

Services

Benefits Consulting

WHAT YOU NEED TO KNOW:

Global companies may require benefits consulting as they grow in countries that have vastly differing views on benefits packages. This category includes benefits programme design, cost containment, enrollment, actuarial analysis, and full-service benefits administration—all core contributions of benefits consulting providers. Other areas of focus include healthcare strategy and plans, retirement plan design, life insurance, long-term and disability selection, employee behaviour assessment, and benchmarking.

COMPANY	URL	REACH	OTHER SERVICES
Alexander Forbes	www.alexanderforbes.co.za	EU	F&A
Capita	www.capitaemployeebenefits.co.uk	EU	IT
Partena	www.bepartena.be	EU	
Aon Hewitt	www.aon.com	Global	HB, HRM, MPHRO, P
Bcerta	www.bcerta.com	Global	
Generali	www.generali.com	Global	
Jardine Lloyd Thompson Group	www.jlt.com	Global	
Thomsons Online Benefits	www.thomsons.com	Global	IT
Willis Towers Watson	www.towerswatson.com	Global	MPHRO, HRM, IT, P, REC, REL, SCR, T&D, HRIS, I

Financial Services, Accounting & Research Analysts

WHAT YOU NEED TO KNOW:

Financial and administrative outsourcing services include accounts payable, accounts receivable, claims processing, credit and collections, general accounting, financial management, financial reporting and risk management, investor relations, payroll and expense management, recovery audit, tax management, and treasury and investment management. HR analysts analyse information and data on employment, company matters, and work-related costs that organisations may incur.

COMPANY	URL	REACH	OTHER SERVICES
Ascot Lloyd	www.ascotlloyd.com	EU	
Platin Outsourcing	www.platinoutsourcing.com	EU	P
Posti Group Corporation	www.posti.com	EU	
Sterling Outsourcing	www.sterling-outsourcing.com	EU	
Webster Buchanan Research	www.websterb.com	EU	P, HRM
AirPlus International	www.airplus.com	Global	
Alantra	www.uk.alantra.com	Global	
BasWare	www.basware.com	Global	P
BNY Mellon	www.bnymellon.com	Global	
Capita Group	www.capita.co.uk	Global	REC, IT
Elan Financial Services	www.elanfinancialservices.com	Global	P
Everest Research Group	www.everestgrp.com	Global	
Fidelity	www.fidelity.com	Global	
IDC	www.idc.com	Global	
ING Bank	www.ing.com	Global	
NelsonHall	research.nelson-hall.com	Global	CON
NCR Corporation	www.ncr.com	Global	
Phoenix ARC	www.phoenixarc.co.in	Global	
PRGX	www.prgx.com	Global	
TD Ameritrade	www.tdameritrade.com	Global	
The Hackett Group	www.thehackettgroup.com	Global	MPHRO

HR BPO/Multi-Process HRO

WHAT YOU NEED TO KNOW:

According to NelsonHall's *Next Generation Multi-Process HR Services: Intelligent Technologies v. Cloud Based HR Services* report, the multi-process HR outsourcing (MPHRO) services industry is quickly adapting to today's tech-centric world. By utilising intelligent technology and cloud-based solutions, MPHRO providers are able to drive efficiency, automate tedious processes, and increase transparency. Research also suggests that the MPHRO market is growing its delivery of HR services beyond the core bundle of workforce administration services, with an average of three services per contract.

COMPANY	URL	REACH	OTHER SERVICES
Acerta HR Group	www.acerta.be	EU	
Aditro Group	www.aditro.com	EU	F&A, FS, HCM, HRIS, IT, P, T&D
Alinga	www.acg.ru	EU	CON, P, HRM, F&A
Ascender	www.ascenderhcm.com	EU	
Bowland Solutions	www.bowlandsolutions.com	EU	HRM, IT, T&D
Cap Gemini	www.capgemini.com	EU	F&A, IT, HRM, CON
Equinity Group	www.equiniti-assured.com	EU	HRIS, F&A, P, REC, HRM, IT
Grafton Recruitment International	www.graftonrecruitment.com	EU	HRM, T&D, REC
HR Factory	www.hrfactory.com	EU	HRM, REC, T&D
IntercompGlobal	www.intercompglobal.com	EU	REC, P, HRIS
plusHR	www.plushr.com	EU	HRM, REC, HRIS
RAET	www.raet.nl	EU	HRIS, P, REC, T&D, IT
RnR DataLex Pvt. Ltd.	www.rnrdatalex.com	EU	HRM, F&A
Silent Edge	www.silentedgeitd.co.uk	EU	
Valuentis	www.valuentis.com	EU	
ZEST Outsourcing	www.hr-outsourcing.com.ua	EU	
Accenture	www.accenture.com	Global	MPHRO, HRM, HRIS, IT, REC, CON, T&D
ADP, Inc.	www.adp.com	Global	BC, HRIS, P, PEO, SCR, F&A, HRM
Ajyal Human Resources Solution & Services	www.ajyal-hr.com	Global	
Ataway	www.ataway.com	Global	HRM, T&D, P, F&A, HRIS, IT
Bearing Point	www.bearingpoint.com	Global	HRM
CGS	www.cgsinc.com	Global	HRIS, IT, T&D, REC
Egon Zehnder	www.egonzehnder.com	Global	REC, F&A, CON, HRM, IT
Genpact	www.genpact.com	Global	F&A, HRIS, I, IT, P, T&D
Infosys BPO Limited	www.infosysbpo.com	Global	F&A, HRM, HRIS, P, REC, CON
Liberata PLC	www.liberata.com	Global	P, IT, F&A
McTranz Global	www.mctranz.com	Global	HRM, T&D, IT, F&A
Neyox Outsourcing	www.neyox.com	Global	IT, HRIS, P, F&A, HRM
NGA Human Resources	www.ngahr.com	Global	MPHRO, HRM, HRIS, P
NP Group	www.groupnp.com	Global	HRM, REC, PEO
Tata Consultancy Services Limited	www.tcs.com	Global	IT, HRIS, HRM
Tech Mahindra Limited	www.techmahindra.com	Global	
WNS Global Services	www.wns.com	Global	F&A, HRM, CON
Xchanging	www.xchanging.com	Global	F&A, BC, HRM, HRIS, IT, T&D

HR Management Consultants

WHAT YOU NEED TO KNOW:

HR management consultants offer a broad array of HR-related business consulting services, including offering organisational consulting, advising on change management solutions, providing leadership development, operating company payroll and compensation, working with employee engagement initiatives, and helping companies with talent mobility.

COMPANY	URL	REACH	OTHER SERVICES
AdviserPlus Business Solutions	www.adviserplus.com	EU	
Better Business (2B)	www.betterbusinesspartners.biz	EU	
CGI Group, Inc.	www.cgi.com	EU	IT, MPHRO
CloudEleven	www.cloud11hr.com	EU	REC, T&D
Croner	www.croner.co.uk	EU	BC, P, CON, F&A
Emphasis	www.emphasis.uk.com	EU	BC, CON, P, T&D, REC
European HR Consultants	www.ehrc.net	EU	REC
Gem	www.gemsgroup-hr.com	EU	
Groupe Finaxim	www.finaxim.fr	EU	REC
Human Factors International	www.humanfactors.com	EU	T&D
H.R. Thomann Consulting	www.thomannconsulting.ch	EU	
Kirkman Company	www.kirkmancompany.com	EU	
Konsult Human Capital Solutions	www.konsulthcs.com	EU	REC
Lee Hecht Harrison	www.lhh.com	EU	REC, T&D
Management Centre Europe	www.mce.eu	EU	
Mercer Human Resource Consulting	www.mercer.us	EU	F&A, T&D, BC
OriginHR	www.originhr.in	EU	
Orion Partners	www.orion-partners.com	EU	
Quistor	www.Quistor.com	EU	HRIS, MPHRO
Sailfish Change Consulting	www.sailfishchangeconsulting.com	EU	
SD Worx	www.sdworx.com	EU	P, HRM, CON
Sopra HR Software	www.soprahr.com	EU	MPHRO, HRIS
Symbio Business Solutions	www.symbio.ie	EU	REC, T&D
Synatus	www.synatus.com	EU	
Trilations	www.trilations.com	EU	
APTMetrics, Inc.	www.aptmetrics.com	Global	HRIS
Chazey Partners	www.chazeypartnersinc.com	Global	PEO, IT
Cognizant	www.cognizant.com	Global	IT, HRIS, F&A, MPHRO
Corporate Visions, Inc.	www.corporatevisions.com	Global	
Deloitte Consulting LLP	www.deloitte.com	Global	BC, HRIS, IT, CON, F&A
Development Dimensions International	www.ddiworld.com	Global	REC, T&D
Ecode	www.ecode.org.uk	Global	
Gartner, Inc.	www.gartner.com	Global	F&A, CON
Glass Bead Consulting	www.glassbeadconsulting.com	Global	
IQ Business	www.iqbusiness.net	Global	
ISG	www.isg-one.com	Global	F&A, CON
KPMG International	www.kpmg.com	Global	F&A, P, CON
Manpower Group	www.manpowergroup.com	Global	MPHRO
PA Consulting Group	www.paconsulting.com	Global	IT, CON
PricewaterhouseCoopers	www.pwc.com	Global	F&A, CON
Saba Software, Inc.	www.saba.com	Global	HRIS, T&D, IT
WorkXO	www.workxo.com	Global	

HRIS & Web-Based Services

WHAT YOU NEED TO KNOW:

A human resource information system (HRIS) combines the effort of HR with information technology to create HR software. SaaS-based cloud technologies provide platforms for strategic operational enhancements that can generate efficiencies whilst leveraging newfound flexibility and capabilities. Cloud-based solutions can lower costs and improve an organisation's bottom line. New HR software tools have the following characteristics, according to Deloitte Consulting's *Human Capital Trends for 2017 Report*: enabling easy progress tracking, providing continuous feedback and information, deploying data/analytics, and offering easy integration.

COMPANY	URL	REACH	OTHER SERVICES
Advanced Computer Software Group	www.oneadvanced.com	EU	F&A, IT, HRM, P
Computers in Personnel	www.ciphr.com	EU	HRM, IT, T&D
MHR	www.mhr.co.uk	EU	HRM, P
Parity Training	www.parity.net	EU	REC, IT, T&D
Primacy	www.theprimacy.com	EU	
ReachMee	www.reachmee.com	EU	
Seertech Learning	www.seertechsolutions.com	EU	
TalentSoft	www.talentsoft.com	EU	REC, T&D, P, HRM, IT
Visma	www.visma.com	EU	F&A, P
Xpertivity	www.xpertivity.com	EU	IT, T&D
Zalaris ASA	www.zalaris.com	EU	P, REC, T&D
Accu-Time Systems, Inc.	www.accu-time.com	Global	IT, P, HRM
AcquireTM	www.acquiretm.com	Global	IT, T&D, REC, SCR
Avanade	www.avanade.com	Global	F&A, IT
Beeline	www.beeline.com	Global	
Callidus Software	www.calliduscloud.com	Global	T&D
Ceridian	www.ceridian.com	Global	P
Cezanne HR Limited	www.cezannehr.com	Global	
Cisco WebEx	www.webex.com	Global	T&D
CloudPay	www.cloudpay.net	Global	P
DCR Workforce, Inc.	www.dcrworkforce.com	Global	MPHRO, HRM, IT, P
EPI-USE Systems	www.epiuse.com	Global	HRM, IT, P, F&A, T&D
Epicor	www.epicor.com	Global	
Ernst & Young	www.ey.com	Global	F&A
Frontier Software	www.frontiersoftware.com	Global	HRM, IT, REC, T&D, P
Hanse Orga	www.hanseorga-group.com	Global	CON, HRM, F&A
iCIMS	www.icims.com	Global	
Infor	www.infor.com	Global	MPHRO, CON
JazzHR	www.jazzhr.com	Global	
Lever, Inc.	www.lever.co	Global	
LionBRIDGE	www.lionbridge.com	Global	
Lumesse	www.lumesse.com	Global	REC, T&D, P, MPHRO
Meta4	www.meta4.es	Global	P, HRM
NewGen Software	www.newgensoft.com	Global	F&A, P
OneSource Virtual	www.onesourcevirtual.com	Global	FS, HRM, P
Oracle	www.oracle.com	Global	HRM, BC, F&A, IT, P
Pageup	www.pageuppeople.com	Global	REC, T&D, HRM, P, F&A
Peoplefluent	www.peoplefluent.com	Global	REC, T&D
Phenom People	www.phenompeople.com	Global	
Pilat HR Solutions	www.pilat.com	Global	HRM, HRIS, IT
Provade Inc.	www.Provade.com	Global	

HRIS & Web-Based Services (Continued)

WHAT YOU NEED TO KNOW:

A human resource information system (HRIS) combines the effort of HR with information technology to create HR software. SaaS-based, cloud technologies provide platforms for strategic operational enhancements that can generate efficiencies whilst leveraging newfound flexibility and capabilities. Cloud-based solutions can lower costs and improve an organisation's bottom line. New HR software tools have the following characteristics, according to Deloitte Consulting's *Human Capital Trends for 2017 Report*: enabling easy progress tracking, providing continuous feedback and information, deploying data/analytics, and offering easy integration.

COMPANY	URL	REACH	OTHER SERVICES
PTC	www.ptc.com	Global	
Ramco Systems	www.ramco.com	Global	T&D, HRM
RChilli Inc.	www.rchilli.com	Global	
ReachMee	www.reachmee.com	Global	
Sage	www.sage.com	Global	IT
SAP AG	www.sap.com	Global	MPHRO
SAP SuccessFactors	www.successfactors.com	Global	MPHRO, HRM, I, IT, P, REC, T&D
SAS Institute Inc.	www.sas.com	Global	MPHRO, HRM, F&A
SkillSurvey	www.skillsurvey.com	Global	
Small Improvements	www.small-improvements.com	Global	
SpinifexIT	www.spinifexit.com	Global	P
SumTotal Systems, LLC, a Skillsoft company	www.sumtotalsystems.com	Global	MPHRO, REC, P, T&D
Sterling Talent Solutions	www.sterlingtalentsolutions.com	Global	SCR
Talent Guard	https://talentguard.com	Global	
Ultimate Software	www.ultimatesoftware.com	Global	HRM, P, REC
Workday	www.workday.com	Global	IT, F&A

Incentives and Recognition

WHAT YOU NEED TO KNOW:

Faced with talent deficits and a rapidly changing workforce, organisations are improving their recognition programmes to maximise workforce performance and talent retention. According to the Incentive Research Foundation (IRF)'s *2017 Trends Study*, most companies are doing this through the use of technology, with almost 90 per cent of large organisations having technology in place to support their rewards programmes. Furthermore, companies are offering a wider variety of rewards, with 84 per cent of businesses in 2016 using non-cash rewards compared to only 26 per cent 20 years ago.

COMPANY	URL	REACH	OTHER SERVICES
Achievers	www.achievers.com	Global	
BI WORLDWIDE	www.BIWORLDWIDE.com	Global	
CSI STARS	www.csistars.com	Global	
Engage2Excel	www.engage2excel.com	Global	
Globoforce	www.globoforce.com	Global	
HALO Recognition	www.halorecognition.com	Global	
Maritz Motivation Solutions	www.maritzmotivation.com	Global	
O.C. Tanner	www.octanner.com	Global	
Rideau Recognition Solutions	www.rideau.com	Global	
Rymax Marketing Services	www.rymaxinc.com	Global	

Information Technology

WHAT YOU NEED TO KNOW:

As technology becomes increasingly embedded in the business world, organisations are forced to turn outwards to manage their IT function. According to the *2017 State of the Outsourcing, Shared Services, and Operations Industry* report by HfS Research and KPMG, 94 per cent of organisations utilise IT outsourcing for both application management and infrastructure. Results indicate that executives are particularly interested in investing in robotic processing automation (43 per cent); analytics solutions (34 per cent); and social, mobile, and interactive media (33 per cent) to help grow their businesses.

COMPANY	URL	REACH	OTHER SERVICES
Infineon	www.infineon.com	EU	
Interquest Group	www.interquestgroup.com	EU	REC
KPN	www.kpn.com	EU	
Office Field	www.officefield.com	EU	
Siemens	www.siemens.com	EU	
Abbott	www.abbott.com	Global	
AMD	www.amdi.net	Global	
Atos Origin	www.atos.net	Global	
DXC Technology	www.dxc.technology	Global	
Fujitsu	www.fujitsu.com	Global	HRIS
Getronics	www.getronics.com	Global	REC
Ingentis Softwareentwicklung GmbH	www.ingentis.com	Global	
Lexmark International, Inc.	www.lexmark.com	Global	REC, F&A, P, CON, HRIS
LG Corp	www.lg.com	Global	
Ovum, Informa Group	www.ovum.com	Global	
Pillsbury Winthrop Shaw Pittman	www.pillsburylaw.com	Global	F&A
Replicon Inc.	www.replicon.com	Global	
Sopra Steria	www.soprasteria.com	Global	HRM
Tieto	www.tieto.com	Global	
Unisys Corporation	www.unisys.com	Global	HRIS
Wipro Limited	www.wipro.com	Global	HRM, F&A, HRIS

PEOs, ASOs, and Payroll Services (PEO, P)

WHAT YOU NEED TO KNOW:

Payroll outsourcing is the second largest HRO service after benefits administration. Payroll outsourcing offerings include control of cost, standardisation of process and governance, risk management, need for payroll expertise, and access to better technology. Professional employer organisations (PEOs) offer companies a co-employment service, wherein employees are paid under the PEO's federal employer identification number (FEIN) and placed on the PEO's benefits programme and workers' compensation policy. Administrative services organisations (ASOs) offer many of the same services as PEOs without the co-employer relationship.

COMPANY	URL	REACH	OTHER SERVICES
Ascender	www.ascenderhcm.com	EU	
Hilan	www.hilan.co.il	EU	IT
Intuit	www.intuit.com	EU	HRIS
Sutherland Global Services INC.	www.sutherlandglobal.com	EU	MPHRO, F&A, HRIS
Trianon	www.trianon.ch	EU	BC
Aditro	www.aditro.com	Global	HRIS
Cintra	www.cintra.es	Global	
Elanor	www.elanor.eu	Global	HRIS
FMP Global	www.fmpglobal.com	Global	HRM
G&A Partners	www.gnapartners.com	Global	HRM, P
Neeyamo	www.neeyamo.com	Global	MPHRO
Payroll Services Alliance	www.payrollservicesalliance.com	Global	
SafeGuard World International	www.safeguardworld.com	Global	
Seresco	www.seresco.com/es	Global	HRIS, T&D, HRM
Staff One HR	www.staffone.com	Global	P, HRIS, HRM, MPHRO

Recruiting, Staffing, & Search

WHAT YOU NEED TO KNOW:

The global RPO market is expected to grow rapidly through 2021, according to the *Global Recruitment Process Outsourcing Market 2017-2021 Report* by Technavio. The global RPO market is very diverse and competitive due to a large number of regional and international vendors, and there is a growing number of business process integration and new technological solutions that reduce costs and improve productivity. This category is divided into five types of services: online, recruitment technology, search, contingent labour management, and full-service recruitment process outsourcing (RPO).



PeopleScout
www.peoplescout.com

PeopleScout is trusted by businesses in more than 70 countries for RPO, MSP and total workforce solutions. PeopleScout helps clients solve their toughest talent challenges through a seamless balance of superior technology and proven expertise, and is consistently recognized as an industry leader on the *HRO Today's Baker's Dozen* lists.

peoplescout
A TRUEBLUE COMPANY

HRO Baker's Dozen
Customer Satisfaction Ratings
MANAGED SERVICE PROGRAMS
2017 Winner

HRO Baker's Dozen
Customer Satisfaction Ratings
ENTERPRISE RPO
2017 Winner

Recruiting, Staffing, & Search (continued)

WHAT YOU NEED TO KNOW:

The global RPO market is expected to grow rapidly through 2021, according to the *Global Recruitment Process Outsourcing Market 2017-2021 Report* by Technavio. The global RPO market is very diverse and competitive due to a large number of regional and international vendors, and there is a growing number of business process integration and new technological solutions that reduce costs and improve productivity. This category is divided into five types of services: online, recruitment technology, search, contingent labour management, and full-service recruitment process outsourcing (RPO).

COMPANY	URL	REACH	OTHER SERVICES
Actonomy	www.actonomy.be	EU	HRIS
ARM-Advance Resource Managers	www.arm.co.uk	EU	
Atkinson Stuart	www.atkinsonstuart.com	EU	HRM, REC
Careerplus AG	www.careerplus.ch	EU	
Cpl Resources	www.cpl.ie	EU	HRM, PEO
de Poel	www.depoel.co.uk	EU	IT, HRM
Elevate Direct	www.elevatedirect.com	EU	HRIS
Longbridge 360	www.longbridge.com	EU	
MRI Network	www.mrinetwork.com	EU	
Modis	www.modis.com	EU	
Muovo	www.muovo.eu	EU	
Natek	www.natek.com	EU	
Office Angels	www.office-angels.com	EU	
Serendi	www.serendi.com	EU	
Talent Club	www.talentclublondon.com	EU	
TALENTPEOPLE	www.talentpeople.net	EU	
WORK Group Inc.	www.workcomms.com	EU	
ACA Talent	www.acatalent.com	Global	
ADP LLC	www.adp.com	Global	MPHRO, IT, PEO, P
Advantage xPO	www.advantagexpo.com	Global	
AMN Healthcare	www.amnhealthcare.com	Global	
AgileOne	www.agile-one.com	Global	
Ajilon	www.ajilon.com	Global	
Allegis Global Solutions	www.allegisglobalsolutions.com	Global	
Alexander Mann Solutions	www.alexandermannsolutions.com	Global	
Allen Recruitment	www.allenrec.com	Global	HRIS, T&D
Antal International	www.antal.com	Global	IT
Avature	www.avature.net	Global	IT, T&D, HRIS, MPHRO
Bartech Group	www.bartechgroup.com	Global	
Boyden	www.boyden.com	Global	HRM
Candidate Manger	www.candidatemanager.net	Global	HRIS, T&D, HRM, SCR
CareerBuilder	www.careerbuilder.com	Global	SCR
Cielo	www.cielotalent.com	Global	
Fircroft	www.fircroft.com	Global	P
Geometric Results, Inc.	www.geometricresultsinc.com	Global	HRM, SCR, CON
Gr8 People	www.gr8people.com	Global	
Hays plc	www.hays.com	Global	HRM
Heidrick & Struggles International, Inc.	www.heidrick.com	Global	HRM
Hinde-Smith Ltd.	www.hinde-smith.com	Global	
Hireology	www.hireology.com	Global	

Recruiting, Staffing, & Search (continued)

WHAT YOU NEED TO KNOW:

The global RPO market is expected to grow rapidly through 2021, according to the *Global Recruitment Process Outsourcing Market 2017-2021 Report* by Technavio. The global RPO market is very diverse and competitive due to a large number of regional and international vendors, and there is a growing number of business process integration and new technological solutions that reduce costs and improve productivity. This category is divided into five types of services: online, recruitment technology, search, contingent labour management, and full-service recruitment process outsourcing (RPO).

COMPANY	URL	REACH	OTHER SERVICES
Hire Velocity	www.hirevelocity.com	Global	
Hudson RPO	www.hudsonrpo.com	Global	
IBM Kenexa Recruitment Services	www.ibm.com	Global	
Integrated Search Solutions Group	www.issg.net	Global	IT
Jibe	www.jibe.com	Global	
KellyOCG	www.kellyocg.com	Global	
Korn Ferry Futurestep	www.futurestep.com	Global	
MPS Enterprises Ltd	www.mps.fi	Global	
Novotus	www.novotus.com	Global	
PeopleScout	www.peoplescout.com	Global	
Pierpoint International	www.pierpoint.com	Global	
PrincetonOne	www.princetonone.com	Global	
Pontoon Solutions, Inc,	www.pontoonsolutions.com	Global	
PRO Unlimited	www.prounlimited.com	Global	
Qandidate.com	www.qandidate.com	Global	
Randstad Sourceright	www.randstadsourceright.com	Global	
Resource Solutions, Inc.	www.resourcesolutions.com	Global	IT, P, CON, HRM, REL
Robert Walters plc	www.robertwalters.com	Global	MPHRO
Russell Reynolds Associates	www.russellreynolds.com	Global	SCR
Search Wizards	www.searchwizards.net	Global	CON
Sevenstep	www.sevensteprpo.com	Global	
SocialTalent	www.socialtalent.co	Global	
Spencer Stuart	www.spencerstuart.com	Global	
WilsonHCG	www.wilsonhcg.com	Global	
Work4	www.work4labs.com	Global	
Yoh	www.yoh.com	Global	

Relocation

WHAT YOU NEED TO KNOW:

New technologies, demographic changes, and emerging political, economic, and security complexities are shaping the global mobility landscape and causing relocation practices to evolve. According to Crown World Mobility's *World Mobility Perspectives—2017 Global Mobility Trends* report, companies that are able to align their relocation programmes to their overall talent strategies, simplify the mobility process, provide more flexible mobility programmes, and meet the specific needs of their employees will see an impact on the bottom line.



MoveCenter

www.movecenter.com

MoveCenter is proud to be the oldest and most stable Women's Business Enterprise in the relocation industry. Our clients' global programs range in size from one to 1,000 initiations a year and we feel our success is partly evidenced by our 100 per cent client retention rate for 25 years (and counting!).



TheMIGroup

www.themigroup.com

Nothing fits quite like a made-to-measure mobility program. When it comes to relocation, TheMIGroup knows that every corporation and relocating employee is different. That's why we take the time to understand our client's needs and create custom solutions for the right fit, every time.

Whether relocating talent regionally or overseas, TheMIGroup has the experience and range of services to deliver a seamless relocation experience. TheMIGroup—Just a Better Fit.



COMPANY	URL	REACH	OTHER SERVICES
---------	-----	-------	----------------

Eurohome Relocation Services	www.eurohome-relocation.com	EU	
Executive Relocations	www.executive-relocations.com	EU	REC
Human Entrance	www.humanentrance.com	EU	
NIM.MERSION	https://nimmersion.com	EU	
Saunders 1865	www.saunders1865.com	EU	SCR, F&A
Thorey Relocation Services	www.thorey-services.de	EU	
Altair Global	www.altairglobal.com	Global	
ARC Relocation	https://arc relocation.com/	Global	
CapRelo	www.caprelo.com	Global	
BGRS	www.brookfieldgrs.com	Global	F&A, P
Cartus	www.cartus.com	Global	T&D
Cornerstone Relocation Group	www.crgglobal.com	Global	
Crown Worldwide Moving & Storage	www.crownwms.com	Global	BC, T&D, F&A
Global Mobility Solutions	www.gmsmobility.com	Global	

Relocation (continued)

WHAT YOU NEED TO KNOW:

New technologies, demographic changes, and emerging political, economic, and security complexities are shaping the global mobility landscape and causing relocation practices to evolve. According to Crown World Mobility's *World Mobility Perspectives – 2017 Global Mobility Trends* report, companies that are able to align their relocation programmes to their overall talent strategies, simplify the mobility process, provide more flexible mobility programmes, and meet the specific needs of their employees will see an impact on the bottom line.

COMPANY	URL	REACH	OTHER SERVICES
Graebel Relocation Services Worldwide	www.graebel.com	Global	BC, FS, T&D
IMPACT Group	www.impactgrouphr.com	Global	T&D
Irishrelo	www.irishrelo.com	Global	
MoveCenter	www.movecenter.com	Global	BC, F&A
MSI Global Talent Solutions	http://msigts.com/	Global	
NEI Global Relocation (NEI)	www.neirelo.com	EU	
NuCompass Mobility Services Inc.	www.nucompass.com	Global	
OneSource Relocation	www.OneSourceRelocation.com	Global	
Paragon Relocation	www.paragonrelocation.com	Global	
SIRVA Worldwide, Inc.	www.sirva.com	Global	
TEAM Relocations	www.teamrelocations.com	Global	
TheMIGroup	www.themigroup.com	Global	
TTHCURZON Relocation	www.tthcurzonrelo.com	Global	
Weichert Workforce Mobility	www.weichertworkforcemobility.com	Global	
XONEX Relocation, LLC	www.xonex.com	Global	

Screening & Workplace Security

WHAT YOU NEED TO KNOW:

The sixth *European Working Conditions Survey* respondents were asked if they had been exposed to different forms of adverse social behaviour—results indicated some had recently been subjected to verbal abuse (11 per cent reported this), unwanted sexual attention (2 per cent), humiliating behaviour (6 per cent) or threats (4 per cent); physical violence (2 per cent), sexual harassment (1 per cent) and bullying/harassment (5 per cent). Companies can eradicate these issues and more by employing screening services to offer employment and education verification as well as criminal background checks to help companies mitigate risk.

COMPANY	URL	REACH	OTHER SERVICES
First Advantage	www.fadv.com	EU	
Security Watchdog, Capita Resourcing Ltd.	www.securitywatchdog.org.uk	EU	
Accurate Background, Inc.	www.AccurateBackground.com	Global	
Backgrounds Online	www.backgroundsonline.com	Global	
Corporate Screening Services, Inc.	www.corporatescreening.com	Global	
CSS	www.csscheck360.com	Global	
Extended DISC	www.ExtendedDISC.org	Global	
HR ProFile, Inc.	www.hrprofile.com	Global	
HireRight, LLC.	www.hireright.com	Global	
Justifacts Credential Verification, Inc.	www.justifacts.com	Global	
PeopleG2	www.peopleg2.com	Global	

Sourcing Consultants & Legal Services

WHAT YOU NEED TO KNOW:

BPO requires the use of lawyers and sourcing advisors. These consultants provide advice for buyers to when discussing HRO decisions with their CEOs. Costs can run as high as \$2 million per mega-assignment, and these advisors excel at what they do and hold the key to continued HRO and BPO growth.

COMPANY	URL	REACH	OTHER SERVICES
Blake Morgan	www.blakemorgan.co.uk	EU	
Capital Law	www.capital-law.co.uk	EU	
Dentons	www.dentons.com	EU	
Foot Anstey	www.footansteys.com	EU	
Graphite HRM Ltd	www.graphitehrm.com	EU	T&D
Allen & Overy	www.allenoverys.com	Global	
Baker McKenzie	www.bakermckenzie.com	Global	
Bersin by Deloitte	www.bersin.com	Global	
Bird & Bird	www.twobirds.com	Global	
DLA Piper	www.dlapiper.com	Global	
Freshfields Bruckhaus Deringer	www.freshfields.com	Global	
ISG	https://isg-one.com	Global	
Linklaters	www.linklaters.com	Global	
Mayer Brown	www.mayerbrown.com	Global	
Morgan, Lewis & Bockius LLP	www.morganlewis.com	Global	
Morrison & Foerster LLP	www.mofo.com	Global	

Training & Development

WHAT YOU NEED TO KNOW:

LinkedIn Learning Solutions' *2017 Workplace Learning Report* finds 69 per cent of learning and development professionals believe that talent is the number one priority for an organisation. However, to unlock the full potential of this talent, learning and development needs to be placed at the core of business strategy. By leveraging technologies such as e-learning, webinars, and mobile apps, learning and development programmes can build a reliable leadership pipeline for organisations and help close the skills gap.

COMPANY	URL	REACH	OTHER SERVICES
The Cegos Group	www.cegos.com	EU	REC
EXECT Business Training	www.exectgroup.com	EU	
JBS International, Inc.	www.jbsinternational.com	EU	
KnowledgePool	www.knowledgepool.com	EU	
Making Great Leaders	www.makinggreatleaders.com	EU	
Revelation Training	www.revelationtraining.co.uk	EU	
Saffron Interactive	www.saffroninteractive.com	EU	IT
SkillSoft	www.skillssoft.com	EU	
SpaceMinds	www.spaceminds.com	EU	HRM
Cornerstone On Demand	www.cornerstoneondemand.com	Global	HRIS, REC
CrossKnowledge	www.crossknowledge.com	Global	HRIS
Expertus	www.expertus.com	Global	HRIS, REC, CON, MPHRO
Global Learning Partners	www.globallearningpartners.com	Global	
Hemsley Fraser	www.hemsleyfraser.co.uk	Global	
ILX Group	www.ilxgroup.com	Global	
Infor	www.infor.com	Global	
IT inlingua International Ltd.	www.inlingua.com	Global	
Intrepid Learning Systems	www.intrepidlearning.com	Global	HRM, HRIS
Kineo	www.kineo.com	Global	
McKinney Rogers	www.mckinneyrogers.com	Global	
NIIT	www.niit.com	Global	
OPP	www.opp.com	Global	
Raytheon	www.raytheon.com	Global	
Saba Software, Inc.	www.saba.com	Global	IT, SCR
SumTotal Systems, LLC, a Skillsoft company	www.sumtotalsystems.com	Global	HRIS
Tata Interactive Systems	www.tatainteractive.com	Global	
The Training Associates	www.thetrainingassociates.com	Global	T&D
Vertex Solutions	www.vertexsolutionsgrp.com	Global	IT, HRM, T&D