

Supporting assignees and their families with corporate relocation

Our full service offer

Corporate relocations – a sign of intentional growth and success, and a cause of celebration for organisations and assignees alike.

However, without a strategic support plan in place, **relocations can become very costly failures.**

Depending on the level and position, studies cite the cost of unsuccessful relocations to range between \$65,000 to a million USD*. And, of course, there are also long-lasting impacts on productivity and employee wellbeing.

In your experience, what are the fundamental reasons international relocations fail?

*International Assignment Failure and Tacking Methods, FEM, 2016



If the family of the assignee is overlooked, they end up unhappy and uncomfortable in their new environment

Top 5 Reasons for international relocation failure*:

1. Unhappy partner
2. Lack of job satisfaction
3. Employee performance
4. Children issues
5. Inability to adapt to new culture

Ultimately, to help mitigate failure, it is important to **consider the assignee's partner and children in any relocation support plan.**

*Relocating Partner Survey, EY, 2018



What are the solutions?

- A holistic, all-round approach to relocation.
- A streamlined support plan with a **reduced number of agencies involved.**
- Any potential risks identified **as early in the process as possible.**

**If the assignee's family are supported and happy in their new environment,
the risk of assignment failure is greatly reduced**

Founded in 1989 and 1992 respectively, RLI and Edufax are **industry-leading brands** with outstanding reputations for delivering **business-boosting results** through educational relocation guidance, language courses, cross-cultural training, and learning solutions.

Around two years ago, RLI and Edufax partnered to provide **support to children** that needed **pre-departure language training** and **mother tongue maintenance** whilst abroad, expanding on Edufax's Dutch language offering and educational relocation services.

Now, we are looking to develop our partnership further

Combining over **60 years of experience**, RLI and Edfax have established an innovative full-service offering

- Expanding our partnership to provide a **fully-supportive, streamlined process** – with educational relocation solutions **all in one place**.
- Our innovative offering will contribute towards several relocation and pre-departure needs, **reducing lengthy processes** and the number of agencies involved.
- We see this as an effective way to **avoid relocation failure**, we can help partners, who can experience isolation or exclusion in their new country causing difficulties with settling, leading to possible failure of placements; And, children whose academic and developmental success are at risk in light of a relocation to a new school environment, new culture, and new language challenges to overcome.

In summary, we aim to reduce the barriers to people going on assignments to other countries and provide a total package solution to all our clients.



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