

Next Gen GM

THIS IS THE PERFECT TIME...



Life is currently unrecognisable to what we all knew before the harrowing battle against COVID 19.

I hope in many ways we will all learn lessons from this pandemic and start to rationalise our decisions in the future. If perhaps companies had made more sensible monetary decisions and listened to their valuable employees with cost saving initiatives, we may not be in such a challenging time financially.

This is the perfect time to make some positive changes and modify the way we work!

We also need more compassion across the world. As the Chancellor of the Exchequer, Rishi Sunak stated, "we will be judged by our capacity for compassion and individual acts of kindness". I have personally found great light through this dark tunnel. I was furloughed from April 2020 and likely facing redundancy. I am also on my own, so it is quite lonely. I could have gone into a state of panic, worry and crawl into a dark hole, which I have done before during periods in my life where I felt this was my only option.

I decided that I wanted to take an entirely different direction!

I decided for my mental sanity, as I do suffer with stress and anxiety, to be wholly positive and focus on who I am, what I want from my life personally and professionally and set some exciting goals for myself.

I have supported my local community with gestures of kindness and support. I have taken full advantage of video calls with my family and friends, increased my general knowledge playing Linkee and had lots of giggles! Laughter currently is essential and for those who know me, I laugh a lot! I have joined many online exercise groups and from this I have made some amazing new friends and developed some amazing connections that I hope will continue well into the future. I am embracing each day with a smile on my face and a belief we will come out the other end of this stronger, more determined to support each other.



I have been able to offer advice and support to companies who wanted to use this time to learn about alternative, not necessarily better, ways of managing worldwide payroll and compliance.

I offered ideas on shadow payroll providers that could offer a tailored solution but more importantly how to create a worldwide process internally that meets the needs of the business and payroll teams. I explained the essential need to talk to the payroll teams and understand their requirements and how to support them with expatriate payroll obligations. If you do not focus on your end user and make a policy and process that has buy in from all parties, you will fail at the first hurdle. It is key to remember that Global Mobility is a complex area and in order to make it work in organisations, you need to share specialist knowledge in a way that can be understood by all. I love to help people and share knowledge, so this has been an invaluable opportunity for me as from these discussions I have made friends and shared experiences we never would have previously done. I have also learnt about new technology platforms that could be a game changer for international payroll!

As a friend within the Global Mobility industry said to me, “enjoy being you” and she hopes “we will all become a better kinder version of ourselves” following the pandemic. I realised I am stronger and more courageous than I ever thought I was before this crisis.



Leaders must redefine their focus on meeting the core needs of staff, ensuring their wellbeing and sustained motivation to help them deal with this hourly changing situation.

We should remember that our amazing NHS staff are highly skilled and motivated and have great wisdom, experience and profound values of compassion. My final point is for us to consider the emotional turmoil of many of our international assignees. Many assignees have been unable to return home during this time and a friend of mine, an assignee working in Italy, told me “it’s like living in a war zone, unable to leave my apartment, trapped, isolated and terrified I won’t see my family again”.

The uncertainty surrounding the Coronavirus is bound to cause stress and anxiety with constantly changing news reports, travel restrictions, and concerns for your own and your loved ones’ health. I personally advised my friends in this position to always stay connected via any means possible with family, friends and colleagues, maintain your routine, don’t over read the news if possible, keep active and do online exercise classes as this will also make you laugh. Most of all, to remember with every challenge we face, our souls get brighter, we find courage in ourselves and we realise how important it is to embrace your own story and create a positive ending.

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