How-to guide
Three steps to help you deliver global benefits best practice

Global Employee Benefits
Watch 2017/18 Series
Introduction

As the pace and scale of change in global benefits increases exponentially, this how-to guide will run you through what you need to do to ensure you are not left behind.

To follow the global benefits best practice blueprint, as outlined in our recent Global Employee Benefits Watch 2017/18 report, you must:

- Define a global benefits strategy
- Align your people strategy to business outcomes
- Go digital and embrace a lean HR approach

Of those organizations already following this best practice blueprint, 100% considered that they were effective or very effective in meeting their business objectives*.

*Global Employee Benefits Watch 2017/18
Define your global benefits strategy

By adopting and implementing global benefits strategies, organizations are more successful in achieving their objectives.

The first step is to evaluate your approach.

- Consider what you are trying to achieve with your global benefits program, what success looks like and how this relates to your overall people and business objectives.
- Identify which core global benefits delivery initiatives contribute most directly to your success and focus on these.
- Build an integrated and aligned global benefits strategy to deliver this.

The majority of organizations are on the journey to implement robust global benefits governance.

Highest priority initiatives within organizations’ global benefits strategy:
Avoid the benefits silo

Align your strategies and infrastructure.

- Get under the skin of your employee value proposition (EVP) and people strategy. Design, deliver and communicate benefits that enhance and support both.
- Review the role of infrastructure and digitization. Look to HR shared service centers, (HRRS) global HCM and benefits tech platforms to streamline and automate processes.
- A well-established strategy and strategic alignment are just two of the key components of an effective approach. The real advantage comes from both alignment and sticking with your strategy over time.

Organizations with aligned global people and benefits strategies are over 60% more likely to say they are very effective or effective at meeting their objectives.

- Mature global benefits strategy and aligned to people strategy: 38.8% very effective, 34.6% effective.
- Immature global benefits strategy (less than 3 years or just implementing) but aligned to people strategy: 50.0% very effective, 50.0% effective.
- Mature global benefits strategy, but not aligned to people strategy: 25.0% very effective, 75.0% effective.

Very effective at meeting their objectives: Green, Effective at meeting their objectives: Red, Somewhat effective at meeting their objectives: Purple, Ineffective at meeting their objectives: Yellow.
Go digital

- Adopt a lean HR approach by combining HRSS and global HCM and benefits technology to reduce your administration burden, without sacrificing the employee experience. This model provides the most efficient and practical way to lever the value employers need from their benefits globally.

- Benefit from mutual reinforcement between a global benefits strategy and the HR infrastructure to deliver it.

- Use benefits data to measure, report on and improve your initiatives. The advantages of continuously measuring and analyzing benefits data globally include reducing risk, cutting costs, and enhancing the employee experience.

33% of organizations are very effective or effective at meeting their global benefits objectives when they have HRSS in place.

It takes benefits teams on average 16 days per month per country to administer their benefits when benefits technology is used globally, versus 21 days per month per country without automation.
By following these three steps, you will find that you are able to better measure, adapt and most importantly improve the success of your benefits program all over the world.

You will be:

• **Twice as likely** to budget and predict global costs.
• **Twice as likely** to be offering benefits employees want.
• **95% more likely** to be offering benefits that impact and drive strategic business objectives.

Isn’t it time you followed the global benefits best practice blueprint?

E: connect@thomsons.com
W: www.thomsons.com
@ThomsonsOnline
www.linkedin.com/company/thomsons-online-benefits