

RELOCATION CASE STUDY

Divestiture: Spin-Off Success

CLIENT OVERVIEW

A new client had unique policy needs due to recent separation with a parent company.

NuCompass collaborated with a leading entity in Power Technologies, which emerged as a spin-off from a more diverse, larger organization.

This transition required aligning the mobility program with the broader company spin-off function, with tight time constraints, and a “lift and shift” approach.

CHALLENGE

Like many companies, the client faced time constraints and evolving strategies.

Upon transitioning, it quickly became apparent the inherited policies from the parent company did not align with the unique needs of the new organization.

The inherited policies were typical of a US domestic program, featuring a basic new hire policy and a Permanent International Relocation policy.

However, the new company required a tailored approach to attract top talent and support its growth across various levels.

SOLUTION

A custom, tiered policy was designed for their new programs.

NuCompass engaged with key stakeholders to develop a tiered policy framework based on job levels.

This strategic approach ensured that high-level, skilled candidates received benefits comparable to existing employees at the same level.

By providing an appropriate level of support, the need to increase sign-on bonuses to attract candidates was significantly reduced.

RESULTS AND OUTCOME

The new policies were successful and adjusted over time to ensure efficiencies.

Over the course of a year, the impact and success of the new policies were evaluated using a combination of spend data, exception reporting, and feedback from relocating employees.

NuCompass reconvened with stakeholders to incorporate feedback and make minor adjustments, addressing any gaps or outdated components based on industry data.

The revised mobility program has been a resounding success. Post-divestiture, the candidate acceptance rate increased by 30% year-over-year, and employee relocation satisfaction showed a similar increase, which demonstrated the efficacy of the tailored policies in supporting the organization's growth and talent acquisition strategies.