



Topia: Powering Your Small to Mid-Sized Mobility Program

The importance of Global Talent Mobility for small and medium programs is growing in light of a host of factors that can trigger the need for global talent movement and remote work. International growth, global supply chains, and talent demands drive the need for employee mobility. The rapidly changing tax, immigration, and legal landscape can rapidly overwhelm smaller, or lean teams that do not have the dedicated staff and expertise to tackle these increasingly complex and labor-intensive tasks.

Overpriced outsourcing and the potential cost of audits and non-compliance penalties can be daunting for companies that do not have the financial resources and large teams that the bigger mobility programs may enjoy. Whether you have 25 global assignees, a handful of business travelers, or a few dozen one-way moves, Topia offers tailored global talent mobility solutions that cater specifically to the challenges faced by smaller mobility programs.

Key Capabilities

Embedded Best Practice: Get instant access to best practice workflows, standard reports, and much more - all built on over a decade of experience working with complex global talent mobility programs.

Rapid Deployment: Get operational in 30 days or less and skip lengthy implementations with our easy-to-use templates and out-of-the-box solution.

Easy Automation: Simplify your workflows and significantly improve the speed, efficiency, and effectiveness of your program - both internally and with your complex vendor network.

Insight and Action: Data is a good start - but insight is critical to taking action. Our powerful library of dashboards and embedded analytics means less time managing spreadsheets and more time driving improvement.

Consumer-Grade User Experience: A birds' eye view of your entire program is presented in a way that anyone can understand. Delight your employees with a best-in-class experience that will remove anxiety and uncertainty throughout their mobility journey.

Compliance: Get ahead of multi-location compliance risks, with minimal effort on your part and minimal IT help. Avoid costly penalties and audits by proactively managing city, state, and country tax, as well as immigration, and posted worker compliance.

Security: We know what it takes to keep your key employee data secure, and we are proud to be the provider of choice for leading defense and financial services companies globally.

Key Benefits



Embedded Industry Best Practices



Operational in 30 days or Less



Delightful User Experience for Everyone



Minimize Compliance Risk

“The Topia solution allows everyone to access exactly what they need when they need it. It decreased the time we spend on operational tasks and enabled our global mobility team to become a valued partner to the business. The implementation process was extremely thorough and helped Telstra map out best practice processes, despite a complex set of requirements and stakeholders involved.”

Tom Cooper – Head of Performance & Reward, Global Business Solutions, Telstra (~30 assignments/year)



THE TOPIA SOLUTION ADVANTAGE

Topia's Global Talent Mobility suite powers programs of all sizes thanks to powerful automation and flexible configuration. Whether you are a rapidly growing business with 25 short-term assignees or a Fortune 50 enterprise with 10,000+ mobile employees, we can help with a tailored solution.

Topia One

Cloud-based open platform that provides an integrated data standard across global talent mobility.



Topia Plan

Interactive move simulation and financial planning



Topia Manage

Talent mobility delivery, automation and analytics



Topia Pay

Payroll delivery and compliance automation



Topia Go

Command center and location discovery for mobile employees



Topia Compass

Business travel, tax and immigration compliance

Transform your mobility program by automating repetitive and time-consuming tasks and increase your focus on delivering against your overall talent agenda. Help your organization attract, retain, and engage key talent by delivering a best in class mobility experience. Eliminate painful data collection and cleaning tasks to focus on high-value tasks and identifying opportunities for continuous improvement and significant cost savings.

With Topia, you can ensure the right talent is wherever you need them most – delighted, compliant, on time, and on a budget.

Rapid Returns and Delightful Experiences

The Topia Solution delivers:

- Out-of-the-box Best Practices
- Extensive HR, Tax and Finance Solution Integrations
- Affordable Modular Options
- Intuitive, Self-Service Experiences

Connect with us

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