

# Introducing automation and consistency to global talent mobility

## The Challenge

Groupe SEB is a large multinational manufacturing and retail company with a global presence in over 150 countries. To support their globally dispersed business, Groupe SEB typically deploys ~100 individuals a year across 63 various country of origin / host country combinations. This effort was largely performed manually and by the International Mobility team coordinating with various HRBPs and vendors. This led to multiple inefficiencies and inconsistencies in deploying talent. The key challenges Groupe SEB faced in their global mobility program included:

- No technology to help manage their mobility program
- Manually initiating moves involving up to 10 different contacts (internal and external) creating coordination issues
- Individual treatment of moves leading to inconsistency in employee experience
- Purchased COLA data, but had to perform calculations on their own, relying on internal mobility team expertise to perform these calculations
- Difficulty in collecting required data for program performance reporting
- Lack of ability to scale quickly
- A need to better tie global mobility to Talent Management

As a mobility program on the smaller side, Groupe SEB required a solution that would not only be cost-effective and deliver fast ROI, but one that could be implemented quickly and able to grow with them as they expanded down the road and evolve their global mobility policies.



## About Groupe SEB

Groupe SEB is a large French industrial group that produces small appliances and is the world's largest manufacturer of cookware with brands for both professional and home use.

Learn more at [www.groupeseb.com](http://www.groupeseb.com)

- Annual revenues of €6,940M
- Appliance and cookware manufacturing and retail
- 33,000 global employees
- 40 industrial entities with 31 brands in over 150 countries
- 1,300+ retail locations

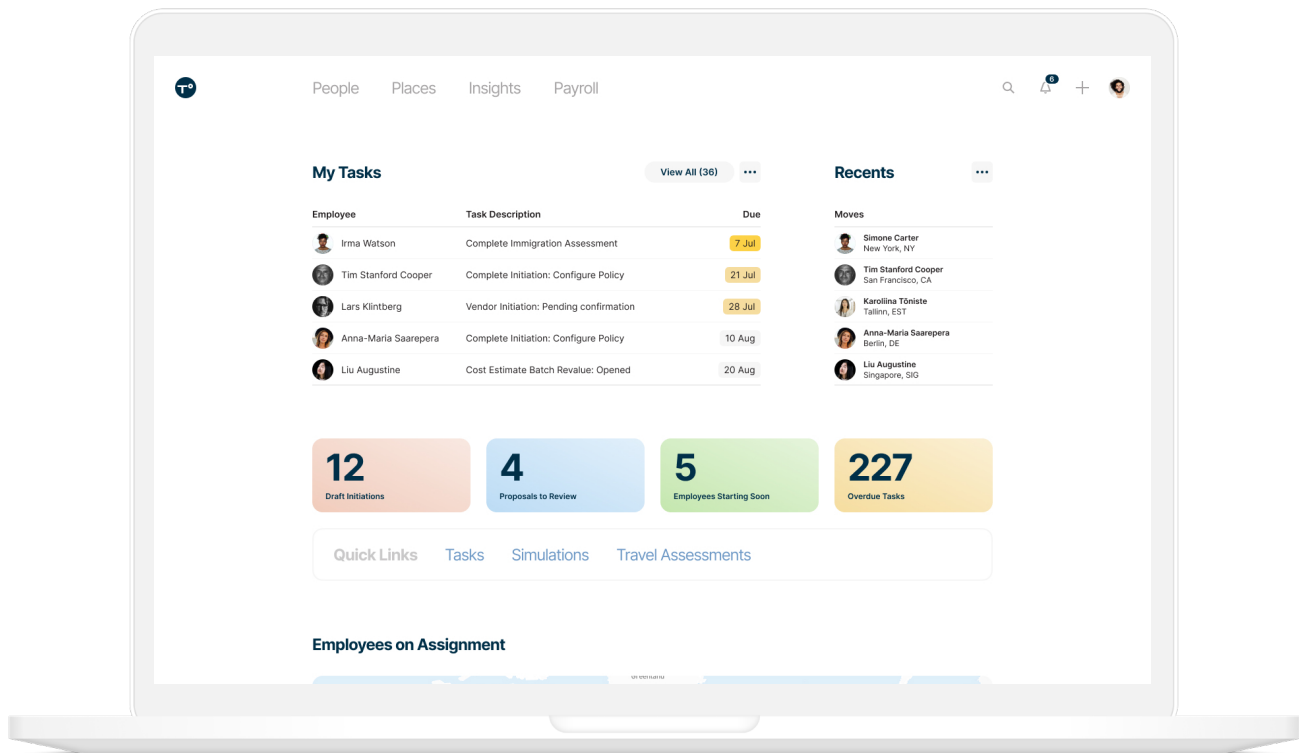
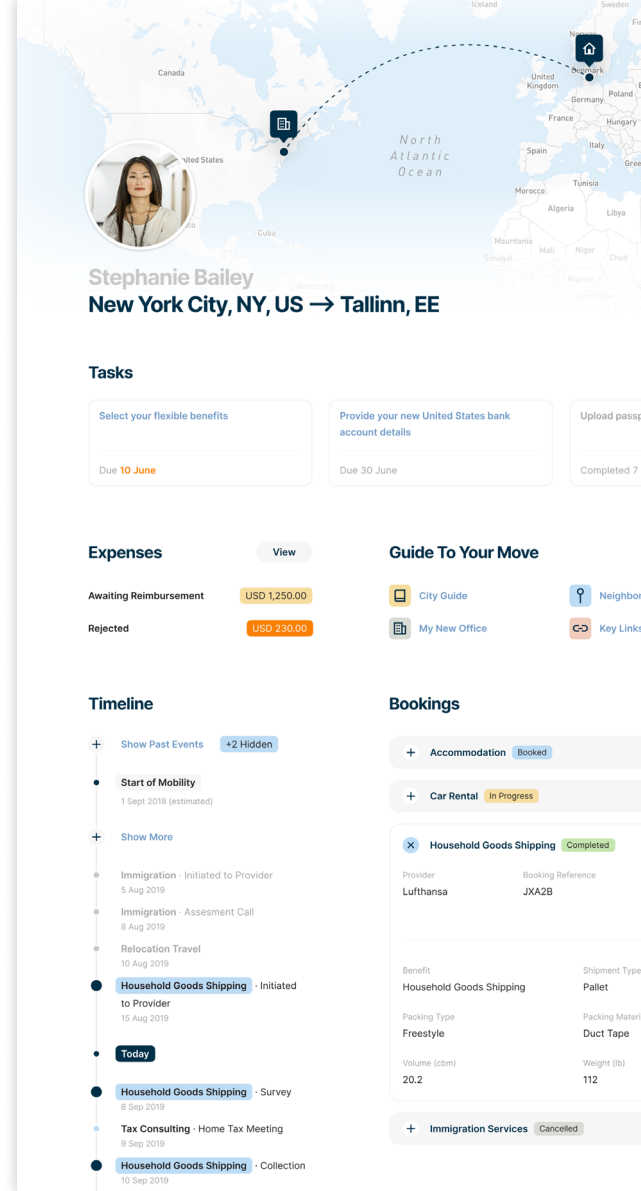


## The Solution

Groupe SEB needed a technology offering that would provide built-in best practices, enhance the value of purchased data, and provide self-service functionality such that any HRBP could log in to initiate moves. In addition, they came to Topia looking for a solution that would:

- Connect to their HCM platform
- Initiate important vendors like EY
- Provide modern tools for mobile employees
- Automate mobility processes such as document generation, package construction, and cost projections
- Facilitate easy reporting

Seeing that Topia offered the best solution to meet their needs, Groupe SEB moved forward with a solution consisting of Topia Plan, Manage, and Go with AIRINC COLA data embedded in the Topia One platform. Groupe SEB was able to take advantage of Topia's standardized best-practice approaches that are built into the products/platform and update their policies and processes accordingly. However, during the course of implementation Topia configured key compensation and COLA calculations to meet Groupe SEB's unique needs - balancing out-of-the-box standards with important configurations where necessary.





## The Results

With the support of the Topia team and taking advantage of the best practices and standards part of Topia One, Groupe SEB was able to live in a matter of weeks with minimal effort. With their new Topia solution up and running, Groupe SEB is now benefiting from:

### Efficiency Gains

- Time to initiate a move has decreased by days
- Cost estimates and balance sheets are generated instantly
- Able to initiate EY and other services automatically via tasks built into initiation workflows

### Consistently Better Employee Experiences

- HRBPs can log in directly to kickoff new assignments and relocations and the process will be the same no matter what group or country they're in
- Mobile employees have modern tools to support their relocation including City Guides, task lists, timelines, benefit explanations, and more

### Refreshed Policies

- Updated policies reflecting industry best practices
- Centralized Insights and Reporting
- Over 30 standard reports available at the click of a button in addition to limitless self-configured reports and dashboards.
- Centralized data repository for mobility information allowing for instant program insights

### Scaleability and Control

- Ability to easily add additional features and functionality available in the Topia Suite of products
- Easily add users and set permissions

Looking forward, Groupe SEB will be leveraging Topia to implement Core/Flex policies and integrate with their new Workday HCM solution. This will allow global mobility to further align itself with talent strategy and unlock new insights.

## About Topia

Topia is the leader in Global Talent Mobility. We empower enterprise HR teams to deploy, manage and engage employees anywhere in the world. The Topia Global Talent Mobility platform enables businesses to deliver mobility as part of a broader talent and business strategy with enhanced employee experiences. This drives competitive advantage by ensuring the right people in the right place at the right time. The Topia platform automates the entire global talent mobility process, from scenario-based planning, compliance risk management, expat payroll, reporting and more. Topia powers global talent mobility programs for many of the world's most trusted brands, including Schneider Electric, Dell, Veolia, Equinor, AXA. Topia has raised over \$100M from New Enterprise Associates (now NewView Capital), Notion Capital and others, and is a global company with offices throughout the Americas and EMEA.

## Connect with us

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