Repatriation and Reassignment

Challenge

Your company needs a program to address cultural changes, support retention and provide a tool for extracting and reinvesting your expatriates’ knowledge.

Solution

Prudential Relocation’s repatriation program eases the transition to life back home. After spending time internationally, assignees are often unaware of current events and cultural changes that may have occurred at your company and in their home countries. Our repatriation program begins with an initiation and a needs assessment questionnaire similar to the initiation we provide to assignees at the beginning of an assignment. This gives the expatriate and family the opportunity to “capture the experiences” of the assignment and begin preparing to leave while still in-country. Our team then designs a program to be delivered within six weeks of the family’s arrival in the home country. Participants examine problems of readjustment and explore ways of dealing with their country, themselves and their families during their absence. They anticipate and make provisions for the personal and professional impact these changes will have on their lives and future.

At the conclusion of the program, Prudential Relocation submits a report on each participant and family. The report includes:

- Feedback to the client on the repatriation experience of the expatriate and family
- Identification of career planning needs for the expatriate and spouse/partner
- Summary of the assignee’s international business skills which the client may wish to use to plan future assignments
- Recommendations for addressing expatriate assignment issues

In some instances, assignees are sent to another assignment immediately, rather than returning to their home country. Prudential Relocation can provide the training and development necessary to make this follow-up assignment a success.

The Prudential Relocation Advantage

- Increases employee retention
- Identifies new career-pathing opportunities for newly obtained skills and knowledge
- Promotes simple and timely transition for assignee and family