Your Global Mobility Partner

MOBILITY MASTERY
EXCELLENCE AT HEART

Global Mobility that works for your organization.



Service guide for startups, midsize businesses, and corporations

Global Mobility Stronger. From within.



Excellent Global Mobility starts with understanding how your organization works. We combine experience in senior Global Mobility roles with direct involvement in your people, processes, and decisions.

Who we are.

Mobility Mastery is an independent boutique Global Mobility consultancy for startups, midsize businesses, and corporations. We combine senior in-house experience with expertise in Global Mobility, Total Rewards / Compensation & Benefits, and HR.

We connect international work and compensation with policy, costs, compliance, and employee experience. Alongside HR, Global Mobility, and Procurement, we help organizations assess, select, and manage providers.

We examine how decisions are made, where processes stall, and what people need to work well together. That understanding shapes the policies and practical processes we develop and help implement.

Our support can be focused or ongoing. We tailor the way we work with you to your organization and priorities.

Our mission.

Our mission has always been simple: to make Global Mobility better. With specialist expertise, we help businesses make better decisions and providers strengthen their services.

Excellence at Heart.

Excellence.

We think critically, work carefully, and connect advice with practical application.

Integrity.

We provide independent advice and are clear about interests, expectations, and commitments.

Partnership.

We work alongside your people, share knowledge, and build on what already works.

Customer focus.

Your needs shape our support. We tailor our approach to your organization, priorities, and the capacity within your team.

What does your organization need?

Four ways to work together. Select a service to go directly to its page.



Global Mobility Transformation.

Build or reshape your Global Mobility function.

Improve policy, responsibilities, processes, and providers as a connected whole, from assessment and design through implementation.

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Global Mobility Leadership.

Strategic leadership and a stronger team.

Senior leadership within your organization. Direction, decision-making, and team development, on an interim or ongoing basis.

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Global Mobility Expertise On Demand.

Expertise for a single question or a defined project.

Develop policies, analyze costs, and improve processes. We also support Procurement with specialist Global Mobility expertise in provider selection and governance.

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Global Mobility Full & Hybrid Support.

Run your Global Mobility function, in full or with your team.

A long-term partner for strategic oversight, coordination, and agreed delivery, across the whole function or selected areas.

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Your needs shape our approach.

These services can be used individually or together. The topics in this guide outline what we can offer; we define the scope with you, based on your needs.

Global Mobility Transformation.



Global Mobility, transformed.
Greater control. Greater value.

FROM ORGANIZATIONAL DESIGN THROUGH IMPLEMENTATION

Does your Global Mobility setup still fit your organization? Mobility Mastery helps you build or reshape the function. We bring policy, responsibilities, processes, and providers into one coherent approach and work with your teams to implement it.

01

Assessment & design.

We assess policies, costs, compliance risks, and how teams work together. With your team and stakeholders, we design the future Global Mobility function, with clear roles, ways of working, and a change plan.

02

Implementation & refinement.

We implement the new setup, train teams, and manage the transition of existing cases. We track results to improve cost control, collaboration, and processes.

CONNECTING POLICY, PROCESSES, AND SERVICE DELIVERY

Operating model & governance.

A Global Mobility model aligned with the business, HR, Talent, and Total Rewards. Clear roles, decision-making, and risk management policies.

Processes & collaboration.

Improve processes and reporting. Align HR, Global Mobility, Procurement, business teams, and providers.

Costs & providers.

Assess cost, quality, compliance, and employee experience together. Agree on provider performance expectations and improvements.

The business case for change.

A Global Mobility setup with clear responsibilities, better service delivery, and control over costs and compliance risks.

We build the business case around expected improvements for your organization and employees, potential savings, and the investment required.

Let's Talk

Global Mobility Leadership.



Strategic leadership.
A stronger Global Mobility team.

SENIOR LEADERSHIP, INTERIM OR ONGOING.

Even a strong HR or Global Mobility team can benefit from strategic support. Mobility Mastery brings senior leadership into your organization. We strengthen the team or fill a leadership gap, on an interim or ongoing basis, without a full-time hire.

01

Direction & decisions.

We turn business goals into Global Mobility priorities. We align decisions on policy, costs, and exceptions with the relevant teams, including HR, Talent, and Total Rewards.

02

Oversight & development.

We coach the team, simplify processes, and help introduce new ways of working. We review progress and results with management.

GREATER CLARITY, OWNERSHIP, AND JOB SATISFACTION.

Policy & governance.

Keep policies current, clarify roles, and structure decision-making, with attention to risks and exceptions.

Costs & providers.

Review costs and provider agreements, identify savings, and hold providers accountable for agreed performance.

Team & stakeholders.

Bring HR, Global Mobility, Procurement, Finance, Total Rewards, and business teams together. Clarify roles and responsibilities.

Clear roles and commitments.

We tailor our support to your needs. We agree on our role, responsibilities, and availability in advance, including which decisions require your approval.

We assess the current situation and strengthen the foundations as we work with you. No prior transformation is needed. Larger change projects are scoped separately.

Let's Talk

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Global Mobility
Expertise On Demand.



Expertise. On your terms.

NO ONGOING COMMITMENT REQUIRED

Senior Global Mobility expertise for policy, costs, provider decisions, and implementation. From a single question to a defined project. For organizations with a dedicated Global Mobility team and those where HR is responsible for Global Mobility.

Governance & policy design.

We develop and review Global Mobility policies. We clarify roles, decision-making, and how exceptions are handled.

Processes & implementation.

Design and improve processes, implement changes, train teams, and develop Global Mobility communications.

Costs, rewards & providers.

Analyze costs. Advise on international compensation and benefits. Assess, select, and manage providers.

WITHIN EXPERTISE ON DEMAND

Mobility Vendor Excellence & Governance.

Global Mobility is a specialized procurement category. We complement Procurement's sourcing expertise with in-depth Global Mobility knowledge. We turn business needs into clear requirements, compare providers, and guide RFPs. We evaluate costs alongside quality, compliance, and employee experience to support decisions that fit your organization. You make the final provider selection and contract award decisions.

Four components. Available separately.

Assess	assess providers, costs, and risks.
Align	turn your needs into clear requirements for providers.
Select	build shortlists, guide RFPs, compare bids.
Govern	monitor performance and commitments, and drive improvements.

You choose the next step.

Hourly support with an agreed monthly cap. You pay only for time spent on agreed work. No setup fee, subscription, or minimum spend. The cap is a limit, not a spending commitment.

We agree on estimated hours and a timeline in advance. Going over budget requires your approval. Options include a discounted monthly package of hours or a fixed fee for a defined project.

Let's Talk

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Global Mobility
Full & Hybrid Support.



Your Global Mobility function.
Managed in full or alongside your team.

INTEGRATED OVERSIGHT AND DELIVERY WITHIN YOUR ORGANIZATION

With or without a dedicated Global Mobility team, Mobility Mastery takes responsibility for all or part of the function as a long-term partner within your organization, from strategic oversight to coordination and delivery.

01

Full Support.

We act as your in-house Global Mobility department, in part or in full. We provide strategic oversight, coordination, and agreed delivery, integrated within your organization and working with HR and providers.

02

Hybrid Support.

We run Global Mobility together with your HR or Global Mobility team. We take responsibility for agreed areas, including the oversight and delivery involved.

CONNECTING OVERSIGHT, COLLABORATION, AND DELIVERY

Strategy & policy.

Develop and apply policies. Define roles and decision-making, with attention to business goals, costs, and compliance risks.

Coordination & providers.

Manage providers and specialists. Monitor costs, service quality, compliance, and commitments. Follow up on escalations and implement improvements.

Delivery & improvement.

Manage cases and coordinate with employees and other parties. Improve processes and report on results.

Clear roles. Connected delivery.

Full & Hybrid Support combines expertise, strategic leadership, coordination, and agreed delivery within your Global Mobility function. It can draw on our On Demand and Leadership services as part of one engagement.

We agree up front on the support you need and who is responsible for each area, including tasks, decisions, availability, handovers, and reporting.

Let's Talk