



Tax Aligned Mobility –
Talent Aligned Mobility

Future-Proofing of Key Talent Mobility
with Tax & Legal Operating Models



Tax aligned mobility - Talent aligned mobility



The power of aligning Tax & Mobility

Key questions and concerns

Are you truly in tune with the thoughts and concerns of your colleagues as you navigate the complexities of remote work strategies?

- *Where is your key talent working?*
- *Where should your key talent be working to avoid a breach of your transfer pricing model?*
- *What is the risk of your key talent working elsewhere?*



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The way to successfully attracting and retaining key talent whilst maintaining your business structure and tax model = **alignment of talent mobility with the business model**



Cost



Managing compliance risk



Minimizing business disruption

Strategic Priorities

Talent Strategy
Yes, Corporate tax model compliance, but... we need to attract critical talent, globally.

Employee experience



Talent attraction and retention



Consistent program management



Corporate tax strategy
Yes, talent mobility, but... we need to maintain our corporate tax model.

There is a **growing need for flexibility in finding global talent and exploring new workforce options**. The evolving landscape of international engagement, which includes both **employee-driven and business-driven mobility**, calls for a fresh approach.

However, adapting to a more flexible talent policy requires careful planning and execution. The **three biggest challenges** identified by organisations globally are:



tracking and managing remote work



time and resources required



associated costs



Your flexible talent strategy can significantly impact your corporate tax strategy. Organisations need to **balance attracting and retaining the best talent with managing tax risks**.

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What's in it for your business

Our value proposition (USP)

Broad expertise and experience to facilitate alignment between talent mobility goals and corporate tax strategy objectives



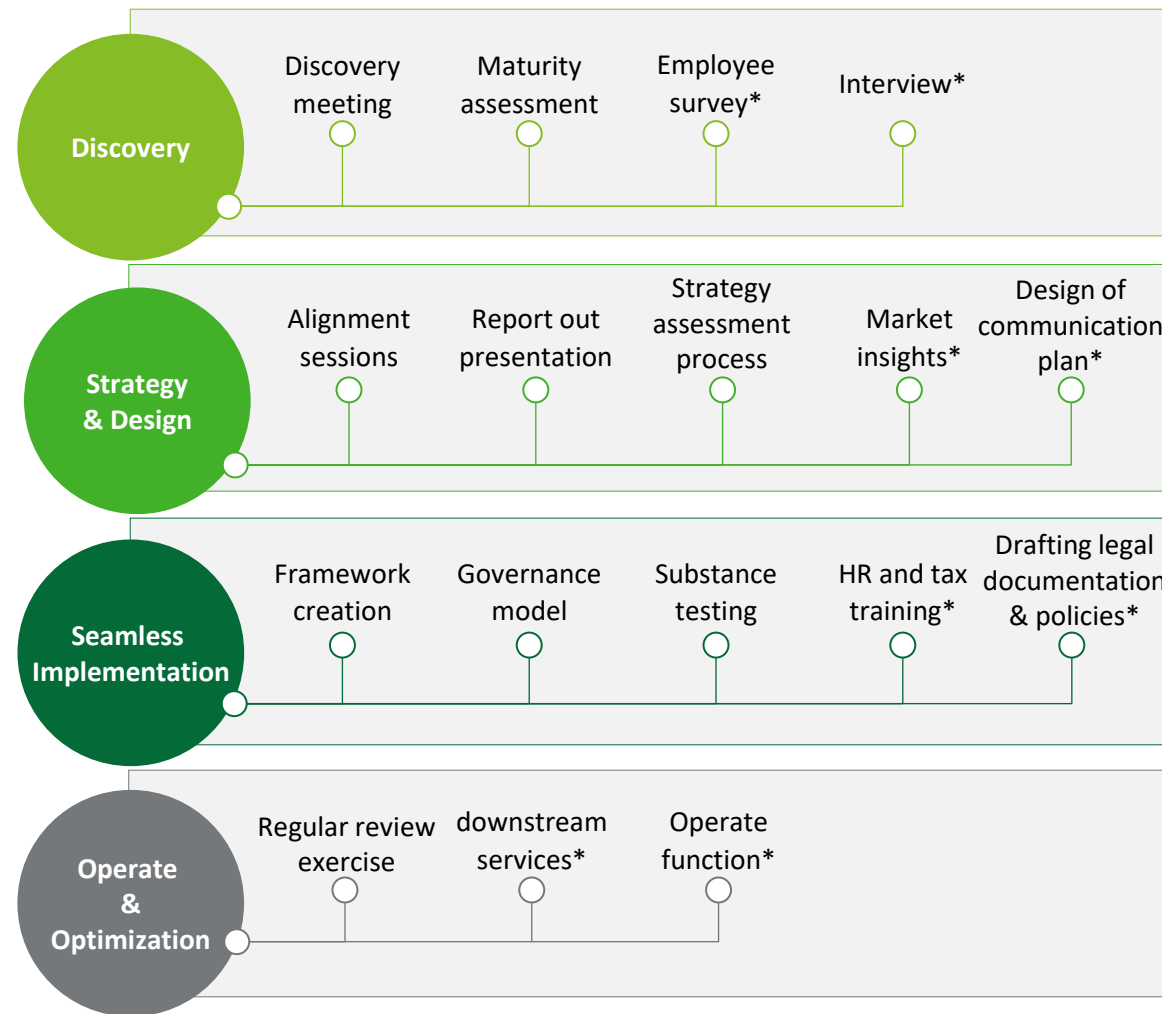
- Leveraging our experience and supporting tools we:
 - provide **comprehensive tax and talent mobility solutions** tailored to your needs.
 - help to **define policies, establish governance, and manage compliance and risk**
 - we assist in **reviewing and adapting** the current **business, talent and tax model** to accommodate the **remote working arrangements**.



- Effective management of a remote workforce, which includes:
 - setting robust policies,
 - risk management,
 - and alignment with tax and business models.

Our unique approach

We believe in a **phased approach** to implement and tackle remote work strategies. By collaborating closely with all relevant stakeholders, we bring together a **multidisciplinary perspective** to co-create **tailored** solutions that are both **sustainable and future-proof**.



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Want to find out more?



Piet Verswijver
Partner
pverswijver@deloitte.com



Tim Wustenberghs
Partner
wustenberghs@deloitte.com



Dominique Wellens
Director
dwellens@deloitte.com



Mariya Otto
Senior Manager
marotto@deloitte.com



Dieter Kuipers
Director
dkuipers@deloitte.com





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