

FORTUNE 50 HEALTHCARE

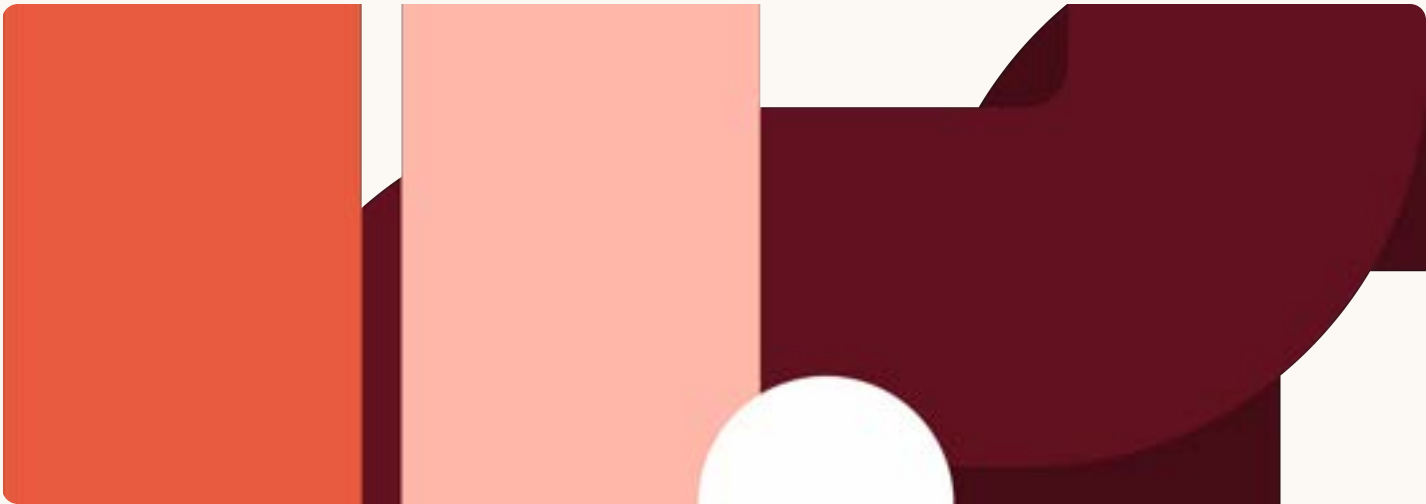
How a Fortune 50 Healthcare Company Modernized Its Global Talent Mobility Program: Significant Program Cost Savings and Elevated Employee Experience

One platform, four systems consolidated, and a program that scaled from the U.S. to more than 60 countries.



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How a Fortune 50 Healthcare company modernized its global talent mobility program

With Relocity's talent mobility tech platform, a Fortune 50 Healthcare company unified systems, reduced policy exceptions, and delivered a scalable mobility strategy across 60+ countries, driving measurable cost savings and improving compliance.

A Fortune 50 Healthcare company set out to modernize its global talent mobility program with a clear mandate: **reduce complexity, lower costs, and deliver a faster, more personalized experience for relocating employees worldwide.**

They approached global transformation with the intention of beginning in the U.S., not as a pilot but as the strategic foundation of a phased global rollout. **Relocity's technology platform** was at the center, supported by a tightly aligned cross-departmental team and an integrated partnership with their relocation management company (RMC) and tax & immigration provider. Together, they saved significant annual program cost savings, integrated four disconnected systems, reduced relocation initiation time, and created a seamless, automated employee mobility experience that scaled across teams and regions.

From procurement to HR, finance to talent mobility, the program delivered measurable impact, operational clarity, and an employee experience that scaled across borders.

This is how a global enterprise modernizes with intention.

Key outcomes in the United States

98%

Reduction in the time required to present employment offers

A transformation in operational speed from days to hours.

\$\$

Significant annual program cost savings

Achieved through process automation, ecosystem integration, and faster cycle times.

76 NPS

A score of 70+ is world-class

Signaling a breakthrough in employee experience and satisfaction.

70%

Reduction in exceptions

A consistent rules engine minimized variation and ad-hoc approvals for greater policy compliance.

95.7%

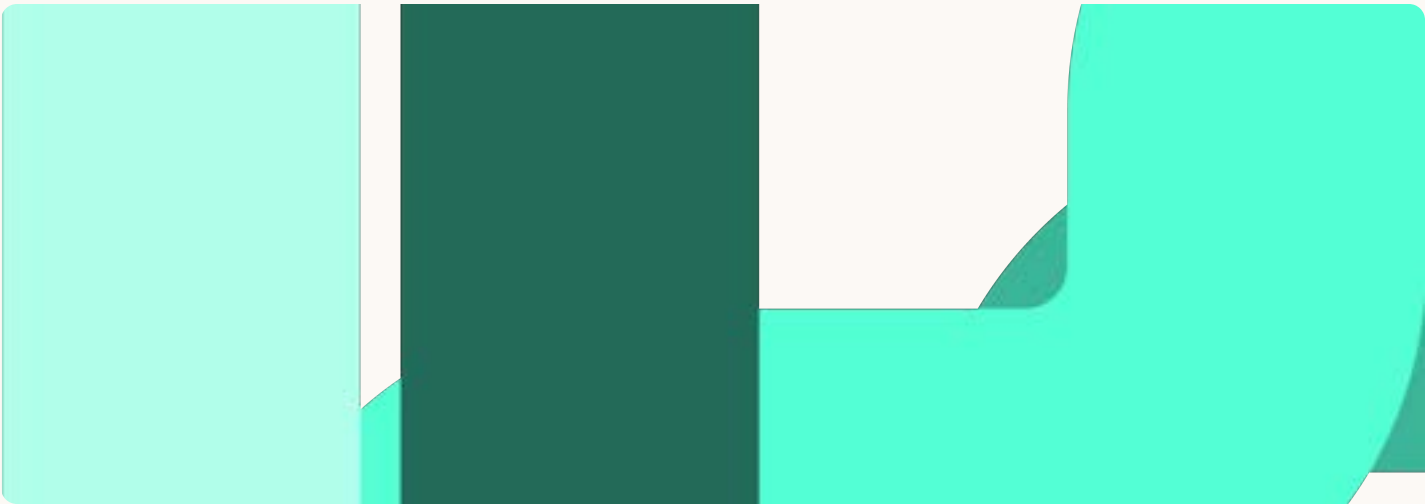
Employee app adoption

Ease of use and clear value to employees.

4+

Systems consolidated into Relocity One

Streamlining workflows, access to vendor systems, and centralizing reporting.



Moving talent is mission-critical

With more than 138,000 employees in over 60 countries, the company's ability to move talent is mission-critical. Mobility enables cross-functional leadership, supports enterprise agility, and drives talent acquisition in high-demand and highly regulated markets.

The existing program was effective but increasingly inefficient, built on disconnected tools, redundant workflows, and global variability. This Top 10 Life Sciences company needed a system that could flex to regional requirements while providing consistency and control at scale.

Number of employees

138,000

Sector

**Healthcare &
Pharmaceuticals**

Operating in

60+ countries



“The Talent Mobility app, powered by Relocity One, delivers a consumer-grade, mobile-first experience that transforms how our employees relocate. Through bi-directional API integrations, the platform streamlines communications, processes, supplier connections, and expense management — driving efficiency, cost effectiveness, and a seamless journey for our talent. By digitizing the employee experience, the company sets a new standard for how global talent relocates.”

Director, Mobilization Enablement,
Global Talent Management
Fortune 50 Healthcare company

The 'why now' moment

The journey began with internal feedback. The company conducted a Voice of Customer (VoC) initiative across former relocating employees, talent acquisition, mobility, and business unit HR.

The results were clear: **the mobility experience was too manual, fragmented, and dependent on workarounds. Employees were confused, managers were overburdened, and vendor touchpoints lacked consistency.**

At the same time, the company's broader HR transformation efforts were accelerating. With the implementation of Workday Recruit, the mobility program was ready to upgrade. HR identified it as the next function needing digitization, particularly given its importance to global hiring and internal movement.

This convergence of internal insight, tech modernization, and business urgency formed the 'why now' moment. They knew it needed more than a vendor. It required a long-term platform partner and a plan to build confidence before scaling.



Prove the model, then scale

From the start, the company set out to modernize global talent mobility – intentionally launching in the U.S. as the first step in a global strategy. This was not a pilot, but a deliberate move to streamline fragmented processes, connect data across systems, and build internal confidence ahead of international scale.

With **Relocity One** as the technology platform powering the single point of access for mobile employees, the U.S. rollout focused on four critical priorities:

01

Unifying disconnected tools into a single automated platform.

02

Enabling real-time data sharing across Workday, Relocity, the RMC, the tax & immigration provider, and internal mobility teams – eliminating manual processes, rekeying, and subsequent delays.

03

Capturing employee satisfaction and business impact through new insights to guide the global expansion.

04

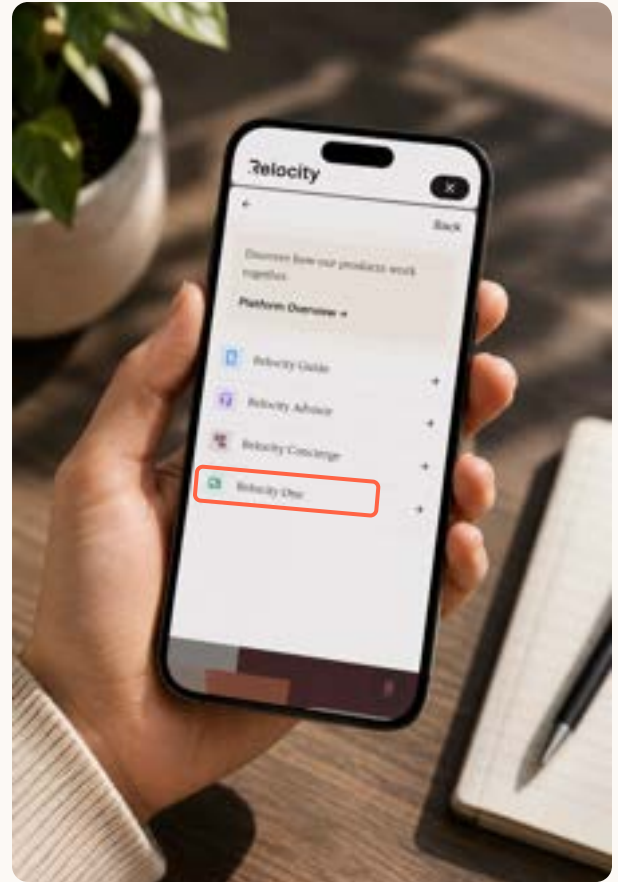
Delivering a best-in-class employee relocation experience.



Relocity One

Relocity One became the digital front door for all relocations. The platform is integrated with Workday, the immigration & tax provider, the RMC, and key service partners, including household goods and temporary housing providers, to optimize services, automate data handoffs, and centralize communication for every stakeholder.

Relocating employees benefited from a dramatically improved experience. Instead of navigating disconnected systems and manual processes, they now had a personalized, mobile-first platform that guided them step by step, answered questions in real time, and reduced confusion throughout the journey. The result was higher satisfaction, faster onboarding, and greater confidence in every move.



Compliance without complexity

Relocity One gave the company a reliable way to apply policy globally while adapting to regional nuances like taxes, immigration, and even state-specific guidelines. This shift dramatically reduced the risk of out-of-policy exceptions and made audit reporting significantly easier.

KEY FEATURES INCLUDED

- ✔ Personalized, AI-driven mobile app experience for employees
- ✔ Bi-directional integration with existing HRIS and service providers
- ✔ Smart triggers and validation rules to reduce exceptions
- ✔ Scalable architecture to support global configurations

For finance and procurement, Relocity's SaaS model improved cost predictability while reducing costly policy exceptions and overall program costs. For HR and mobility, the experience felt intuitive, integrated, and finally aligned to the needs of modern talent.

WHY RELOCITY:

- | | |
|---|--|
| 01 Deliver enterprise-ready solutions that scale globally. | 02 Provide true partnership from RFP through global rollout. |
| 03 Simplify relocation with a consumer-grade employee experience. | 04 Integrate seamlessly with Workday, immigration & tax providers, and your RMC. |
| 05 Ensure compliance with configurable policy logic. | 06 Support global expansion with scalable, localized architecture. |
| 07 Extend your brand with a white-labeled, tailored app. | 08 Drive engagement with customizable communications. |



Unified from the inside out: aligning people, processes, and platforms

Modernizing mobility at an enterprise level requires more than just new technology. It takes alignment across departments. The company's procurement, finance, and talent mobility came together around a shared strategy and a single platform to deliver measurable results and an elevated employee experience.

PROCUREMENT

The sourcing team ran a structured RFI and RFP, driven by an emphasis on long-term value, innovation, and integration. Relocity emerged as the strongest fit, not only for its platform but also for its commitment to partnership.

TALENT MOBILITY

The platform allowed the team to enforce policy compliance, adapt to local needs, and move talent quickly.

FINANCE

Cost visibility and standardization became immediate wins, helping optimize compliance and global budget planning to dramatically reduce overall program costs without sacrificing program quality.

Proven global scale

The company's mobility transformation has expanded seamlessly from the U.S. to more than 60 countries. A strong domestic foundation – built on infrastructure, alignment, and stakeholder access – created measurable improvements, team-wide confidence, and a repeatable framework that delivers impact worldwide.



Outcomes delivered for the U.S. domestic program

Relocity One delivered far more than a technology upgrade. It drove operational efficiency, enhanced the employee experience, and achieved the outcomes outlined for the company's US domestic program.

98%	Reduction in the time required to present employment offers. Reduced friction and delays for HR teams and relocating employees, enabling faster onboarding and a smoother start.
\$\$	Significant annual program cost savings. Achieved through reduced exceptions, fewer vendors, cycle time reductions, and simplified resource allocation.
76 NPS	A clear signal of improved employee satisfaction and experience. 70+ is considered world-class, reinforcing that the transformation was not only operationally effective but truly user-centric.
70%	Reduction in exceptions. Built-in logic and automated validations minimized ad hoc decision-making and enforced consistent global compliance.
95.7%	Employee app adoption rate. The personalized, mobile-first experience made relocation support easier to navigate and more engaging for employees.
4+	Disconnected systems consolidated into Relocity One. Refined workflows and eliminated redundant tools, unlocking end-to-end visibility and cross-functional collaboration.

Global success

The program has scaled worldwide, adapting to regional compliance, language, and process requirements. Relocity One delivers true global configurability without sacrificing governance, integrating country-specific rules, tax logic, and localized content into a single, scalable platform.

This modernization redefined global talent mobility: Relocity One unified operations, streamlined workflows, and enabled consistent, employee-first support worldwide.

The result is a modern, compliant ecosystem delivering measurable impact everywhere.

A blueprint for global talent mobility modernization

In a global business environment defined by uncertainty, speed, and competition for talent, this company's mobility transformation offers a blueprint: act with intention, scale with confidence, and deliver with partners who understand what's at stake.

This initiative wasn't a tech upgrade. It was an enterprise shift in how global talent mobility operates at scale. The company redefined what's possible by reducing cycle times, allowing for fewer policy exceptions, consolidating systems, and improving employee satisfaction, while partnering closely across HR, procurement, and digital functions to do it right.

FOR CHROS

Proof that mobility can become a strategic lever for retention, leadership development, and global hiring.

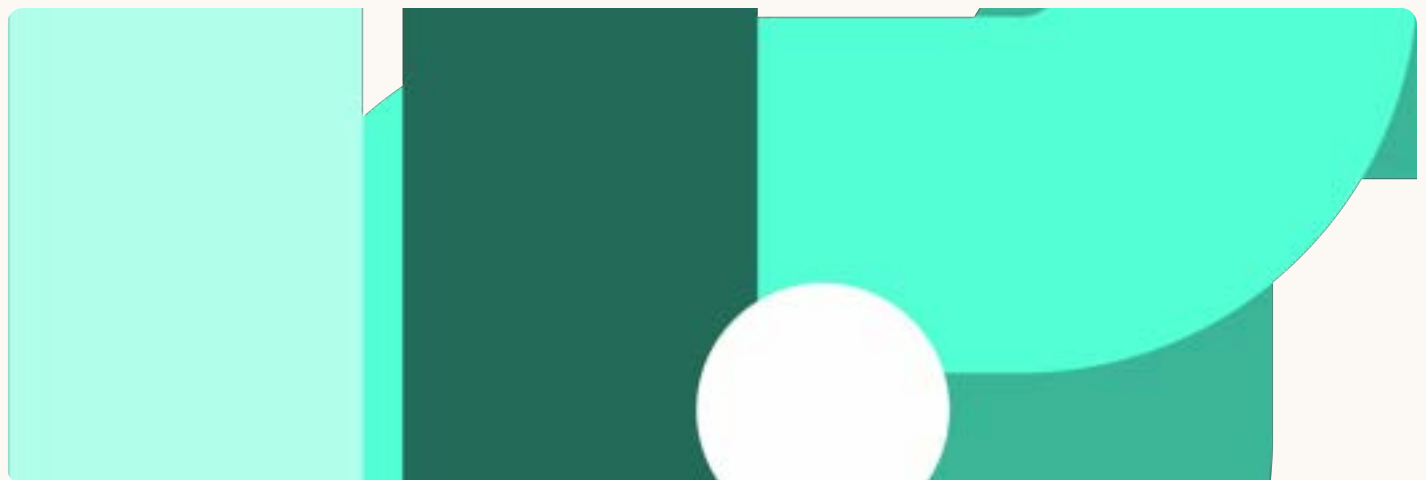
FOR CFOS

It demonstrates how cost control, automation, and vendor consolidation can deliver significant annual program cost savings without sacrificing experience.

FOR COOS AND MOBILITY LEADERS

It shows how to reduce risk, enforce compliance, and still offer flexibility across 60+ countries.

This program worked because it wasn't just driven by tools – it was backed by alignment, clarity, and execution.



Key principles for enterprise transformation

- ✓ Modern mobility must deliver business outcomes. Faster hiring, better data, and real savings – not just smoother logistics.
- ✓ Transformation only works with aligned teams and adaptable tech. The company succeeded because procurement, HR, and digital functions moved together.
- ✓ Global consistency requires local flexibility. With the right architecture, scale and customization are not mutually exclusive.
- ✓ Waiting comes at a cost. The longer a mobility program runs on legacy processes, the more expensive, inefficient, and disconnected it becomes.

**This isn't incremental change.
It's proof that modern mobility
– done right – creates real
business value.**



CONCLUSION

An integrated relocation ecosystem, proven at scale

"We're honored to collaborate with a Fortune 50 Healthcare company to enhance their talent mobility program. As an HR technology provider reimagining the global relocation experience for Fortune 1000 companies, Relocity was chosen through a rigorous selection process to deliver a seamless, consumer-grade experience for our clients' global talent, catalyzing their digital transformation journey.

Our clients' Talent Mobility app, powered by Relocity, proves the impact of an integrated relocation ecosystem — scaling outcomes for employees, talent, and relocation suppliers worldwide."

— Klaus Siegmann, Founder and Chief Executive Officer of Relocity

Ready to transform your mobility program, drive efficiency, and elevate your employee experience?

Request a Demo →

www.Relocity.com

Relocity