



Think
GLOBAL
PEOPLE

Relocate
AWARDS
2022

AWARDS SUPPLEMENT

Behind the scenes and winners revealed.
Plus, shaping the future and
how you can get involved.

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"The 2022 Awards entries reflected the calibre of people working in the sector and their dedication, agility and resilience."



THE DAY THE MAGIC STARTED TO HAPPEN

The combination of the Future of Work Festival and Awards ceremony on 9 June reinforced the importance of remembering and understanding your sense of home and place, wherever you are in the world.



Most of our community work in an international or Global Mobility context. We understand the value to assignees and international employees of a smooth landing in a new location and

transitioning well into another culture.

With engagement and a people-centred approach high on the agenda for leading-edge companies focusing on regeneration and growth, the Awards ceremony honoured the importance of everyone involved in supporting international people and their families.

New ideas may not come now – it may be six weeks or six months down the line – but hopefully coming together on 9 June was a step towards regenerating businesses and supporting leadership skills fit for the future.

One aspect of this volatile, uncertain, complex, ambiguous (VUCA) world we live and work in is how it triggers workplace stress. It is why the Awards this year, and the day celebrating the Awards as part of the Future of Work Festival, centred on wellbeing.

The sunshine, the relaxed atmosphere, networking again with old colleagues and meeting new people, as well as being surrounded by acres of countryside, helped to top up resilience and restore a sense of balance.

Perhaps in the past we have all been too busy doing to look up and see the bigger picture, what is coming down the track and what it means for the Global Mobility sector and the talented people we support.

SHARING OUR KNOWLEDGE

Globalisation and change across our organisations, the workplace and the economy impact us all. Within any organisation or international business, the workplace (in offices, factories, hospitals or schools) and the actual work (be it in administration, financial services, farming, engineering, science) we do is changing fast and is more complex in the international context. This is why when we talk about a global

workforce these people need even more care and attention.

The dragonfly's eye view of the world we have referred to before describes our unique perspective across the Think Global People and Relocate Global community.

I think now really is the time to boost the Global Mobility sector, to start sharing the knowledge we have with wider disciplines and collaborate with different industry sectors so that international experience is really appreciated as an asset for both personal and professional development and for the growth of organisations. There is nothing quite like understanding how to operate and do a job in a different location and culture until you experience it.

Hybrid working, the four-day week, the impact of the mass resignation, technological breakthroughs and the desire following the pandemic to live and work somewhere you feel safe and comfortable, are all changing our concept of work and the workplace.

In addition, there is huge change across industry sectors. Everything is changing at speed and affecting supply chains, talent demand and resources.

International managers are being asked to cope with change across their day job and responsibilities, as well as evaluating moving and working somewhere else and their family considerations. We don't know what these changing work patterns will be yet, but if we can all discuss them together and learn from other industry sectors then I think there is hope for flourishing people and organisations.

The picture looks bright for Global Mobility professionals and international leaders able to respond to the business agenda, having already shown their value over the pandemic.

The 2022 Awards entries reflected the calibre of people working in the sector and their dedication, agility and resilience. Read on to discover who won and learn about the wider context international players are operating in today, as they innovate ready to meet the demands of the future.

Fiona Murchie
Managing Editor





Celebrating excellence in Global Mobility with the Think Global People & Relocate Awards



The Think Global People & Relocate Awards are the premier awards for everyone working in Global Mobility, international HR, management and education. Inaugurated in 2007, and celebrating their fifteenth anniversary in 2022, the awards have grown and evolved each year to reflect the changing demands of global businesses and people on the move, writes **Ruth Holmes**.

Today, the Awards – sponsored this year by AltoVita, edyn, KPMG and Santa Fe Relocation – are for everyone operating in the international arena. There were entries from multinational corporations, Global Mobility, business services, tax and immigration advisors, intercultural expertise, partner support, international education and more, all celebrating the role of their team and organisation in helping individuals, businesses and economies thrive across borders.

Think Global People and Relocate Awards are hard-won, with entrants raising the standard higher and higher every year: 2022 proved to be no exception. Assessed by a panel of highly experienced experts, entries across the eight categories were

of an exceptionally high quality, as the following pages announcing who won and why will attest.

All the winners provided inspirational solutions to the challenges we are all facing. Meeting in person to celebrate their successes at the Think Global People and Relocate Awards was an opportunity to share best practices, learn from each other, as well as recognise where international corporate HR and Global Mobility practitioners are making a real difference.

The Future of Work Festival, which hosted the Think Global People and Relocate Awards this year, created the space to reflect on the last 12 months, collaborate and build on our collective successes, as part of Relocate Global's year-round Centre for Global Excellence and Leadership.

SHINING STARS LIGHT THE WAY

In total, eleven awards were on the table at the 2022 Think Global People and Relocate Awards ceremony, held in the verdant landscape of Relocate Global's Lamberhurst HQ.

Arguably the most hotly contested category was technology. It prompted much discussion between the judges on the panel. Global Mobility specialist, Mark Ethelston, was one of the judges tasked with evaluating the entries in this category.

"In the years I've been doing this, what stuck out for me this year is the amount I learn myself seeing the new businesses that are coming on the market and all the new solutions," said Mark, in a sentiment echoed among the judges. "There is a consistently high level of entries, and some people were doing some really innovative new stuff."

Among them was Hewlett Packard Enterprise's winning entry, as Mark explained. "Having that ability to look at your talent mobility as a whole internally, which is what I took from the presentation and the technology demonstration from HPE, is a real game-changer in my mind. I think it's an amazing concept and one I'm really chuffed to see coming into our world."

The standard of entries was exceptional across the board, as Head Judge, Dr Sue Shortland, a senior lecturer in HRM at the University of Westminster and Professor Emerita at London Metropolitan University, observes. "I've been working on these awards with Fiona for 15 years right from the very beginning. So, it's been quite a journey.

"I think this year's entries were really interesting because of the quality," Dr Shortland continues. "Every year we say the quality improves and I genuinely mean that because it has, and it does. This year the quality was absolutely exceptional. A lot of the winners acknowledged that the competition was stiff, and they are quite right. Those who win really are exceptional in their field."

ILLUMINATING THE IMPORTANCE OF WELLBEING

"It was really good to see the focus on wellbeing this time around," adds Dr Shortland. "I do really feel that the entrants all really rose to the occasion, and they really did convince the judging panel on wellbeing, not just for people who are globally mobile, but also for their own staff as well. It is really good to see that, especially as we are coming out of the pandemic era."

"I think my big takeaway from today is the importance of wellbeing," agreed Teni Olasupo, a member of the award-winning team at Blick Rothenberg. "I think we can continue to work towards that area. People are the heart of what we do, so it's continuing to focus on that and grow."

Colleague Winnie Cao concurred, saying, "The three keys of people, planet and purpose really resonated. We will really amplify that in our workplace. The happy thing is we won an award today, so we will definitely celebrate our success – the best is yet to come!"

The focus on wellbeing is critical when you consider the impact the teams and organisations celebrated in the awards have on relocating individuals and their families.

"The UK relocation industry probably contributes – if you take everything into consideration – something in the region of £8bn to the UK economy," said Tad Zurlinden, CEO of the Association of Relocation Professionals (ARP) and European Relocation Association (EuRA), two of the many organisations supporting the Think

Global People and Relocate Awards and Future of Work Festival alongside the sponsors.

"It is a small industry that definitely punches above its weight. On a global basis you are literally talking trillions. What they do for industry globally is incredibly important and effectively keeps the world moving round."

"If you have a family relocating somewhere it is a very stressful time, so any support they can have, any learning they can get from companies like Relocate Global, is gold dust really," commented Gina Lodge, CEO of the Academy of Executive Coaching (AoEC), which also supported the day.

"Relocate Global has been able to congregate such an amazing ecosystem of thought leaders in service providers as well as corporates who are really driving the strategies for the future of global mobility," said Vivi Cahyadi Himmel, co-founder of AltoVita, an enterprise software provider for the serviced accommodation sector. "There will be changes and it will feel different, but I think that as companies mature, global mobility will definitely be the driving factor of that."

Bringing the fifteenth Think Global People and Relocate Awards to a close, Managing Editor Fiona Murchie offered "many congratulations to everyone who entered, our Shortlisted and Highly Commended entrants, but most of all to the winners. Each of them showed exemplary and inspirational practices and signposted the future. Thank you for sharing your successes with us for the wider benefit of everyone in our sector and people on the move."

"In the years I've been doing this, what stuck out for me this year is the amount I learn myself seeing the new businesses that are coming on the market and all the new solutions. There is a consistently high level of entries, and some people were doing some really innovative new stuff."

MARK ETHELSTON, JUDGE





HOW THE TREE MARQUEE STORY UNFOLDED

Fiona Murchie reveals what happened behind the scenes.

In the middle of the Queen's Platinum Jubilee celebrations, the magnificent Tree Marquee that housed the main activities for the Future of Work Festival and Awards ceremony began to take shape.

When we heard there was a new alternative to the usual frame marquee for outdoor events, we knew this was perfect for the festival feel we wanted to create. We already have a fabulous location on a hill with wonderful views all around, statuesque trees, plenty of greenery, fields and a large pond.

It all fell into place with the help of Fred Holmsted, the owner of **Holmsted Events**, and his team. Their new Tree Marquee is the first to be used in the South East; the Future of Work Festival their first corporate event where it would be on show.

The crew and their compact vehicles rolled into our grounds at Spray Hill Farm on 4 June. Rob, the designer and founder of the Tree Marquee company, was with the team as this was only the second time they had put it up. He explained it was also only the second one they had built.

It is made from Douglas Fir sourced locally to the company's base near Shaftsbury. Rob and his team, including Steve from a local forge, who did the steel work, were excited to be with us. Rob, who has had a career ranging from farm management to working offshore and renovating old buildings, explained this Tree Marquee had been on the design bench for about six months.

"We designed all of it on SketchUp and then took all the components and had them laser cut. Basically, everything was made from templates, which is quite exciting. I like doing lots of different things, but the timber framing is my real passion."

After two days, the team finally left on a rather wet Sunday evening. The Tree Marquee was up, sitting amidst the Kent countryside and ancient trees, including a giant oak and yew tree which have watched centuries of history unfold. They were now all part of a fleeting new chapter as international delegates were about to assemble to ponder a whole raft of modern-day revolutions and their impact on business and economies around the world.



How the events world pulls together and has innovated with this unique, quality approach in the heart of Kent is a story in itself of entrepreneurial and changing times.



FINE FOOD WITH RUSTIC CHARM

We had so many wonderful comments about the food and service. It was really important to reflect Kent as the Garden of England with its glorious heritage as a food producer and now as a modern gourmet centre with marvellous local produce.

As one international guest commented, "the food seemed to flow to you just as you were ready for the next bite". It was beautifully presented and adorned with edible flowers that promised a taste of summer. The staff exuded enjoyment, passion and care and were part of the experience in true hospitality style, which resonated with our guests.

Home Gurr'own specialise in rustic, rural weddings and corporate occasions in Kent and East Sussex. It was the perfect choice for the Future of Work Festival. Almost all the ingredients for our menu were either sourced from the surrounding Kent and East Sussex countryside or grown on its smallholding. This means you get a menu that is unique, fresh and local, says Head Chef and owner Nicci Gurr, who previously worked for Albert Roux of Roux Fine Dining.

We also served English wine, beer, cider and juice from Kent and neighbouring counties.

As it was the fifteenth anniversary of the Awards, we must mention the cake and the exquisite miniature delights, which were designed and crafted by respected pastry chef, Chris Underwood at the recently opened **Artisserie**, a fine English patisserie in Tenterden High Street.

Speaking to Fred Holmsted when the Tree Marquee was finally taken down and everything had gone we all agreed it had been a fabulous success. "We were delighted when the team at Relocate Magazine asked us to provide our stunning new Tree Marquee for their flagship event, the Future of Work Festival. It provided the perfect backdrop for a day of networking and idea-sharing," said Fred.



CHARLIE FROM EYE FILM ON THE VIDEO

The Eye Film team conducted videos in our 17th century barn, which we used as a recording studio on the day.

WATCH THE VIDEO

Q. What makes an authentic video?

A. Something that makes it feel genuine, rather than just a promotion. So honesty, a sense that the day has been captured and documented, and hopefully a sense of fun and enjoyment. As documentary film makers that is our ambition.

Q. What is special about a live outdoor event?

A. Well, you take a risk, but when the weather was then a real sense of peace, wellness and allowing for things to take place at an appropriate pace.



We are now thinking about next year...

We would like to hear from you about how you would like to get involved. The marquee could be used for a week or longer. There is also the potential to include a charity or fundraising event.

Let's hear your ideas and build on this year's success to make something special happen again here in Lamberhurst next June. Please email Fiona at events@relocatemagazine.com with suggestions of how you would like to be involved.



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AWARD CATEGORY:
EXCELLENCE IN GLOBAL MOBILITY

Sponsored by:



WINNER: NETEXPAT, KPMG & ABINBEV



Michelle Berners Price, Marc Burrows and Stuart McGlone, KPMG and Nancy Guidera, NetExpat

Brewer to the world, ABInbev, has a vision: “We dream big to create a future with more cheers.” It is an energising goal – and one the Global Mobility team, headed by ABInbev’s Global Mobility Director, Francois-Xavier Mouton, has proven to have a critical role in achieving.

This winning collaboration with NetExpat – a leading provider in assessment, training and coaching for mobile employees and their relocating partners – and professional services firm, KPMG, celebrates Global Mobility’s role in delivering strategic corporate goals that sparkle with positivity, efficiency and purpose.

Helping to deliver “more cheers”, the partnership demonstrates Global Mobility’s ability to drive innovation, efficiencies and engagement across the wider business by focusing on the wellbeing, purpose and engagement not only of relocating employees, but also of their partners and families.

HELPING PEOPLE CONNECT TO THEIR PURPOSE

As part of a wider organisational transformation, ABInbev’s Global Mobility team worked with its partners to redefine relocation support and build future business capability. It has moved from a “we pay” to a “we care” approach, focusing on sustainable policy actions and better aligning partner support with corporate values.

Through surveys and feedback, ABInbev’s Global Mobility team listened to its mobile population. It also drew on the knowledge of collaborative external experts at NetExpat and KPMG to find a solution that enriched the family and employee experience via a new people-centric policy.

Ultimately, by enabling the relocation experience to be supportive for a much wider range of individual circumstances, ABInbev, NetExpat and KPMG are encouraging greater diversity and inclusiveness among global talent pools. Through this initiative with NetExpat and KPMG, ABInbev, which has operations in 50 countries and around 170,000 employees globally, has

increased the number of potential female international candidates willing to move abroad.

Relocating employees also report greater satisfaction. The partnership has achieved all of this and cost savings through positive change based around support rather than a cost-driven response to market change.

LISTENING TO WHAT PEOPLE WANT

Members of the judging panel commended ABInbev, NetExpat and KPMG for demonstrating how Global Mobility supports wellbeing and inclusion, raising productivity and performance in the process.

“It is excellent to see a focus on support and tailoring of assistance to individuals and their partners in order to improve diversity within the expatriate workforce,” said the Head Judge in her conclusions.

“This is an excellent initiative that demonstrates that listening and responding to employee and partner feedback can result in both a positive experience for assignees, as well as the Global Mobility department that manages them.

“It is extremely commendable that ABInbev went against the current trend towards lump-sum approaches and easy administration to arrive at a level of support for its assignees that showed a better duty of care, a more cost-effective approach and a more equitable policy.”

“It was a real pleasure to work with our good friends at KPMG and our mutual client ABInbev on this particular project,” said Des McKell, NetExpat’s VP Global Advisory Services, UK & Ireland. “We are thrilled to be recognised by the judging panel with this award. We love to collaborate to help our clients make really impactful and meaningful changes to their policy, particularly to encourage a more diverse mobile workforce and also to encourage organisations to embrace equity of support for everybody involved.”

www.netexpat.com
www.kpmg.com
www.ab-inbev.com





AWARD CATEGORY: EXCELLENCE IN TALENT DEVELOPMENT, DEPLOYMENT & DIVERSITY

WINNER: BLICK ROTHENBERG



Mark Abbs and the Blick Rothenberg team

At a time of significant change in what can seem like a world of growing divisions, Blick Rothenberg – a London-headquartered company established in 1945 by German émigré Helmut Rothenberg OBE – is a tax, accounting and business advisory firm and champion of good business.

Its inspirational people and Global Mobility practices, which champion inclusion, diversity and equity, are driving personal, business and economic growth. These align with its vision: to build sustainable and long-term business built around furthering the careers of its people.

Fundamental to Blick Rothenberg's ongoing success story is its nurturing culture. The Global Mobility practice team and wider company offers everyone a caring and protective culture and an environment where they can develop and flourish.

The company's vision and culture extend to clients, leading to growth and outstanding outcomes for all from its inclusive people management practices.

"This is a wonderful example of a business that knows what it wants to be, has a strong philosophy, clear values, is ambitious and confident, and prepared to take positive action to ensure their culture supports talent and delivers results for all its stakeholders," said the judges.

WORDS INTO ACTION

Blick Rothenberg's 40-strong Global Mobility team is focused on caring for its people and clients. They offer a high touch, personal and bespoke service motivated by the passion to always do the right thing. Its work mirrors the company's wider commitment to honouring people's diversity and recognising relationships are the key to their success.

A wide range of initiatives, including short feedback loops and frequent surveys between clients, employees and leaders, as well as leadership training and coaching, make sure these values are practiced and lived in the business under the "One Company, People First" approach.

The company also clearly communicates career pathways with standardised job titles and bandings, and transparent salary and bonus information for managers and partners to ensure fairness and therefore engagement.

VALUING DIVERSITY, EQUITY AND INCLUSION

Supporting all these practices is a three-pillared wellbeing approach that safeguards employees' mental, physical and financial health. Resource groups and networks, including a Women's Network, BRave (Blick Rothenberg Acknowledges and Values Ethnicity) and a Rainbow Network for people identifying as LGBT+, feed into wider industry interest groups. The company also actively values cognitive and social diversity, setting up a shadow board for sense checking and to enrich decisions across the company.

Evidencing brilliantly how excellence in talent deployment and diversity creates momentum for high performance, Blick Rothenberg's customer satisfaction, profitability, annual growth and retention are impressive. Organic growth has averaged around 15-20% over the past few years. The company has higher than average retention levels and the Global Mobility team the highest in Blick Rothenberg.

"It is clear that people are having a really positive experience working at this business," said the judges in their conclusions. "The range of diversity and inclusion initiatives and their impact on staff performance is exceptional and is very well demonstrated through both client and staff satisfaction and engagement."

"Blick Rothenberg has been around for 80 years and really focuses on putting people first," said Mark Abbs, Partner, Blick Rothenberg. "This Award is incredibly important for me and the firm because it recognises what we are trying to achieve and really make it a great place to work."

www.blickrothenberg.com



AWARD CATEGORY: EXCELLENCE IN TECHNOLOGY OR ANALYTICS – PRACTICAL IMPLEMENTATION

Sponsored by:



WINNER: HEWLETT PACKARD ENTERPRISE

COVID-19 accelerated change in people's expectations of working life. It broadened the boundaries of what is possible. The huge shift to remote and hybrid work – including cross-border – has drawn Global Mobility's (GM) expertise centre stage in solving today's significant talent challenges.

Working closely with external service providers and internal stakeholders in this space, Hewlett Packard Enterprise (HPE) has pioneered a data-insights-driven mobility programme that shows how technology can support GM deliver as a true strategic partner.

UNDERSTANDING THE "WHY" OF MOBILITY

HPE's Global Mobility team, led by Kerwin Guillermo, Global Head of Mobility, is responsible for around 2,400 of the company's people on the move, ranging from remote and relocating talent, foreign local hires and frequent business travellers.

Its Global Employment Mobility (GEM) programme is a key driver of HPE's global workforce strategy. Focusing on the "why" of Global Mobility, it is elevating the talent mobility experience based on the three pillars of attract, retain and develop throughout the mobility lifecycle.

HPE's GEM is supported by a digital ecosystem that is the result of highly successful partnerships with external suppliers, including WorkDay, Fragomen, Airinc and Sirva, and a range of innovative technology solutions.

This includes HPE's Making Good Mobility Decisions (MGMD) evaluation tool for managers; the content-rich, persona-driven engagement solution HPEengage; relocation and immigration solution, HPEmigrate; the Mobility Analytics Portal (MAP), which unifies internal and external sources into one platform; and Edge-to-Office (E2O) to expand opportunities around hybrid working.

DATA-DRIVEN EMPLOYEE ENGAGEMENT

Together these tools and supporting datasets are making a profound impact on decisions around talent deployment and workforce planning by pulling together multiple data sources.

This streamlined approach allows helpful conversations supporting the delivery of global mobility, while the data analytics raise the employee experience as well as generating efficiencies for the company, the judges concluded.

"This clearly articulated entry statement demonstrates the value of a transparent relocation programme supported by data analytics," said the judges. "The entry statement focuses on why mobility is necessary and how a positive impact can flow from it for this organisation."

"It is an innovative solution that demonstrates passion



Kerwin Guillermo and Hance Clinton Sy, Hewlett Packard Enterprise

in development and really gives back value to the Global Mobility community"

Another enthused, "HPE seems to be a unique offering that really delves in the reason, the costs and the selection process around Global Mobility.

"The technology solutions have resulted from stakeholder interviews to understand business talent priorities and to identify trends and future expectations within employee mobility. This has resulted in bespoke initiatives to ensure that good mobility decisions are made and that the analytics portal is used effectively to ensure a competent talent retention programme. This been articulated very clearly showing how collaboration with stakeholders can result in credible relocation outcomes."

Gratefully collecting the award, Kerwin Guillermo said, it was "amazing" to win, adding that "what's next is exciting." Speaking as a panelist at the Future of Work Festival, he explained how he and his team and partners in the Global Mobility community are continuing to figure out the future and "working out how we attract, recruit, retain and develop and apply mobility in the workforce as we compete for talent and develop people over the years."

www.hpe.com

"By focusing on the 'why' of mobility, HPE and the GM team's agile and collaborative approach delivers a positive impact for every stakeholder."



AWARD CATEGORY: EXCELLENCE IN TECHNOLOGY OR ANALYTICS – LOCAL SOLUTIONS



WINNER: ICON RELOCATION

Icon Relocation positions its analytics suite as an antidote to chaos. It gives Global Mobility professionals and assignees unprecedented levels of information on UK property, using data analytics to identify suitable properties and trends in a helpful and efficient way.

As a relocation service provider, the team can now collect, collate and coordinate a data tsunami, transforming it into a single, cohesive, useable information stream. Even third-party suppliers like landlords and maintenance teams are happier because they have clearer and better-managed tasks.

For assignees, Icon Relocation's approach provides the information needed to make more effective choices even before they leave their home country. Assignees have access to a live feed of destination properties, pre-sorted for their requirements. This helps to manage expectations, reduce stress for assignees and save clients time and money, as well as enable consultants to provide more tailored support.

Overall, the judges felt the technology – with its focus on duty of care and wellbeing – was very innovative, offers a streamlined solution to understanding the employee onboarding process and supports continual improvement. It helps clients and employees make decisions quicker, saving time and money in a highly pressurised process.

RESPONSIVE AND RELIABLE

The intuitive app simplifies assignees' lives while delivering a rich and accurate data harvest for Icon to analyse. The data Icon Relocation collects as assignees go through the decision-making process creates a feedback loop that



Simon Johnston, Icon Relocation

improves assignee experience with every iteration. Every item of data gives better insight into how to deliver better outcomes for the assignee.

The suite has also revolutionised self-managed assignees' viewing days. Based on assignees' real-time responses, Icon Relocation can now add and remove viewings on the day. This means less time wasted viewing properties the client probably won't like.

Icon Relocation has also developed tools to constantly monitor for incomplete or outdated information, again massively reducing stress for all involved.

This service has significantly improved business outcomes for Icon Relocation's multinational clients in fundamental ways. Global Mobility professionals now have reliable analytics based on full data, meaning they can manage relocation programmes more efficiently and be confident they are exercising their duty of care.

INNOVATION COMBINED WITH DUTY OF CARE

"The technology has not only streamlined the home search process, but also enhanced it to offer clients continuous improvement for their employee experience and wellbeing," commended the judges. "It is a responsive solution that benefits assignees and their employers by creating a very smooth relocation experience. This is how Global Mobility and technology always need to partner."

They elaborated, "Icon's technology assists assignees in planning their home search and viewings, helps to provide a more personalised service, and enables them to make more effective choices. These efficiencies not only reduce the amount of hours invested in home search and the pre-selection process, but will also help GM coordinators identify trends that will lead to further efficiencies and cost control."

Receiving the award, Simon Johnston, CEO Director – Icon Relocation, said: "First, I'm really proud for our technology team. For them to get this recognition for what they've built is amazing. The technology was built with everybody in the company's involvement. Having that recognition is also just wonderful for the team. We can show our clients that we are on to something really interesting, that it's a great platform and we have some really great data analytics. It's one of these lovely feelings and sort of win-win: everybody gets something very positive out of it. I'm incredibly pleased."

www.iconrelocation.com

"This is how Global Mobility and technology always need to partner."

AWARD CATEGORY: BEST RESEARCH CONTRIBUTION, THOUGHT LEADERSHIP



WINNER: SANTA FE RELOCATION

Many organisations produce interesting insights and data across the Global Mobility sector. However, few can claim to have the sustained quality, rigour and relevance of Santa Fe Relocation's research and analysis.

The results of their annual survey cycles are eagerly awaited by HR Global Mobility professionals, HR, international managers, service providers and academia. Their depth and comprehensiveness, coupled with the generosity of the company in making its findings and expertise accessible online and in webinars, benefit everyone and bring out the best in the sector in a spirit of collaboration and mutual benefit.

SHARING TO MAKE A REAL DIFFERENCE

Along with whitepapers, Santa Fe Relocation's Research team produced two significant reports in 2021/22. The first was '10/10: Ten key trends from the last ten years', a fascinating Executive Summary of a decade of its independent survey research, capturing the perspectives of 10,226 Global Mobility/HR professionals and 296 business leaders on the timely issues of transformation, talent and risk.

The second was 'REDEFINE: Global Mobility Survey 2021/22'. This looks at transformation, talent and risk considerations for a post-pandemic world. Importantly, it also addresses the rise in remote cross-border working that has extended Global Mobility's reach across the workforce at large.

Santa Fe Relocation makes its research widely available, enabling organisations to benefit and develop their own policies and practices. Survey findings also feed into discussions with clients so businesses and organisations can better understand the opportunities for optimising service models and key decisions. The research programme is therefore making a real difference, supporting corporate growth and improving the career development experiences of global people on the move and their families.

THE 'GO-TO' SOURCE OF INSIGHT

Explaining why Santa Fe Relocation won the accolade, the judges said: "Santa Fe Relocation is no doubt committed to research and disseminating its findings across the Global Mobility industry. The quality of the data means that it has become the 'go-to' source for benchmarking issues to do with trends, developments and best practice in the Global Mobility industry. The webinars are excellent and provide opportunities for dissemination of information as well as discussion."

Dr Sue Shortland, Head Judge, added, "I think the most impressive thing about this research is that it is freely available. It clearly takes a huge amount of time



John Rason, Santa Fe Relocation

and effort to produce data of this quality.

"The team who produce it are very conscious of the needs of the Global Mobility industry and the report sets out information that is of considerable benefit in terms of best practice and benchmarking. The spotlight on equality, diversity and inclusion as well as on wellness and duty of care is particularly relevant at this time."

On Santa Fe Relocation's award success, John Rason, Group Head of Consulting, said, "It's the third year we've won a Think Global People and Relocate Award, which is something I'm so proud of. It really enables us to demonstrate to our customer base that it's a combination of operational delivery and thought leadership we bring.

"But it's not just for our customers. We like to think we are doing it for the industry as well. It's about how can we raise the standards in education as well as relocation so as an industry we thrive and are sustainable."

www.santaferelo.com

"The quality of the data means it has become the 'go-to' source for benchmarking issues in the global mobility industry."



AWARD CATEGORY: EXCELLENCE IN EMPLOYEE EXPERIENCE & ENGAGEMENT

WINNER: ENJOY EDUCATION

The pandemic linked wellbeing to work like never before. Remote, international remote working, and hybrid practices are sharpening this focus, leading to families' plans changing at short notice and the ability for some to work from anywhere. This is impacting the options for their children's learning journeys.

The past two years have also heightened awareness of the importance of looking after the people who look after us. The winner of this award, tutor agency and educational consultancy, Enjoy Education, is at the confluence of both trends.

It has seized the initiative on supporting employee wellbeing to deliver outstanding services to its clients. Such responsiveness and agility have proved vital when supporting families making education transitions in these past few years of uncertainty.

Enjoy Education's flexible and modern approach – needed now more than ever before – is benefiting both its team and the families who use their award-winning tuition, home-schooling and schools advice practice.

LIFELONG LEARNING JOURNEYS

Enjoy Education designs bespoke educational adventures to create lifelong, happy learners by drawing on a network of hand-picked schools advisors, private tutors and mentors. Tailored adventures include using the geography of Costa Rica to develop an exciting cross-curriculum programme and enrich the experience of two children on temporary assignment with their parents in the country, as well as supporting a Turkish family with a bridging programme that helped them to understand the 11+ process, the student to improve



Beatrice McKechnie-Rowe, Enjoy Education

his English and boost his wellbeing, and have a more successful start to school in the UK.

This individualised learning supports each student's personal journey, providing an excellent foundation for a more globally minded future of work. Yet to deliver such curiosity-inspiring and innovative programmes demands an engaged and connected international team – a core challenge in many businesses right now.

Acknowledging that its tutors are at the heart of its workforce, Enjoy Education has successfully shifted to flexible working, experimenting with new ways of communicating, collaborating and staying connected. It offers a programme to help team members keep up with changes and develop their talents with agility. Further backing up its initiatives and intent, Enjoy Education created a new role, Head of Tutor Partnership, to support its diverse, globally mobile and multilingual tutor community.

WELLBEING AND TRANSFORMATION

The judges recognised how relocating parents' positive experiences, shared through glowing testimonials, flow from the company's support for its tutors and staff, its strong sense of purpose and values.

"Enjoy Education is a highly responsive educational consultancy that is obviously appreciated by parents of relocating children who state it provides a joyful experience for them and their families. There is clear emphasis on wellbeing, diversity and staff support.

"It is an organisation with strong core values, which translate into a flexible approach to delivering quality, bespoke education programmes to families all over the world."

"At Enjoy Education, we believe in transformational learning for every student," said Beatrice McKechnie-Rowe, Managing Director of Enjoy Education, collecting the award. "Wellbeing has been a particular focus for us, especially in the past few years. Not just with our internal teams, but also for our students with everything they have been through.

"It's been so important to really focus on wellbeing alongside the academics in every programme that we put together. The transformational effects of that are incredible to see."

www.enjoyeducation.co.uk

"Enjoy Education has seized the initiative on supporting employee wellbeing to deliver outstanding services to their clients."



AWARD CATEGORY: DESTINATION SERVICE PROVIDER OF THE YEAR – REGIONAL

WINNER: ELITE WOODHAMS RELOCATION

In what the judges called an "exceptional" entry, Australia-based Elite Woodhams Relocation (EWR) offers a truly human-centred approach to destination service provision (DSP) across Australia, New Zealand, Asia and Pacific nations.

Each example of the team's work over the past year highlights a real desire to help people, with the team constantly improving their support to create better solutions.

For people relocating, these innovations have a real positive impact on their wellbeing, reflected in the 100% of clients who are "very satisfied or satisfied" with the service they received. It is also credit to the whole team that EWR again raised its Net Promoter Score to 89.5 in 2021 from an already world-class 87.5 in 2020, despite another challenging year impacted by Covid-19.

GOING ABOVE AND BEYOND

With its team of 12 employees and 58 independent experts on location, EWR works to authentically solve problems and makes people's lives easier. Its entry described many genuinely moving examples where wellbeing, inclusion and agility combine to deliver world-beating outcomes.

Among them was the service and technology innovation designed specifically to support healthcare workers: people often on lower budgets and receiving little to no employer relocation support.

In conjunction with the client, EWR spearheaded the development of a self-service model through its EWR Portal, powered by Relocation Online. This delivers a cost-effective programme of resources and access to a consultant's expert advice online. As one worker stated, "I cannot thank you enough for all your help and support during our journey here in Perth."

Yet EWR's support did not stop there. Mindful of the wellbeing challenges inherent in moving countries and starting a new job – especially amid the Covid-19 pandemic – the DSP extended its support to transitions care, going above and beyond to create a buddy programme to help people establish their support network.

PURPOSE-DRIVEN PERFORMANCE

The entry also highlighted how the company's inclusive culture enables it to understand diverse needs and offer the best possible service to every client. This year the team has helped find comfortable accommodation for a person who uses a wheelchair and the right school for a young person with Down's syndrome.

Operating at such high levels of customer focus and agility requires a very special approach to employee wellbeing. Underpinning EWR's commitment to creating the best outcome for people relocating are lived values that create safe environments, human focus and care.



Anna Kavelj, Elite Woodhams Relocation

As an employer, EWR also actively supports continuing professional and personal development. This is a core element of the working week that helps to keep people focused, engaged and connected.

Explaining why Elite Woodhams Relocation prevailed, the judges said: "This firm embraces diversity, wellbeing and sustainability and is exceptionally proactive in responding to the needs of individuals on the move and in supporting their own employees to deliver excellent service. There was a real sense of care, compassion, security and innovation and going beyond a prescriptive service."

Collecting the award, Anna Kavelj, Managing Director of Elite Woodhams Relocation, said, "We feel somewhat far away in Australia, so it's really lovely to have this recognition. The team are just so thrilled. We just quietly get on doing what we do best. The team do it day in and day out, but to be recognised by Relocate is a really amazing thing."

www.ewrelocation.com

"This firm embraces diversity, wellbeing and sustainability and is exceptionally proactive in responding to individual needs."



AWARD CATEGORY: DESTINATION SERVICES PROVIDER OF THE YEAR – GLOBAL

WINNER: PERCHPEEK

Cross-border and international remote working have exploded post-pandemic. Talent shortages, deepened by the Great Resignation's redefinition of the workplace, are encouraging employers to source people from a global talent pool.

Yet with the increase in lump-sum relocation packages, under 10% of employees are choosing to pay for destination services. Many more qualify for no employer relocation support, meaning employees face highly stressful and potentially expensive relocations on their own.

The winner of this award, digital destination service provider (DSP) PerchPeek, supports employers and employees on the move and serves this increasingly relevant space in the competitive Global Mobility market.

An accessible, affordable tech-based relocation experience for employees, "PerchPeek is a shining example of where technology is the handmaiden to global mobility, high performing companies and employee experience," said the judges.

DEMOCRATISING GREAT RELOCATION SUPPORT

At 70% cheaper than most traditional DSPs, PerchPeek's app-based service is accessible to a much wider range of people on the move. Covering hundreds of destinations around the world at an affordable price point, PerchPeek's inclusiveness promotes positive physical relocation experiences, healthy transitions, employee wellbeing and engagement.

The PerchPeek app combines award-winning technology with a global team of experts, who together



Paul Bennett, Perchpeek

offer tailored guidance for people on the move at every stage of their relocation – from pre-departure advisory calls, pet relocation, education assistance and area tours, to banking, language learning, cultural integration and registration on arrival, home finding and end of assignment support.

Client satisfaction scores reflect the huge success of this winning combination. In one company, PerchPeek increased the uptake of DSP provision from 7% to 47%, boosting engagement and productivity as a result.

So far, PerchPeek has helped over 7,000 people, gaining an impressive 165 TrustPilot reviews with a score of 93%/4.8 out of 5, and numerous glowing testimonials.

HIGH-VALUE EMPLOYEE BENEFITS ALL ROUND

PerchPeek could not achieve this success with an app alone. Its team of people – which has grown from 25 to 75 over the past 12 months – adds the essential human touch to relocation in what are incredibly personal journeys.

Based on the company's values, which include curiosity, empathy, customer obsession and having fun, PerchPeek's team members are able to tailor the relocation experience to every individual after their introductory call. They set the tone for the move, helping clients select the DSP services most important to them that will form the basis of their "My Perch" dashboard and personal checklist of actions in the app.

This is backed up by instant messaging and in-app property recommendations so clients "can find a place they really love," which PerchPeek likens to "having a consultant readily available in your pocket".

This high-performance culture is celebrated and supported by a range of engagement initiatives, which enable PerchPeek's "Perchies" to enjoy their work and go above and beyond every day. These include ongoing training and development, individual learning and development budgets, recognition schemes and wellbeing benefits, like recharge days and remote working.

"By bringing all the processes into one platform, we help make the relocating experience far simpler, smoother and more enjoyable for every employee, and allow employers to provide a high-value employee benefit," says PerchPeek.

www.perchpeek.com

"70% cheaper than most traditional DSPs, PerchPeek is accessible to a much wider range of people on the move."

Sponsored by:



AWARD CATEGORY: BEST SERVICE APARTMENT PROVIDER – COUNTRY/LOCAL

WINNER: BEAUTIFUL APARTMENTS SWEDEN

A serviced apartment is often the first introduction a person has to their new location. Its quality and welcome set the tone for the extended business trip or longer-term assignment.

Understanding the importance of first impressions and authentic hospitality, independent serviced apartment operator, Beautiful Apartments Sweden, is raising the standards in this fast-growing sector.

Beautiful Apartments Sweden lives up to its moniker. Highly rated by its clients and with impressive satisfaction rates, it is a quality serviced apartment provider that emphasises excellence, design and attention to detail in all aspects.

CREATING HOME FROM HOME

Beautiful Apartments Sweden has grown its independent business since 2012 by building a portfolio of stylish yet homely premium apartments for the short and long-term stay markets and filling a gap in Sweden's serviced apartment market.

Today, over 1,000 furnished apartments in Stockholm, Malmö/Lund, Helsingborg and Göteborg offer a comfortable base for guests to start their life on assignment. Yet as the many testimonials attest, the fantastic guest experience is about much more than the accommodation.

Beautiful Apartment Sweden's team of in-house maintenance, design and client support are all focused on making guests feel at home right away, that the relocation experience is smooth, and service is fast and responsive. Everything in the apartment is quality- and preference-checked in advance of their welcome so guests can hit the ground running.

Beautiful Apartments Sweden's approach is also special because it recognises that guests visiting or relocating to Sweden for the first time might find it an overwhelming experience if they are unfamiliar with the culture and regulations. This is why it liaises with relocation agents to smooth the way and can assist with residency and tax registration queries.

Such dedicated personal service and support from the start of the booking process and throughout the stay are delivered with care and passion by the 20-strong Beautiful Apartments team.

A PASSION FOR SERVICE

Moving endorsements show what this means in practice, with one longstanding client describing the team as "very special" and "totally different to competitors". A powerful and moving video captures the culture of the company and its impact on clients, stakeholders and the guest themselves. Such sentiments clearly show the impact the company makes to the wellbeing of people on assignment.



Manuela Zerega Westin and Anna Spjuth, Beautiful Apartments Sweden

To maintain this ethos and level of service, Beautiful Apartments Sweden regularly host team-building activities to keep its staff inspired and engaged. There are also short chains of command between team members that support communication and engagement.

"It is clear that clients and employees love this firm!" commented the judges. "Nothing is too much trouble, the professionalism and attention to detail shine through."

Manuela Z Westin, CEO and co-owner of Beautiful Apartments Sweden, commented on their success: "It means everything to win this award. We have an amazing team who put a lot of effort and passion into what they do."

"We are really passionate about service and working with people travelling from one country to another. It's very important for us to make them feel at home from day one as they reach Sweden, so it's important for us to know we are doing a good job. We are proud of what we do already, but the award means even more that we are doing something really good and can be proud of our product."

www.beaps.se

"Beautiful Apartment Sweden's team of in-house maintenance, design and client support are all focused on making guests feel at home right away."





AWARD CATEGORY: BEST SERVICE APARTMENT PROVIDER – REGIONAL/GLOBAL

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WINNER: SYNERGY

Synergy’s exceptional financial performance over the past two years shows what happens when businesses prioritise people and partnerships.

The serviced apartment and extended-stay programme manager beat its global revenue goals by 14% while promoting innovation, employee wellbeing and professional development. Synergy also achieved its best-ever revenues across EMEA, up 48% from 2019.

This was the impressive outcome from a number of initiatives, including no-call Fridays, two hours’ additional time off per quarter, new leadership development programmes, an internal vision refresh to support its “restless, resilient and remarkable” culture, and a commitment to paying suppliers on time to reduce the financial pressure and stress on its partners. And all at a time of ongoing uncertainty around Covid-19 and significant geopolitical events.

DIVERSITY, INCLUSION AND INNOVATION

People focus has been a key ingredient of Synergy’s multifaceted success over the past 12 months. As well as promoting practices that nurture employee wellbeing, engagement and performance, Synergy supports the development of a diverse and inclusive workforce. It offers two apprenticeship programmes designed to provide career-pathing opportunities for people from underprivileged backgrounds. The company also promotes diversity with an additional day’s paid leave for US-based associates for Martin Luther King Day.

All of these approaches are important because healthy, inclusive and engaged workforces are more likely to operate at their potential. At Synergy, this shows



Claire Barrie and Jack Bryson, Synergy

in the agility of its services and the responsiveness of its client and guest care, which it incentivises, rewards and recognises with “Synergy Superhero” peer-to-peer nominations and award ceremonies.

Among the service improvements introduced this year is a cloud-based innovation hub that streamlines apartment booking and data reporting and increased inventory in key locations.

Synergy has also invested in its accredited guest health and safety programme, SynergyCares. This nine-point commitment to the safety, health and mental wellbeing of Synergy staff and guests goes beyond a commitment to a clean, sanitised furnished apartment to consideration of the products used, cleaning methods, staff training and open communication.

LINKING PEOPLE AND PERFORMANCE

With huge attrition and skills shortages in the labour market, the success of Synergy’s initiatives is reflected in figures for talent retention – often a shorthand indication of employee engagement and wellbeing. This is an extraordinary 98.5%, which guest satisfaction ratings of 98% reflect.

The entry showed many examples of how Synergy’s team have responded quickly to avert crisis for relocating families. These include babyproofing a property for a single parent, working over Christmas to ensure a family arriving earlier than expected was given the best welcome possible, and the co-ordination of a rapid response to the humanitarian situation in Ukraine.

“This is an excellent entry that demonstrates a wide range of initiatives, from supporting diverse individuals on the move and in times of crisis through to actions taken to support and develop its own team members,” said the judges. “The effort and energy put into staff development and wellbeing are exceptional, as are the efforts made to improve business processes and to respond in times of crisis.”

“There are many awards out there and we have to be specific about which ones we want to enter to engage our team and clients,” commented Claire Barry, VP of Sales for Synergy. “Recognition in these awards means a lot.”

www.synergyhousing.com

“At a time of great attrition, talent retention is an extraordinary 98.5%, which shows in guest satisfaction ratings of 98%.”

AWARD CATEGORY: SCHOOL EXCELLENCE FOR RELOCATION & TRANSITION CARE



WINNER: INTERNATIONAL SCHOOL OF LONDON

Healthy transitions are a cornerstone of education. Research shows that if a child’s emotional needs aren’t met during school transitions, then the child cannot learn. A family that feels settled is therefore also essential. The many wellbeing benefits of good transitions extend through life, creating at the very least a set of skills to build resilience and cultural awareness.

This important category therefore recognises schools – state, independent and international schools in any country – that provide a significant contribution to the successful relocation of pupils and their families.

The winner, International School of London, has a well-earned reputation for its world-leading inclusive transitions support. The International Baccalaureate (IB) World School has an embedded mother tongue/home language programme (of 24 languages), dedicated relocation and transitions-care support and 50 years’ experience delivering education excellence to children aged 3 to 18.

A READY-MADE COMMUNITY WITH TAILORED SUPPORT

The International School of London – recognised with an honorary membership of transitions charity, Safe Passage Across Networks (SPAN) – puts education at the heart of healthy relocations for every family member, supports the wider relocation community and makes a huge impact on people’s lives.

The Admissions team, working closely with employers, DSPs and school-search expertise, supports healthy transitions from every angle, including for staff joining the school. The approach is embraced by ISL’s leaders who foster staff empowerment.

Students and families are welcomed into ISL’s ready-made community, with supporting first languages a critical aspect of helping people feel settled and valuing the school’s diversity.

From the start of each individual student and family’s journey, ISL’s dedicated Transitions Team co-design with their Admissions colleagues tailored transitions programmes, which continue throughout the family’s time at ISL.

This includes support and advice to find suitable accommodation, peer support matching, transitions care workshops, English language support, regular student support meetings with assessments covering emotional and academic progress, and counselling support.

‘FAMILIES NEED SPECIAL CARE’

Every aspect of ISL’s extensive and highly valued transitions care approach is delivered by a passionate workforce inspired by the students and families they work with.



Richard Parker, Claudine Hakim, Berta Mota and Danielle Staadecker, International School of London

Parents gave exceptionally moving testimonials as to how ISL’s excellent transition and relocation support had made a real difference to their lives. “When we landed at ISL after the huge Beirut blast my daughter was distraught,” said one. “A truly skilled team made her transition smooth. The level of attention given to students’ wellbeing is exceptional.”

The judges said, “ISL is dedicated to excellence in all respects and its transitions support provides a service that is praised by relocation companies, education consultants, HR, parents and children alike.”

Accepting this inspirational award, Claudine Hakim, Head of Advancement, International School of London, said: “It means a lot to us because at ISL the importance of transition care and looking after the wellbeing of our families is so important. The transient world we are living in today, and just coming out of the pandemic, families need special care. Through collaboration with the world of mobility, we are all working together for the good of the people we serve.”

www.isllondon.org

“At ISL the importance of transition care and looking after the wellbeing of our families is so important.”



HIGHLY COMMENDED

EXCELLENCE IN GLOBAL MOBILITY

Allianz SE
www.allianz.com

EXCELLENCE IN TECHNOLOGY OR ANALYTICS - LOCAL SOLUTIONS

Formula Group
www.formulaindia.com

DESTINATION SERVICE PROVIDER OF THE YEAR - REGIONAL

IKAN Relocation Services India
www.ikan.com

BEST SERVICED APARTMENT PROVIDER - REGIONAL/GLOBAL

SITU Serviced Apartments
www.staysitu.com



“The Future of Work Festival had an incredibly positive and enthusiastic atmosphere. People were keen to learn from each other and to share their experiences. There was some really innovative thinking, no doubt encouraged by the beautiful setting for the event, and everyone was clearly delighted to be together in person. I’m sure they took away something valuable from the Festival as well as having an enjoyable and uplifting day.”

JAYNE CONSTANTINIS, HOST





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SANTA FE RELOCATION

Santa Fe enable people and organisations to work, live and thrive in new places around the world. We cover the entire relocation journey: from moving, destination services and immigration to full assignment management solutions. Our mission is to deliver exceptional relocation experiences for our customers. Consistent and Compliant, Global and Local. The experience is enriched by technology, integrity, drive and most of all, the passion of our people. We offer our customers a tried and tested delivery model, using our 97 offices in 46 countries to ensure full ownership of the supply chain to deliver a full spectrum of services tailored to your specific requirements. We make it easy for you as a customer because service is our first priority.

WHY IS SPONSORING THE RELOCATE AWARDS A GOOD THING?

"It's recognising best practices within the industry. A lot of people work very hard behind the scenes. For a lot of businesses, they don't always get the praise they should do. So, for our brand it's great to be a part of that and it's also a great opportunity to get our name out there too."

Alistair Hunt, Senior Business Development Manager, Santa Fe Relocation

www.santaferelo.com



KPMG

With a worldwide presence, KPMG continues to build on our member firms' successes thanks to our clear vision, maintained values, and our people. Through helping other organisations mitigate risks and grasp opportunities, we can drive positive, sustainable change for clients, our people and society at large. KPMG firms operate in 145 countries and territories, and in FY21, collectively employed more than 236,000 people, serving the needs of business, governments, public sector agencies, not-for-profits and through KPMG firms' audit and assurance practices, the capital markets.

KPMG is committed to quality and service excellence in all that we do, bringing our best to clients and earning the public's trust through our actions and behaviours both professionally and personally. We lead with a commitment to quality and integrity across the KPMG global organisation, bringing a passion for client success and a purpose to serve and improve the communities in which KPMG firms operate. In a world where rapid change and unprecedented disruption are the new normal, we inspire confidence and empower change in all we do.

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EDYN

edyn offer an end-to-end global accommodation solution to corporate clients with a blended approach, harnessing best-in-class technology with specialist account management and support teams, to deliver a unique and all-encompassing service. Combining our EMEA-based owned and managed portfolio of serviced apartments and aparthotels, with our global partner network of properties spanning 80,000 apartments in 260 locations, we offer clients an extensive and versatile accommodation network to suit all traveller requirements and budgets under one supplier.

edyn's consumer brands appeal to the evolving demands of the modern traveller. Our apartments are designed for living, not just sleeping, and contain open-plan living rooms with fully fitted kitchenettes and a dining table where guests can dine and work, as well as complimentary co-working spaces, providing guests the flexibility to work in the comfort of their own apartment or in the communal co-working spaces. Our Locke properties aim to immerse our guests in the local neighbourhood with local food and drink concepts and full cultural programmes for guests to enjoy.

So, whether simply looking to book accommodation through a reliable partner or find an all-encompassing solution to design and manage global relocation programmes, edyn are here to deliver the perfect solution that's personalised to our clients' needs.

www.findingedyn.com



ALTOVITA

AltoVita powers the corporate accommodations sector with enterprise software layered with a human-centric approach, providing every traveller with exactly what they need.

AltoVita's award-winning technology creates a cloud-based bridge between the highly fragmented property distribution system and Global 2000 companies, SMEs and business travellers, reducing the legacy 48-to-72-hour bidding process down to a few minutes. The fully customisable platform provides instant access to a diverse network of 1 million+ housing options worldwide – including serviced apartments, professionally managed homes, aparthotels and co-living – with the ability to sort by desired amenities, pet friendliness, sustainability scores and more. All properties are fully vetted and verified to provide duty of care and compliance, backed by our extensive Four-Tier Quality Control system.

AltoVita's fast-growing global footprint currently spans 165 countries and 1,238 cities.

www.altovita.com



SHORTLISTED

EXCELLENCE IN GLOBAL MOBILITY

- Aires
- Allianz SE
- Gerson Relocation
- Heart Relocation
- Hewlett Packard Enterprise (HPE)
- Mauve Group
- NetExpatriate, KPMG and ABInbev
- Weichert Workforce Mobility

EXCELLENCE IN TALENT DEVELOPMENT, DEPLOYMENT & DIVERSITY

- Blick Rothenberg
- Reckitt & NetExpatriate
- Synergy

EXCELLENCE IN TECHNOLOGY OR ANALYTICS

- AltoVita
- BiCortex Languages
- Formula Group
- Global Mobility Solutions
- Hewlett Packard Enterprise (HPE)
- Icon Relocation
- ReloQuest
- Synergy
- Tracker Software Technologies
- Weichert Workforce Mobility

BEST RESEARCH CONTRIBUTION, THOUGHT LEADERSHIP

- Blick Rothenberg
- Santa Fe Relocation

EXCELLENCE IN EMPLOYEE EXPERIENCE & ENGAGEMENT

- Allianz SE
- Enjoy Education
- ReloQuest

DESTINATION SERVICE PROVIDER OF THE YEAR

- Becomelocal
- Century 21 Affiliated Chicago Operations
- Elite Woodhams Relocation
- Formula Group
- IKAN Relocation Services India
- NYC Navigator
- PerchPeek
- Relo Network Asia

BEST SERVICED APARTMENT PROVIDER OF THE YEAR

- AltoVita
- Beautiful Apartments Sweden
- edyn
- Frasers Hospitality
- numa
- ReloQuest
- SITU Serviced Apartments
- Supercity Aparthotels
- Synergy
- The Ascott
- Week2Week Serviced Apartments

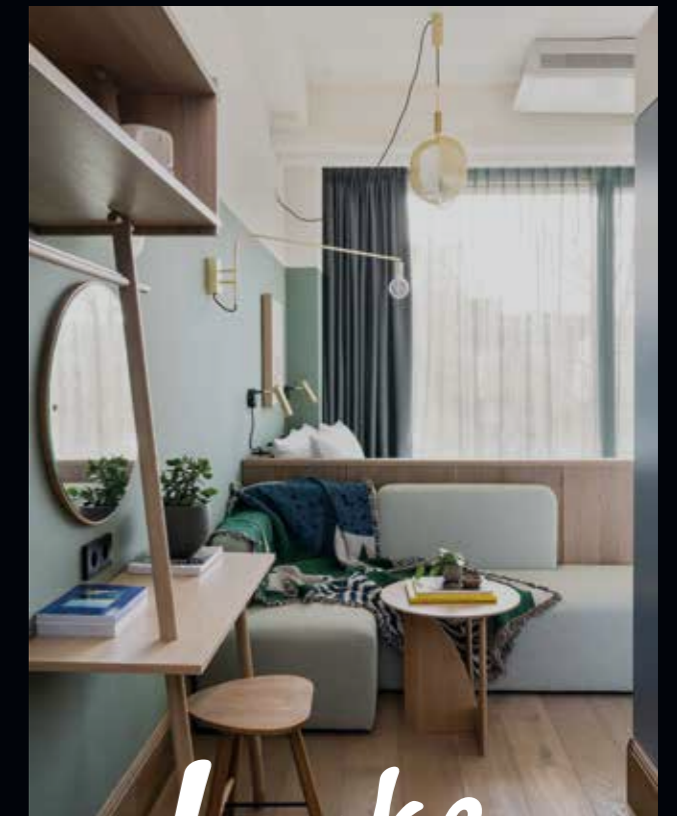
SCHOOL EXCELLENCE FOR RELOCATION & TRANSITION CARE

- ICS London
- International School of London (ISL)
- Le Sallay International Academy
- Léman Manhattan Preparatory School



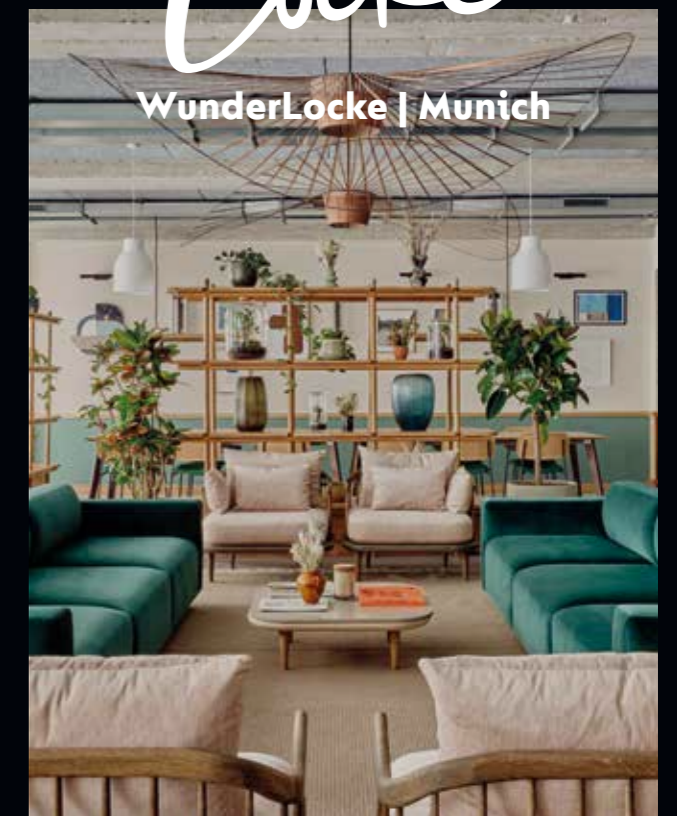
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Locke

WunderLocke | Munich



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JUDGES



**Dr Sue Shortland,
Head Judge**
Senior Lecturer in HRM at the University of Westminster, Professor Emerita, London Metropolitan University, researcher & author



Holly Maria Creed
Global Mobility professional



Siobhan Cummins
Global Mobility professional



Mark Ethelston
Global Mobility professional



Gina Lodge
CEO of AOEC, Leadership, management and IT professional



Fiona Murchie
Managing Editor & Director at Relocate Global



Paul Williamson
Group Head of Talent Development at The Ambassador Theatre Group

For more details, visit www.relocatemagazine.com/awards-2022-judges

Who are AltoVita?

AltoVita offers a multi-award winning enterprise software that brings professional, verified, and vetted accommodation to the user, with a reduced booking process from 24-48 hours to 3 minutes.



4-TIER
QUALITY
CONTROL



2022
**Smart, Safe
Sustainable
Summit**

Product
Launch



Sustainable Practice

This property has submitted information on their sustainability practices to allow you to make a more informed decision.

[View Practices →](#)

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