

## Measuring Expatriate Return on Investment in Global Firms: Easier Said Than Done

**Synopsis:** Obtaining a return on investment (ROI) from expatriates is viewed as important in many global firms, as evidenced by the considerable efforts of firms to reduce the costs of their mobility programs. A recent study at Monash University examined how expatriate ROI is measured for long-term assignments in 50 global firms.

- How managers in global firms currently define and measure expatriate ROI,
- The barriers that prevent them from implementing formal ROI procedures,
- The factors likely to impact it,
- Best practice recommendations from those firms utilizing innovative programs to improve rates of returns from international assignments.

**Date: Thursday  
15th February**

**Time: 11-12.30 am  
Singapore time**



**SPEAKER:**

Yvonne McNulty is a PhD Candidate in the Department of Management, Faculty of Business and Economics, Monash University, Australia. Yvonne's PhD research focuses on the management and measurement of international assignees and their impact on firm performance for global organizations. Yvonne has presented at local and international conferences in USA, Europe and Asia Pacific, including the recent 11th World HR Congress held in Singapore in May 2006.

**Fees:** Free for Magellan APAC members.



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