

# Brainstorming the Future of Global Mobility

Berlin, November 2021

Vibrant and ever-changing, Berlin is a city like no other. It has a certain charm you will not find anywhere else in the world, largely due to its unique history. And whether you're travelling for business or pleasure, you will undoubtedly find something to entertain you. Berlin is more of a collective, rather than a single city. Made up of several different towns and villages, each with its own personality exemplified by its residents. In a city that sparkles with energy and creativity, it should come as no surprise that Berlin is home to some of Germany, and Europe's, most successful startups. This also makes it the perfect place for international professionals.

## The Event.

Networking is one of the most important parts of being involved in the startup and international communities. Like everyone else, this community was hugely affected by the pandemic. Luckily, with a little hard work, perseverance and resilience (traits every good entrepreneur knows well!), plus a dash of rules and regulations, one such networking event managed to take place in November 2021.

Daniel Zinner (CLEVIS & Noah Mobility) and Mira Pathak (AIRINC) put together a small, intimate event with only personally invited attendees.

Under the People Mobility Alliance umbrella, Daniel & Mira talked with some incredible Global Mobility Managers, HR specialists, and Relocation and Immigration Consultants. Plus, those who make our jobs possible - the expats and immigrants themselves!

## People Mobility and trending topics.

The main theme of the event was 'People Mobility' and the main discussion topics centred around visa and immigration issues that arise with a move to Germany, as well as the administrative hurdles many people face. There were also animated discussions about the ongoing housing crisis in Berlin.

Diving further into the field of Global Mobility, topics like the link between mobility and talent, cost control and predictability and the need for increased flexibility to improve the overall employee experience, took up further floor time.

Also on people's lips were current trending global issues. Working and hiring from anywhere, the associated compliance challenges and the role of Employer of Record companies all came up during discussions.

Questions asked included:

"Are digital nomad visas here to stay?"

"How can companies manage a global, remote and diverse workforce successfully?"

Naturally, these questions led to discussions about flexibility in policies and the global, diversity and inclusion mindsets overall.

## People at the heart of mobility.

The general consensus between attendees was that the line between embracing technology and its benefits while keeping personal interaction alive is very fine. It is difficult to get that balance right.

Benchmarking surveys support this information. Many agree that technology is inevitably part of the future of mobility, but it must be combined with personal support for assignees and their families. It's down to each individual company to find the right balance for them. Ultimately, and most importantly, people must stay at the heart of mobility.

People Mobility Alliance is thankful to have held such a positive event. We would like to give special thanks to John Ismailoglu from Allianz F200 for hosting the panel.