

2026 Global Mobility Blueprint

Understanding the shifting landscape of global workforce mobility is essential for aligning your talent strategy with broader business goals.

What You Need to Know

> A new tie for top priority

Improving the assignee experience and using mobility as a strategic lever for talent acquisition and retention are now tied as the number-one priorities for mobility professionals.

> Rebalancing cost control

Implementing cost-saving measures has dropped from the second in 2025 to the fifth highest priority in 2026. Organizations are recognizing that investing in employee well-being and personalized relocation experiences is an effective, long-term retention and cost-control strategy.

> The AI horizon

Currently, only 27% of mobility teams report actively using AI, and primarily to automate routine tasks and enhance data reporting. However, as HR and IT departments continue to integrate, AI adoption is expected to accelerate rapidly.



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> Agility in assignment types

While permanent transfers and one-way moves continue to dominate (anticipated to be used most by 47% of respondents), businesses are increasingly seeking agile solutions, including short-term assignments and commuter arrangements, to navigate ongoing global volatility and react quickly to shifting talent demands and regional circumstances.

> Strategic realignment

Mobility teams are increasingly reporting into blended HR, Finance, and Talent Acquisition functions, reinforcing mobility's role as a vital driver of overall corporate strategy.

Key Takeaways for Mobility

> Prioritize the human element:

With the assignee experience tying for the top priority, focus on providing empathetic, personalized support. Regularly measure employee sentiment at different points along their journey to ensure your relocation benefits truly meet the unique needs of your mobile population.

> Allocate relocation investments intentionally:

Rather than simply cutting budgets, focus on understanding the true ROI of each assignment type. Balance traditional, resource-intensive long-term assignments with flexible, agile move types to make the most of your investment without sacrificing the employee experience.

> Prepare for AI integration:

If you haven't already, begin collaborating with your IT department to build a strategic roadmap for AI adoption. Thoughtfully integrated technology and AI tools can handle repetitive administrative tasks, giving your team more time to focus on strategic initiatives and empathetic assignee support.

> Maintain flexible, compliant policies:

While 71% of mobility leaders feel their suite of policy approaches is flexible enough to meet current demands, it is crucial to continually refine them. Ensure your program can accommodate diverse demographic preferences and changing global compliance requirements without adding overly burdensome complexity.

Ready to take the next step?

Our purpose is to be a trusted, authentic partner, counted on to take care of people and businesses throughout every chapter of their mobility stories. If you are ready to enhance your employee experience while making the most of your mobility investments, we are here to support you.

Schedule a Strategy Session with Our Experts