

# Welcome

Linda Duncan Wendelboe, Head of DI Global Talent

# The Confederation of Danish Industry



Employers' organization

11,000 companies

550 employees

Policy advocacy

Member services

Network relations



1. Ease access for companies to skilled foreign labor with required competences and skills
2. Ensure that companies are able to retain global professionals in Denmark
3. Strengthen Denmark's position as an attractive country to live, work and study in
4. Encourage global mobility among the Danish workforce

# NORDIC CHAPTER - COPENHAGEN

*'FAMILY SUPPORT FOR THE GLOBAL WORKFORCE'*

*Hosted by*

*SCOTT RADFORD NES Advantage Solutions, Global Mobility*

*LONE SKRIVER*

## **SPEAKERS**

*Daniela Trifiletti 'Global Family Support'*

*Jannie Skov-Hansen 'Here we are global'*

*Inge Aagaard 'Meet2Talk'*

*Catrine Rumohr 'Aarhus University'*

# WHAT'S GOING ON?



**The Forum for Expatriate Management (FEM) is the premier, worldwide online and real-world community for Global Mobility professionals.**

Through our content and events we distil best practice across regions, industries and functions and provide valuable networking opportunities.

**We are looking to extend our reach and deepen our networks, offering more value to our current members in the following ways:**

- Expanding our community-focused website with new channels and features
- Establishing a new model for our Summits to drill down into the details
- Rolling out a completely new model for our Chapters to connect online
- Growing our Directory for connecting with industry leaders and suppliers









**The Number 1  
Professional Global  
Mobility Network for  
the 21<sup>st</sup> Century**



# AN ONLINE AND REAL-WORLD COMMUNITY



## As an FEM member you can:

-  **Use the new features on the website** to access the latest news and expert insight on immigration, policy, tax, talent management, business travel, security risk and technology and more...
-  Gain access to the **latest industry reports**, whitepapers, webinars, videos and research
-  **Post** your own news and articles, comment and ask questions
-  **Engage and network** with your peers in real time
  - Share your insights and **establish yourself** as a specialist
- 
  - Raise your professional and company profile across the industry worldwide
- 
  - Enter the EMMAs – the **premier global mobility awards** for the Americas, APAC and EMEA
- 
  - Get the latest news on all the **international Summits** and attend local **Chapter Meetings** where you can
-  **Engage and network with experts**

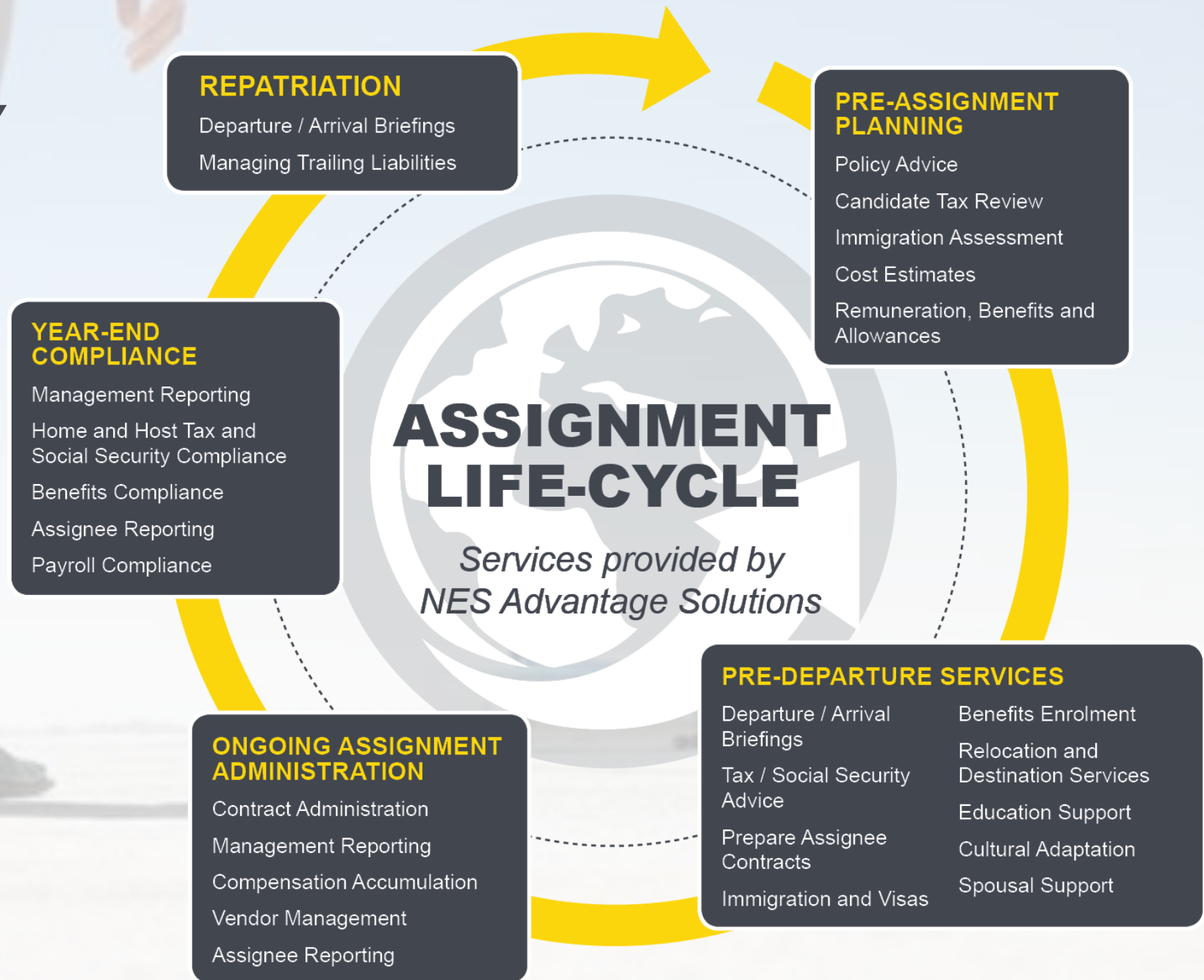
A woman with short blonde hair, wearing glasses, a patterned scarf, and a dark jacket, is looking at her smartphone. She is standing in a modern, brightly lit indoor space, possibly an airport or office lobby, with other people and architectural elements visible in the background. The image has a blue overlay.

# NES ADVANTAGE SOLUTIONS// YOUR MOBILITY PARTNER

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We are a unique global staffing solutions provider delivering world class solutions; as the managed services arm of NES Global Talent we deliver cost efficient corporate services that enable companies to become leaner and more agile.

# DELIVERING 360° MOBILITY SUPPORT



# OUR LOCAL PRESENCE//

# 2019

58 OFFICES

28 COUNTRIES

c850 DEDICATED  
STAFF

127 NATIONALITIES PLACED  
INTO 91 COUNTRIES

Canada:  
Bonnyville  
Calgary  
Lloydminster

USA:  
Charleston, WV  
Costa Mesa, CA  
Cupertino, CA  
Denver, CO  
Encinitas, CA  
Houston, TX  
Lafayette, LA  
Louisville, KY  
Midland, TX  
New Orleans, LA  
Orlando, FL  
Pittsburgh, PA  
San Antonio, TX

Headquarters:  
Manchester, UK  
  
Other UK Offices:  
Aberdeen  
Glasgow  
London

Bergen  
Stavanger

Oslo

Moscow

The Hague  
Paris

Warsaw

Atyrau

South Korea:  
Geoje  
Seoul

Shanghai

Hong Kong

Ayala Alabang

Yokohama

Mexico City

Algeria

Cairo

Damman

Kuwait

UAE:  
Abu Dhabi  
Dubai

Muscat

Doha

Mumbai

Bangkok

Singapore

Jakarta

Port Moresby

Malaysia:  
Kota Kinabalu  
Kuala Lumpur  
Miri

Australia:  
Brisbane  
Melbourne  
Perth  
Sydney

Trinidad & Tobago

Dakar

Accra

Port Harcourt

Lagos

Kampala

Dar Es Salaam

Luanda

Mputo

South Africa

Trinidad & Tobago

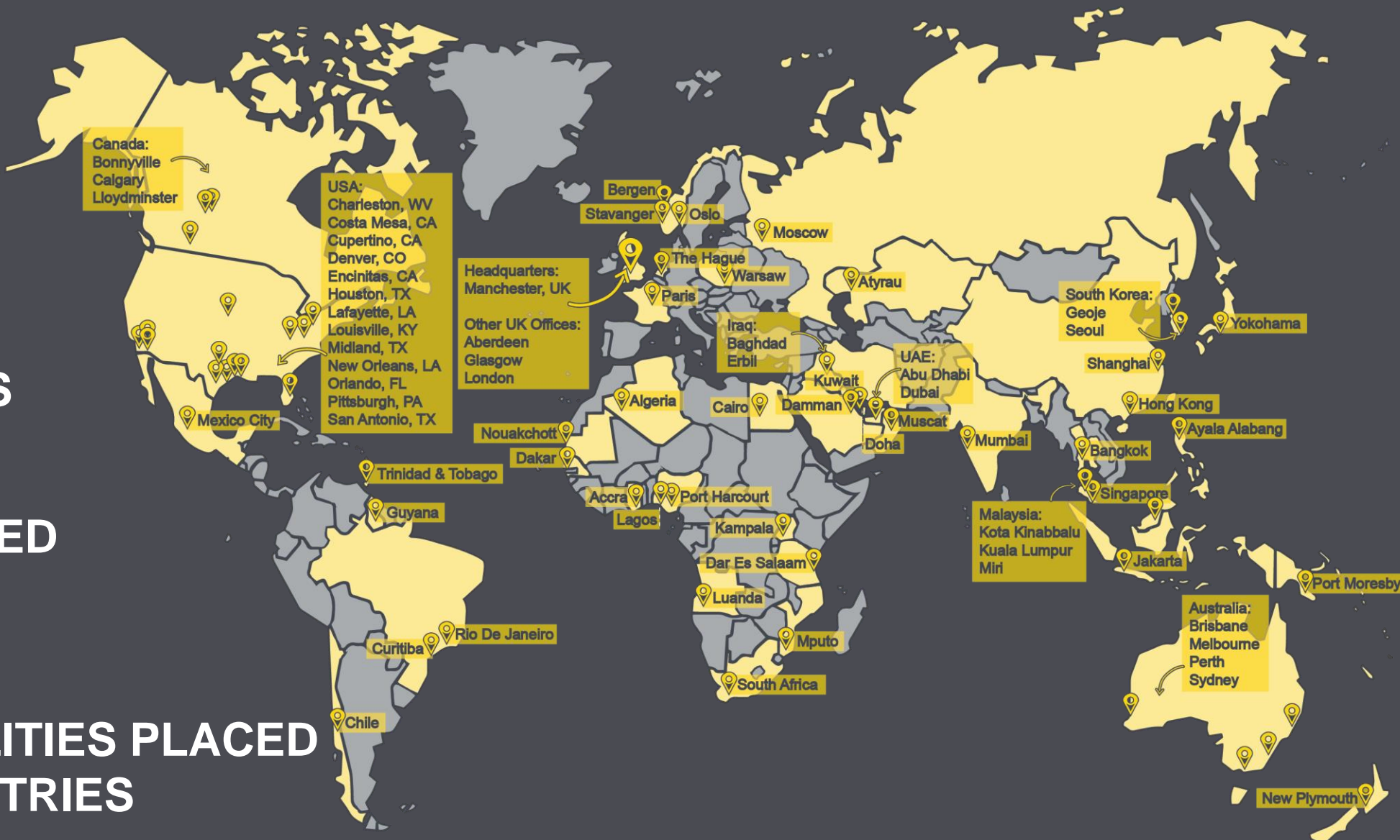
Guyana

Curitiba

Rio De Janeiro

Chile

New Plymouth



# DUAL-CAREER SPOUSES

Low self-esteem, anxiety and depression, alcohol/substance dependency, extra-marital affairs, separation/divorce, family dysfunction, children failing at school

“ Global talent management...begs the recruitment of not just one individual but essentially the successful recruitment of two people disguised in the form of a dual-career couple. ”

“ Career-oriented spouses...bring to the negotiating table a bargaining chip that is often difficult for companies to placate with financial or other incentives – their career. ”

“ Organizational support for the trailing spouse is generally poor... Assistance to find meaningful work opportunities is shown to be a ‘major failing’ on the part of companies. ”

“ I’m the best housewife I never wanted to be. ”

“ Powerlessness, a loss of identity and changes in the relationship dynamic with their partner contribute to trailing spouses’ feelings of isolation, frustration, disappointment and anger during international assignments. ”

# DUAL-CAREER SPOUSES

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“It is too easy to continually blame ‘the company’ and to expect that only companies need to be invested in resolving the dual-career expatriate dilemma... the individual (in our case, the expatriate trailing spouse) **has a role to play** in dual-career expatriation success”

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***A Typology of Dual-Career Expatriate (Trailing) Spouses: The ‘R’ Profile (2018)***

Yvonne McNulty, Singapore University of Social Sciences & Miriam Moeller, The University of Queensland

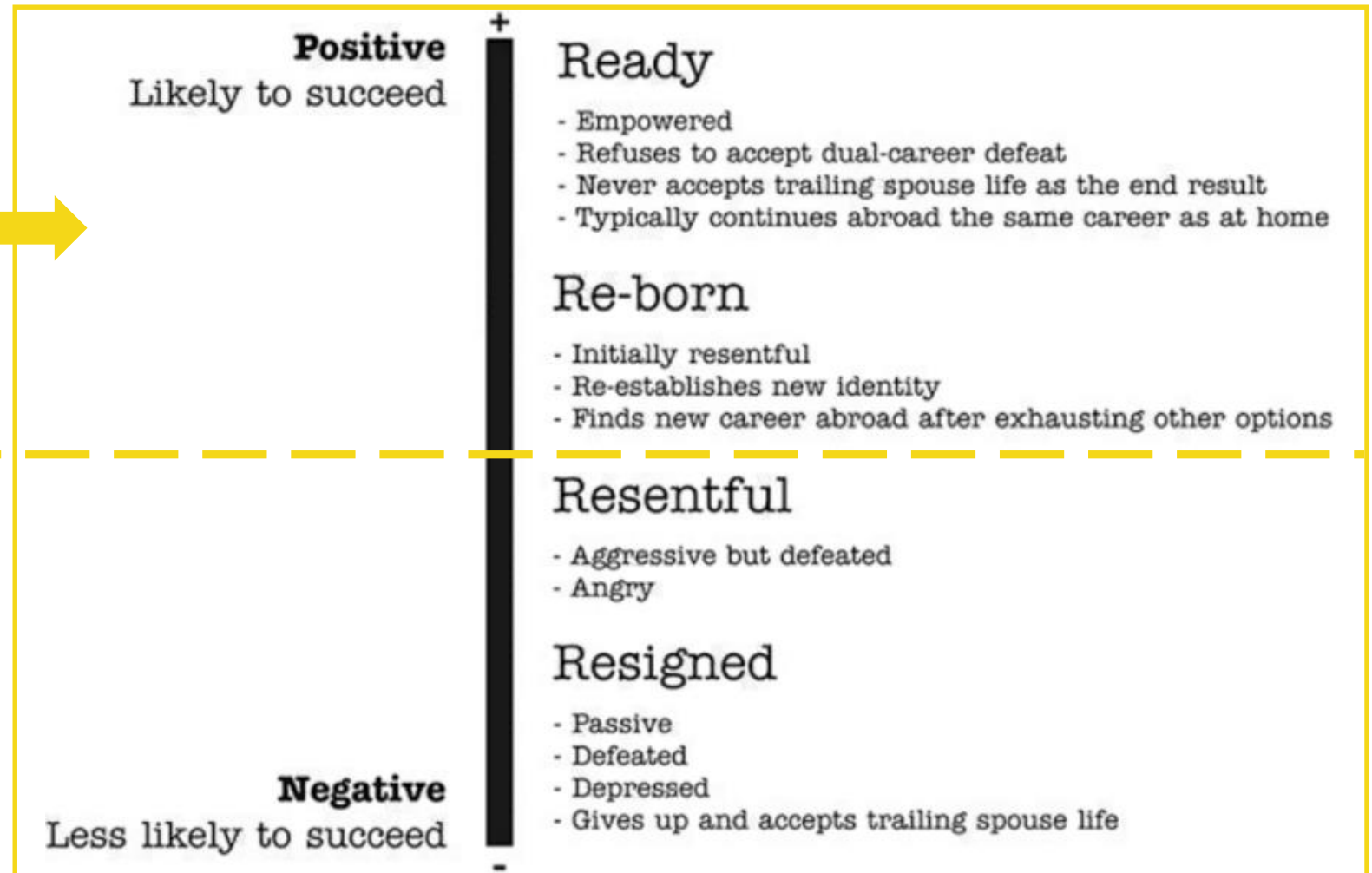
# 'R' PROFILE

Can be fluid and fluctuates over time, depending, e.g., on career stage or family.



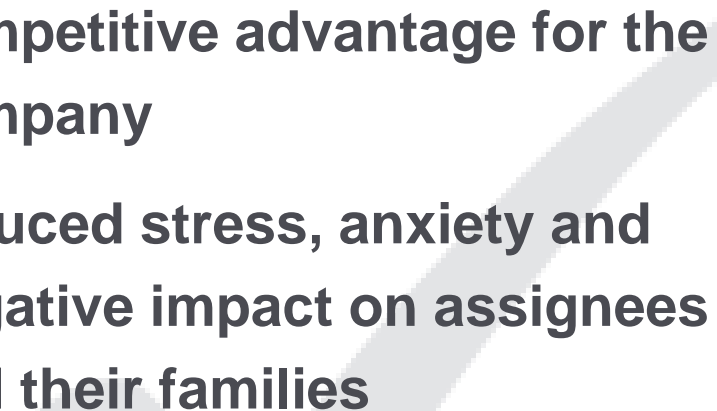
Less practical, more emotional support

More emotional, psychological support to start



# DEVELOP AN 'R' PROFILE MINDSET

## IDENTIFY SUCCESSFUL PARTNERSHIPS//

- **competitive advantage for the company**
  - **reduced stress, anxiety and negative impact on assignees and their families**
- 
- A large, light grey checkmark graphic is positioned behind the text of the first section, extending from the top right towards the bottom left.

## INDIVIDUALIZED APPROACH TO DUAL-CAREER SUCCESS//

- 'Studies have not explored the spouse's career orientation as a separate selection criterion.'
- 'While prior research has pointed to gaps in identifying appropriate selection processes for dual-career expatriate families, efforts to create a holistic view of dual-career expatriate management have remained limited.'
- 'True success rests at the couple level of analysis in terms of how two partners combine to create, develop, become, implement or play out a dual-career expatriate character type that is geared for family talent management success.'

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**THANK  
YOU**

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[WWW.NESGT.COM](http://WWW.NESGT.COM)

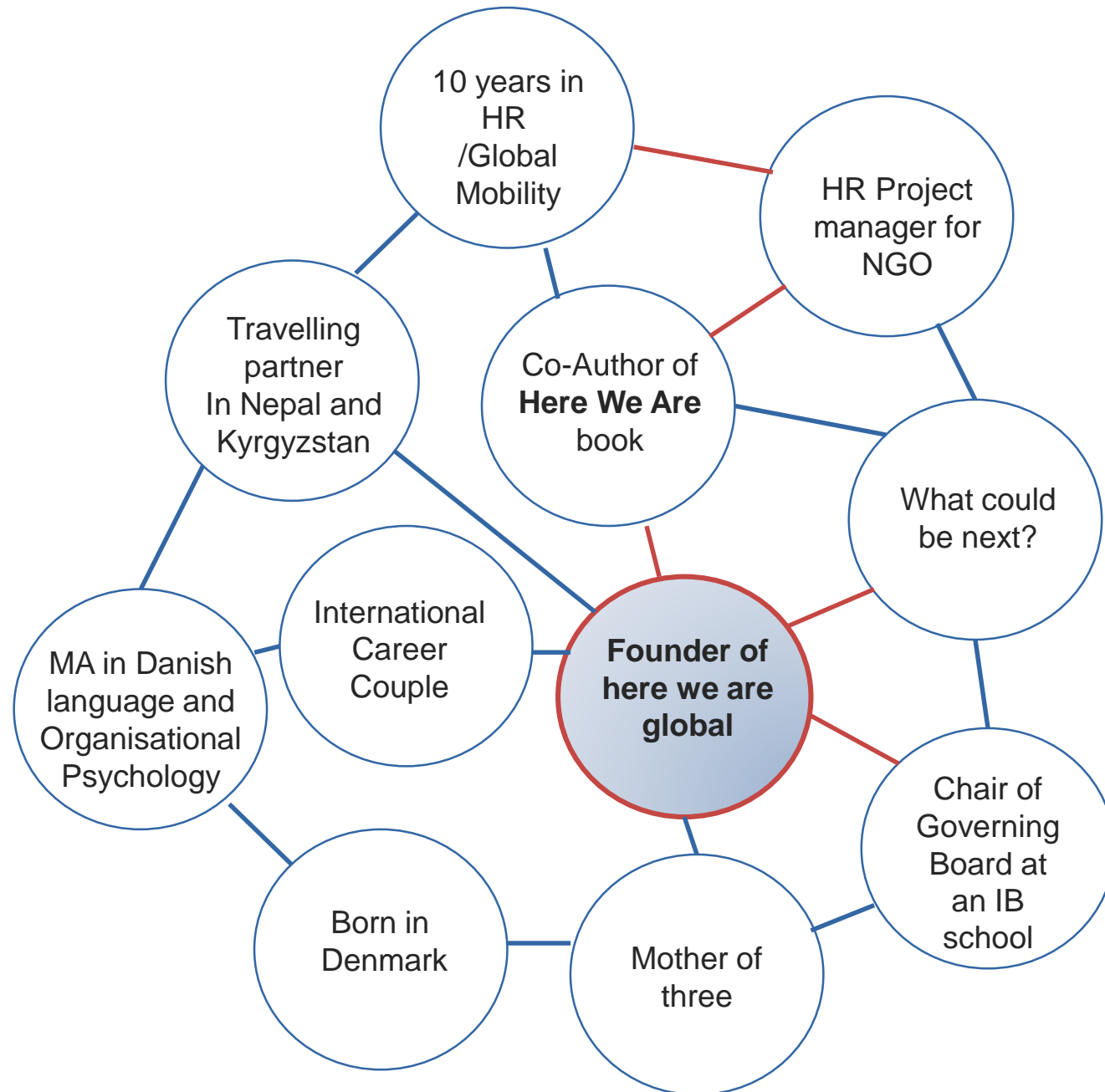
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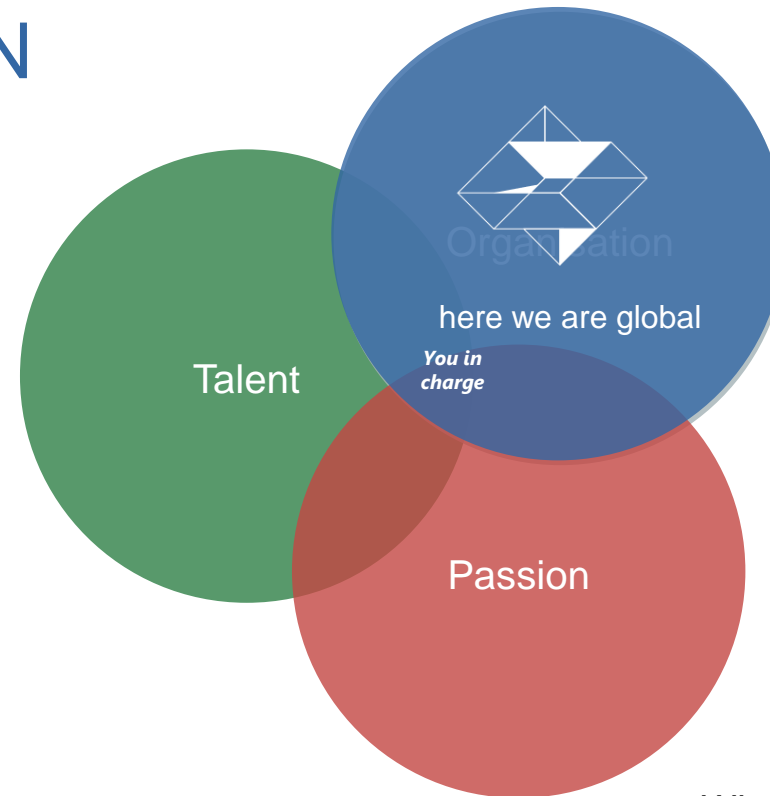


**Jannie Aasted Skov-Hansen**  
*Senior HR & Mobility Consultant  
& Founder of **here we are global***



# Our starting point is a person – a person's TALENT, PASSION and OPPORTUNITY IN TRANSITION

*What are you genetically encoded for – what activities do you feel just "made to do"?*



***Opportunities to learn, work or volunteer***

*The pain:*

*When in transition, your organisation changes. Maybe you lose your job, your usual support network. You are on leave of absence. The organisational need is no longer there. The possibility to earn your own money is lost.*

*What are you deeply passionate about?*

# DUAL CAREER CHALLENGES OR OPPORTUNITIES?



- International assignment: *A career killer!*
- *Trailing spouses need help!*
- CV gap equals *VOID*



What if...



here we are global

# THE DUAL CAREER OPPORTUNITY



- International assignment: *The best career investment ever – for both!*
- *Global professionals take charge!*  
As nextpats, conscious nomads
- Relaunchers are the best  
*WILD CARDS*



so, here we are ...



here we are global

**here we are global** is a community of global professionals who move across borders to learn, work and volunteer. We connect online and offline to design engaging development paths, advance dual career opportunities and co-create social impact.

We provide a platform from where our members can seek the opportunities that come with international assignments, thus develop and employ professional skills while on the move.



# HERE WE ARE COMPETENCY MATRIX

	<b>LIFE &amp; HEALTH</b> here to grow	<b>HARD SKILLS</b> here to build	<b>GLOBAL MINDSET</b> here to learn	<b>PERSONAL IMPACT</b> here to lead	<b>SOCIAL IMPACT</b> here to contribute	<b>COMMUNICATION</b> here to share	<b>CREATIVITY</b> here to explore
<b>VISIONARY BEST</b>							
<b>DELIBERATE FOCUS</b>							
<b>MINDFUL EXPERIMENT</b>							
<b>SELF DISCOVERY</b>							

# HERE WE ARE COMPETENCY MATRIX

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VISIONARY BEST	<i>Coach / train others</i>	<i>Become a subject matter expert</i>	<i>Master a global setting</i>	<i>Develop other's talent</i>	<i>Create circles of change</i>	<i>Create product</i>	<i>Merge your talent, opportunity and purpose</i> 🌟
DELIBERATE FOCUS	<i>Learn from others</i>	<i>Advance and teach others</i>	<i>Put it on paper</i>	<i>Lead your life</i>	<i>Dedicate yourself</i>	<i>Establish online persona</i>	<i>Follow the source</i>
MINDFUL EXPERIMENT	<i>Establish life balance</i>	<i>Build one skill</i>	<i>Find the value</i>	<i>Challenge yourself</i>	<i>Take action</i>	<i>Publish and spread the word</i>	<i>Connect ideas</i>
SELF DISCOVERY	<i>Live the transition</i>	<i>Stay relevant</i>	<i>Absorb the culture</i>	<i>Be a master of change</i>	<i>Identify opportunities</i>	<i>Share your story</i>	<i>Nurture curiosity</i>

## RESOURCES

- Online inspiration
- Courses of interest
- Tools for personal development
- Strategies for effective global professionals
- Communities of practice
- Here we are Country/City teams



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



here we are global

# WHAT ARE YOUR NEXT STEPPING STONES ?





### **Holistic and demand-driven**

- Local & global community
- Key Resource Persons
- Online webinars
- 1-1 Face-to-face/ Online Coaching
- Pitstops (Group Workshops)

### **Co-created opportunities to Learn, Work, Volunteer**

- Inspiration in blogposts and newsletters
- Structured and documented process in Competency Matrix
- Ready to grab opportunities on the opportunity board



# Thank you



here we are global

co-creating opportunities to learn, work, volunteer while on the move

# ADVANCING THE DUAL CAREER OPPORTUNITY

*Thank you for establishing here we are global and for offering the opportunity to attend the meetings!*

*The women, their stories and their talents have inspired me so much, that I finally took the courage and the energy to relight my professional drive and before leaving the country I organized a public training here in Kenya.*



**Gabi Galambvari**

Organizational Development Consultant

**Before:** *Traveling partner from Hungary to Kenya and member of **here we are Kenya***

**Now:** *Advisor for Parliament of Hungary*



# CONNECTING GLOBAL PROFESSIONALS CREATES OPPORTUNITIES



**Symon Lord**

*Monitoring and Evaluation Consultant*

**Before:** *Expat from UK to in Bishkek and member of **here we are Kyrgyzstan***

**Now:** *Consultancy with UNICEF , NGOs and UN Agencies*

*“Getting involved with here we are global has been a great way to develop professionally, meet fellow professionals, help in the professional development of others, and hear about work opportunities.*

***I found my first paid job in Kyrgyzstan by being alerted to a job opening by a fellow here we are member.***

*I contributed to the network by preparing and delivering a presentation on what is ‘Monitoring and Evaluation’ and how to develop a career in it. I also benefited greatly from attending meetings, presentations and workshops by members and invited guests.”*





# More successful international assignments

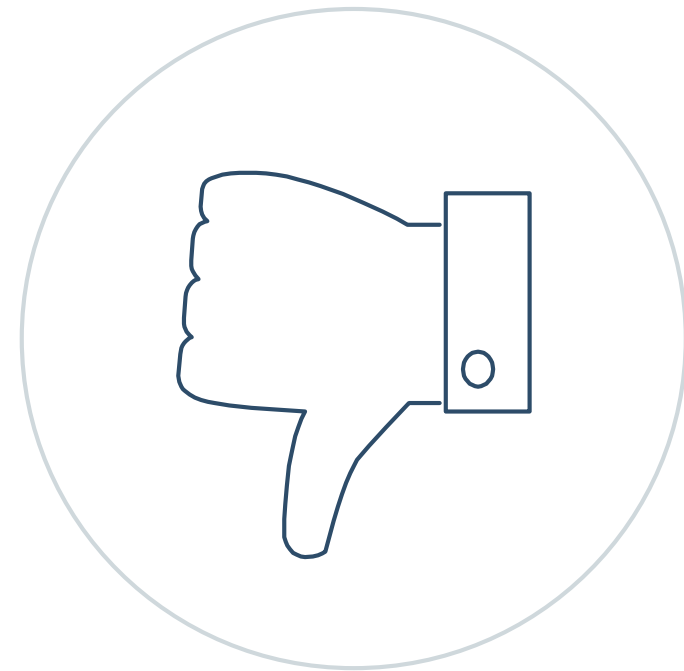
Meet2Talk is a **company tool** which focuses on the needs of the spouse and the family



## The spouse and the family are the key to a successful assignment

**76%** state that family issues are the main reason for turning down an assignment

**61%** say that inability of the family to adjust is the main reason for assignment failure



*Trends in Global Relocation (2015) og  
Expatriation Why Does it fail, Expat US.*

# Live Presentation



## Why is a tool to support spouses and families a **good investment** for the company?

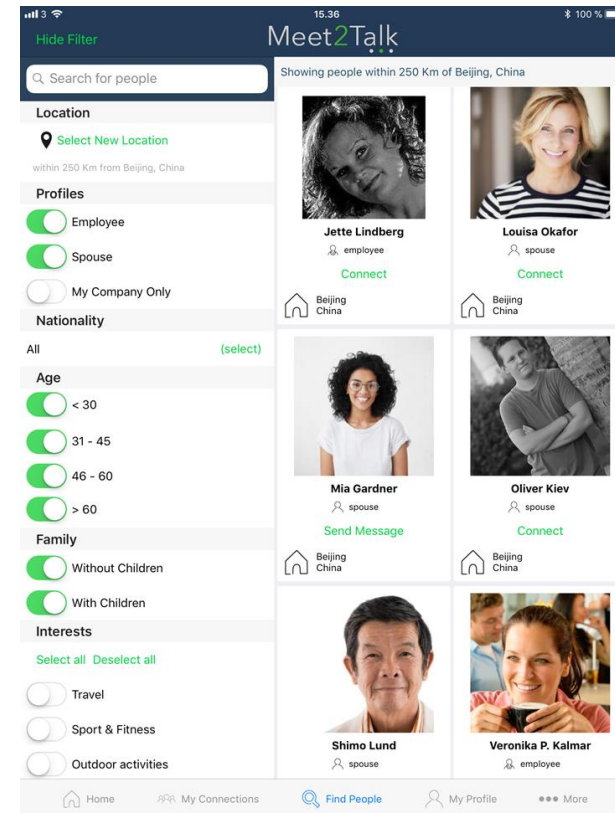
- Good business case
- Get the right candidate for the job
- The company recognises the role of the spouse
- Less pressure on the family=less pressure on your employee



# 1. Information and advice **before leaving**

Before signing a contract and before leaving you can click yourself to **contact to other expats** from yours or other subscribing companies.

Get **personal advice** and information about housing, schools leisure activities, social activities, health, job opportunities and whatever questions you have



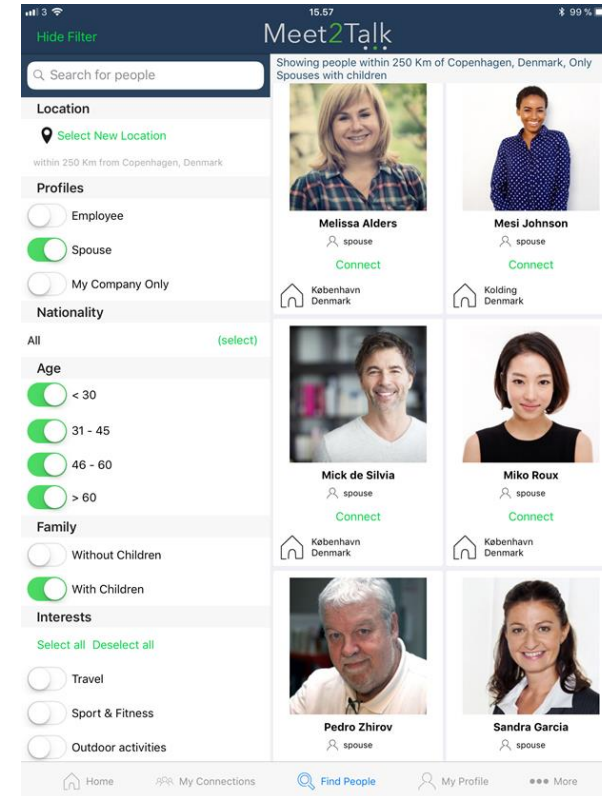
“ *It gives you a personal and visual contact and feeling of confidence for the spouse and the family before arrival* ”

## 2. Get a network **when you arrive** on the new location

Establish **local network** before leaving and after arrival.

**Find spouses** of same nationality same age or with/without children

Gives you a social network to start out from and a **basis** to establish the family in a new environment

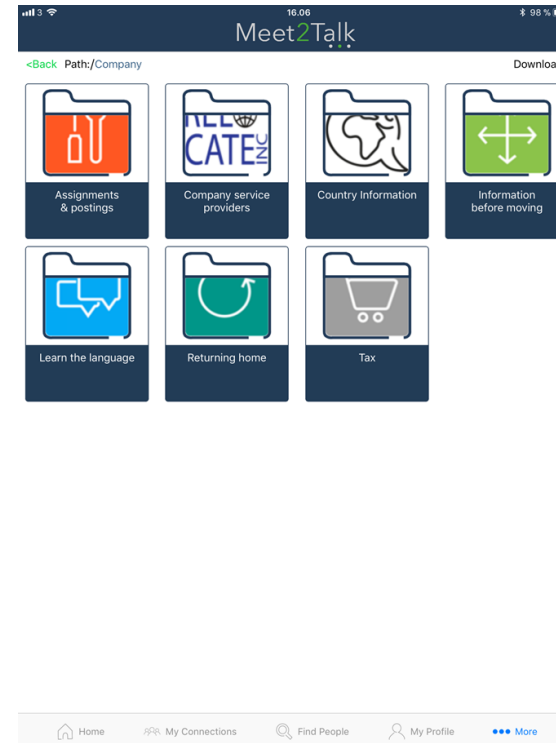


“ Gives a sense of belonging – no matter where in the world you live

### 3. Provide your spouses and employees with information and support **from the company**

The company can **upload documents** and information with easy access to spouses

The company can give information to spouses – altogether or one location only



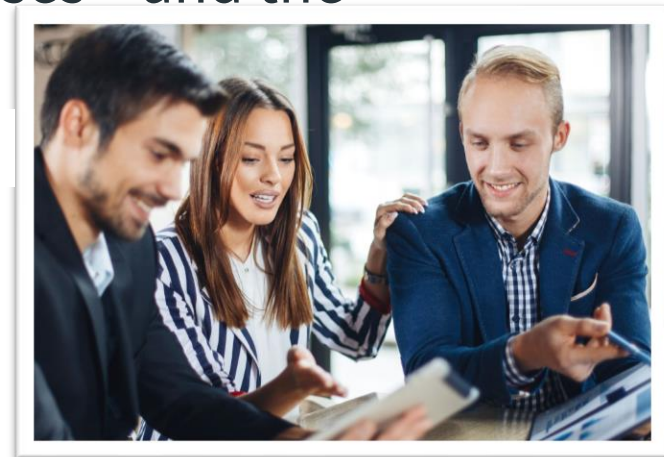
*A direct communication channel to your employees*

# One **solution** for the company and the family

- A single solution giving access to all company spouses and **covering all company locations**
- No administration needed – a ready-to-use solution
- Access only for **subscribing** companies & organisations
- Relevant, credible, user friendly & no ads
- Involves and **puts to use spouses' information and knowledge** for the benefit of other spouses – and the company



*Man kan samle sporede aktiviteter  
i én ramme – let og sparer ressourcer*



# **Our support!**

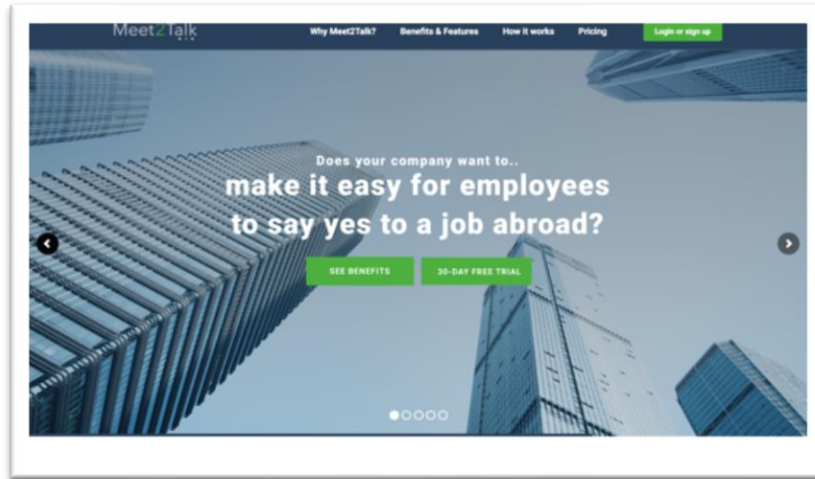
## **Support when signing up**

- Start-up meeting(s)
- Videoer, email og intranet-skabelon
- Guides to HR department and spouses
- Telephone support e-mail support

## **Ongoing support**

- Telephone support, email support (HR)
- User support
- Videos, guides, tutorials

# THANK YOU



See more on [meet2talk.com](https://meet2talk.com)



Meet2Talk

# Recruitment and retention of International families At Aarhus University

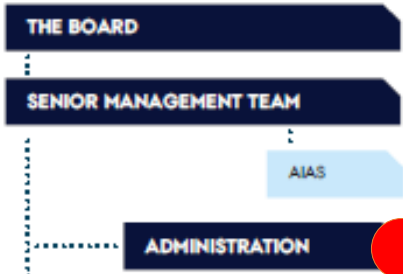
# Aarhus University

- **8,000**
- Employees (FTEs)
- **1800**
- PhD students
- **40,000**
- Students

**Top 100**  
On several influential  
worldwide rankings

“ Aarhus University strives to be a leading globally orientated university with a strong engagement in the development of the society

- Approx. **900** International researchers
- Approx. **500** international PhD students
- Yearly **500+** international guests on a research stay at AU
- **28%** of the PhD student population originates outside Denmark
- Approx. **80** nationalities represented among academic staff and PhD students



*International Academic Staff Service (IAS)*

**We are here**



HR Partners /Coordinators

Administrators

**FACULTY OF ARTS**

- SCHOOL OF CULTURE AND SOCIETY
- DANISH SCHOOL OF EDUCATION
- SCHOOL OF COMMUNICATION AND CULTURE

**AARHUS BSS**

- DEPARTMENT OF BUSINESS COMMUNICATION
- DEPARTMENT OF BUSINESS DEVELOPMENT AND TECHNOLOGY
- DEPARTMENT OF ECONOMICS AND BUSINESS ECONOMICS
- DEPARTMENT OF LAW
- DEPARTMENT OF MANAGEMENT
- DEPARTMENT OF POLITICAL SCIENCE
- DEPARTMENT OF PSYCHOLOGY AND BEHAVIOURAL SCIENCES

AARHUS UNIVERSITY HOSPITAL

**FACULTY OF HEALTH**

- DEPARTMENT OF BIOMEDICINE
- DEPARTMENT OF PUBLIC HEALTH
- DEPARTMENT OF CLINICAL MEDICINE
- DEPARTMENT OF DENTISTRY AND ORAL HEALTH
- DEPARTMENT OF FORENSIC MEDICINE

**FACULTY OF SCIENCE AND TECHNOLOGY**

- DEPARTMENT OF AGROECOLOGY
- DEPARTMENT OF BIOSCIENCE
- DEPARTMENT OF COMPUTER SCIENCE
- DEPARTMENT OF PHYSICS AND ASTRONOMY
- DEPARTMENT OF FOOD SCIENCE
- DEPARTMENT OF GEOSCIENCE
- DEPARTMENT OF ANIMAL SCIENCE
- DEPARTMENT OF ENGINEERING
- DEPARTMENT OF CHEMISTRY
- DEPARTMENT OF MATHEMATICS
- DEPARTMENT OF ENVIRONMENTAL SCIENCE
- DEPARTMENT OF MOLECULAR BIOLOGY AND GENETICS
- AARHUS UNIVERSITY SCHOOL OF ENGINEERING
- INANO
- DANISH CENTRE FOR FOOD AND AGRICULTURE (DCA)
- DANISH CENTRE FOR ENVIRONMENT AND ENERGY (DC)

# INTERNATIONAL ACADEMIC STAFF SERVICES

**Central service** for all international academic staff at AU  
(Non academic, non-contractual issues)

Who do we help?

## **International Researchers**

- › Postdocs (Approx. 400)
- › Assistant, Associate and full Professors (Approx. 500)

**International PhD Students** (Approx. 500)

**International guests on research stay** (Approx. 500)

## **What could make AU expats stay longer in Denmark?**

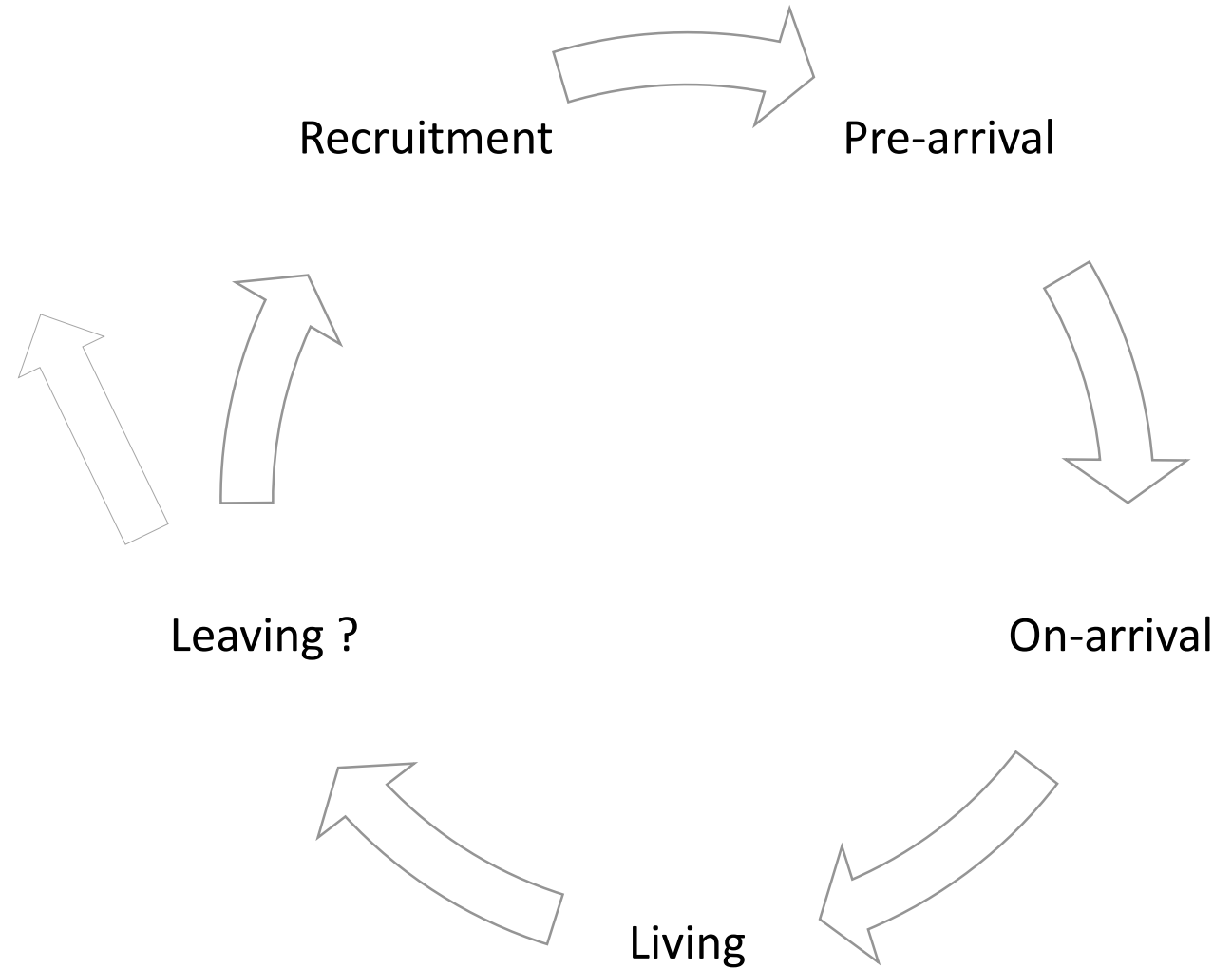
- › 35% says lower income taxes
- › 29% says a better social network
- › 28% says better career opportunities for their partner

# What do We DO?

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	Guest Researchers and accompanying partners	PHD Students and accompanying partners	Postdoc and accompanying partners	Assistant , Associate and Full Professors and accompanying partners
Self Service/information web portal	√	√	√	√
Help-Desk	√	√	√	√
University International Club	√	√	√	√
Culture Training		√	√	√
Expat Partner Programme			√	√
Post Doc Services			√	√
Relocation Services				√

# Why Do we do it?



# Getting off TO a good start...

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*"I just wanted to thank you again for taking the time to speak to me today. Your warmth and friendliness have made me already feel welcome, and the information was excellent!"*

*"Thank you for your time today. I have got more excitement through the conversation. It was helpful to draw a picture of my life in Denmark. I will let you know once we get a date of moving"*

*"I thank you for this enormous help and support! I feel relaxed after our skype meeting today; I have a lot of things to organize privately and professionally with respect to my move to Denmark. It is overwhelming; but, I am really excited about my career at Aarhus University"*

*"Thank you again for the very informative and helpful conversation. I definitely feel more relaxed now knowing about the different support mechanisms"*



AARHUS  
UNIVERSITY