



8 Corporate Relocation Tips for Happier Employee Transfers

Moving for a job is a big deal for employees and the employers moving them. A smooth move can pave the way for a seamless transition into a new position or facility, which is of huge value to businesses. Here are eight tips for making your next corporate relocation the easiest one yet.

1 BE CLEAR ABOUT RELOCATION POLICIES

A corporate relocation is a careful balancing act. Each party must feel the process is fair, especially when it comes to money.

Having clear, well-expressed policies prevents misunderstandings and increases the likelihood of a successful move. Employees need to know what's paid for and what's not. They need to know the specific relocation services the company provides. And they need the information in writing. That protects you from misunderstandings that arise in verbal agreements, and it provides a ready reference for employees.

2 FORGE RELOCATION SPECIALIST PARTNERSHIPS THAT ADD VALUE

The logistics of a relocation often demand skills, products, and services that are not core competencies of your company. So, cultivate partners that can help ease the burden for the employee and for you. For example, when you partner with PODS®, your transferees enjoy simplified moves with single points of contact, flexible scheduling, and access to secure storage centers. PODS also adds certainty in pricing for your company with its lump sum and direct billing options. When you partner with other specialists like pet services and relocation specialists, you offer your employees expert help adjusting to their new surroundings.

3 CONSIDER COST OF LIVING DIFFERENCES

A person earning \$70,000 in Dodge City, Kansas, moving to Baltimore, Maryland, will experience a cost of living increase of almost 20 percent. An equivalent home will cost 35 percent more, and they'd need to make more than \$83,000 per year to stay on an even footing. So it's often important to make corporate relocation assistance available for more than just moving expenses. Cost of living subsidies, help with child care, and loans to bridge time between mortgage transactions can help cover the difference between earnings and livings costs. Of course, in some cases, a salary bump won't hurt either.

4 MOVE SKILLED EMPLOYEES WHO EMBRACE CHANGE

If a transferee doubts their ability to transition, you are adding risk to an already risky event. It's also important to ensure a good job fit. Moving someone without the experience or skills required and hoping they'll get up to speed is asking a lot. They face moving challenges, and they also face adjusting to an unfamiliar workplace where they haven't developed a strong support network. Be sure the employee is up for it before investing in a relocation.

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5 MAKE THE RELOCATION PACKAGE CONVENIENT AND DESCRIPTIVE

Each employee relocation is unique. Some transferees go ahead of family while others move together. In all cases, moving is complicated. Whatever you can do to make it easy helps turn a stressful situation into a manageable one. Instead of bombarding employees with folders filled with paper, provide information on USB drives or in the cloud. If your company has enough relocations to justify an instructional app, even better. Consider information you can include that provides assurances to your relocating employees. For example, when PODS is part of your relocation package your transferees enjoy the peace of mind that comes with PODS' reputation for reliability and security. Go beyond just putting words on paper and describe the services employees will have access to.

6 EMPOWER EMPLOYEES WITH RESOURCES AND INFORMATION

Design your relocation services to empower employees. Consider using short videos to introduce them to their new location. In addition to overviews of the workspace and facilities, include information about what's nearby. Providing an overview of neighborhoods close to the job helps employees narrow their search for homes or apartments. Provide information about registering vehicles, public transportation, schools, and getting drivers' licenses.

7 MAINTAIN A PERSONAL TOUCH

Don't go so overboard with technology that you remove people from the process. While employee relocation apps can help transferees track expenses, organize receipts, and keep checklists, it's still important to have the human touch. To avoid becoming impersonal, set up regular times for HR to check in with transferees. It's amazing what you can find out about how your transferee's relocation is going just by informally chatting over coffee.



8 OFFER FLEXIBLE STORAGE OPTIONS

Employees are not moving specialists. Most people underestimate the time and space they'll need for transporting their belongings. Often, they don't ask for storage options, even though many say afterward they wish they had. Plus, they are dealing with the challenges of purchasing and selling homes, and adapting to a new city. This is another place where PODS excels at relocations. With storage options at both ends of their move, transferees don't have to deal with loading and unloading multiple times. Instead, they get flexibility in storing their personal items and a helping hand to support them at what might otherwise be a stressful time.

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