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Article

How a major multinational is working to overcome the barriers to improved expatriate ROI

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ABSTRACT

Despite the growing use of international assignments and the high cost of expatriates, few global firms have found the key to gauging the success of their mobility program, especially their expatriate return on investment (ROI). The author reports on one global firm that has made great strides towards a practical ROI tool by targeting the fundamental systems and processes needed to manage international assignments. The author also makes the case that an assignment's purpose, relative to business and/or organizational strategies, determines the types of inputs and outcomes to measure; and that ROI determinations for expatriates must include intangible and long-term benefits and costs. © 2008 Wiley Periodicals, Inc.

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