth knowledge of the African market, one of the benefits of our position as the largest relocation management company in the region, enables us to support with the creation of policies that are not only effective but also understanding of local cultures and compliant with local regulations.



Human-centric emphasis

When creating and improving policy, mobile talent wellbeing is paramount. Considering the individual needs of your mobile talent results in them feeling supported and positive about their relocation experience, laying the foundations for a successful assignment. K2's extensive partner network in Africa allows us to understand and meet the unique variety of needs encountered by mobile talent in the region, enabling us to create policies that are truly human-centric.

Positive experiences

Well-defined policies avert negative experiences caused by confusion and uncertainty. Clarity fosters trust between mobile talent and employer, creating an

efficient and positive process for both parties. Global experience combined with local expertise enables K2 to design comprehensive policies that service the requirements of all stakeholders involved.

Increased employee engagement

An employer must prove to their mobile talents that they value their wellbeing. The trust this fosters translates to greater loyalty and engagement from mobile talent. K2's approach to policy planning sees us investing time in getting to know your business's culture and values, enabling us to create policies that feel truly connected to your business and your people.

Strategic policy review

Policy planning isn't just about creating new policies; it's also about reviewing and enhancing existing ones. By strategically reviewing your current policies, K2 can help you to:

Modernise your programme

It's important to ensure old technology is not holding your global mobility programme back. An extensive review can identify opportunities to incorporate new technologies to reduce costs and increase efficiency. Supported by AlphaTech®, our dedicated, in-house software development team, K2 is at the forefront of technological innovation within global mobility. This allows us to bring new best practices and cutting-edge solutions to our clients in Africa.

Understand your mobile workforce

Different mobile talent groups have different needs. By understanding these varied needs, policies can be tailored to ensure they meet all criteria. This tailored approach increases the value of your programme by ensuring the right people receive the right support. K2's unmatched reach across the African continent enables us to understand varying local communities and cultures, which in turn enables us to ensure that policies are precisely matched to mobile talent requirements.

Engineered value

Building a sustainable global mobility programme in Africa requires more than just hope; it requires value engineering. This approach prioritises comprehensive policy planning and review to create a successful and contemporary global mobility programme, one which delivers quantifiable value and increased mobile talent engagement.

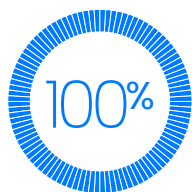
In-depth regional knowledge and a continent-wide partner network positions K2 as the perfect partner to support and quite possibly transform your global mobility programme within Africa. Don't leave the prosperity of your global mobility programme to chance: choose K2 and engineer your success.



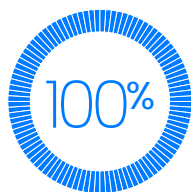
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And if you need convincing?

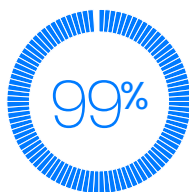
That big 80 should be all you need. Our NPS® score of 80 means “world-class” service delivery. Our clients felt this satisfied with our work:



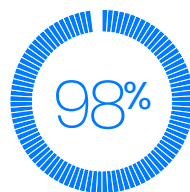
Feel supported
by us



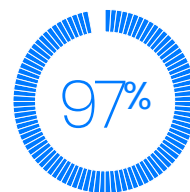
Satisfied with
communication



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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