

Unlocking Strategic Time



The Issue

Global mobility teams spend too much time on tactical work — manual data entry, repetitive reporting, exception handling, fragmented employee communications, and financial reconciliation. That burden limits time for the work where mobility creates the greatest business value: talent planning, compliance risk management, employee experience, and strategic advisory.

At its core, this is a time-allocation challenge. Every hour spent chasing updates across systems, correcting bank account errors, or re-explaining policy benefits is an hour not spent helping the business make smarter mobility decisions.



The Mobility Impact

How global mobility programs save time and elevate impact starts with reducing the tactical work that slows teams down. Manual reporting, fragmented systems, exception handling, and compliance interpretation do more than drain capacity — they delay decisions, increase risk, and keep mobility teams from focusing on workforce strategy.

As program complexity grows, so does the coordination burden. A single relocation can involve 30+ service-side actors, 13+ communication channels, and 15+ systems — far more than manual processes were designed to manage. Modern mobility tools help close that gap by automating routine tasks, standardizing decisions, and returning time to teams — so mobility can shift from managing transactions to advising the business more strategically.



Reclaiming Time, Reclaiming Influence

Every process automated or simplified returns time to the mobility team's calendar for the work only they can do: advising the business.

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By the Numbers

Weichert Workforce Mobility's *Designing Mobility for Success* research, based on insights from 99 global mobility managers and directors and industry benchmarking, shows that mobility's time challenges are consistent, measurable, and closely tied to program impact:

44%

of mobility professionals cite exception handling as their most time-consuming daily task.

91%

of mobility leaders are responsible for cost projections, and 83% prepare cost estimates for most full-service moves, yet most still rely on manual spreadsheets.

58%

cite compliance expertise across tax, immigration, and legal as fundamental to their role — work that is manual, high-stakes, and easy to bottleneck.

81%

cite technology and AI as critical future skills, yet only 5% of companies have fully integrated AI into mobility operations.

73%

of organizations centralize mobility to enable compliance, cost control, and strategic alignment — underscoring how much is riding on the team's bandwidth.

90%

of organizations do not formally track post-assignment attrition, and only 35% feel empowered to adjust their own processes — signs of reactive, rather than strategic, time management.

Where the Time Actually Goes

Across Weichert's client portfolio, the heaviest time-drains fall into five buckets: technology and automation gaps, payroll and finance reconciliation, exception management and compliance, employee experience and communication, and limited capacity for strategic advisory work. The [Addendum linked here](#) maps each of these to a concrete solution.

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Our Recommendations

Automate the repetitive work first.

Deploy AI Move Summary and the Expense Report Redesign to eliminate the manual data entry and status-compiling that eats into every move — freeing counselors for higher-value conversations instead of data wrangling.

→ **Quick win:** ~10 minutes saved per update request, plus up to 35% faster expense entry.

Get ahead of exceptions before they become escalations.

Put Exception Process Automation and Compliance Playbooks in place to convert exception handling — the single most time-consuming task for 44% of mobility professionals — from reactive firefighting into a predictable, governed process.

Make policy self-service the default, not the exception.

Roll out PolicyCast/PolicyChat and a framework so employees get answers without a counselor, cutting repetitive inquiries and freeing the team to focus on complex, high-touch cases.

Modernize the financial back office.

Adopt Bank Account Validation via API, the AI-Based Expense Audit, and Budgeting Dashboards to remove manual reconciliation and put accurate, self-serve cost data in front of business units instantly.

Convert saved time into a seat at the strategy table.

Use Mobility Analytics Dashboards and the ROI Formula to translate the hours reclaimed above into measurable business outcomes — the evidence mobility leaders need to shift from tactical support to enterprise strategy.

Each of the recommended tools listed here is available within the **Weichert Go** platform.



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The Bottom Line

Time is the scarcest resource on any global mobility team, and most of it is still spent on tactical, repetitive work rather than strategic advisory. By automating tactical tasks, standardizing compliance, and improving employee communication, mobility teams reclaim their time and reposition themselves as the strategic advisors their organizations need.

Continue the Conversation

This guide is part of Weichert's *Designing Mobility for Success* research series, based on insights from 99 global mobility managers and directors. Explore the companion reports for additional perspectives on the evolving role of mobility:

Part 1

[Structure, Strategy, and the Expanding Role of Mobility Teams](#)

Part 2

[Empowering Mobility: Technology, Data, and the Human-Centered Future](#)

Turn Insight into Action

Whether your goal is to improve efficiency, strengthen compliance, enhance the employee experience, or align mobility with broader business objectives, Weichert Advisory Services can help you identify opportunities and build a roadmap for success. Learn more by visiting our **[Advisory Services page](#)**.

Weichert Workforce Mobility has prepared this information from the most current data available. Clients are advised to consult their own tax and legal counsel regarding any interpretation of IRS regulations or subsequent changes in policy.

Looking for more information on this or any mobility topic?

Email us at solutions@weichertwm.com

Or visit us at weichertworkforcemobility.com

Unlocking Strategic Time - Addendum

Time Wasters at a Glance

A concrete map of the tasks eating into mobility teams' time, why each one is costly, the data behind it, and the mobility solution that addresses it — for Global Mobility owners to use in prioritizing where to act first.

Time Waster	Why it Wastes Time	Supporting Data	Weichert Solution	Impact
Searching across systems for updates	Manual tracking across platforms delays responsiveness to business units and leadership.	Move summaries take ~10 minutes to compile	AI Move Summary	One-click update generation
Reliance on spreadsheets for cost estimates	Static tools slow decision-making and increase error risk.	83% prepare cost estimates for most moves	Average & Median Spend Dashboard	Instant, data-driven estimates
Bank account validation errors	Repeated corrections disrupt payment workflows.	Fragmented systems create delays and confusion.	Bank Account Validation via API	Reduces errors and rework
Decentralized budgeting reconciliation	Fragmented systems create delays and confusion.	91% responsible for cost projections	Budgeting Dashboards	Aligns mobility with finance
Exception handling and approvals	Chasing approvals creates workflow bottlenecks.	44% say it's the most time-consuming task	Exception Process Automation	Predictive dashboards reduce firefighting

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Time Waster	Why it Wastes Time	Supporting Data	Weichert Solution	Impact
Navigating compliance requirements	Manual interpretation drains time and increases risk.	58% cite compliance expertise as critical	Compliance Playbooks & Checklists	Streamlines tax, immigration, legal tasks
Reports and spend elements	Manual reporting consumes time better spent on insights.	65% use KPIs; 42% co-develop with suppliers	Mobility Analytics Dashboards	Real-time visibility into spend, exceptions, satisfaction
Stakeholder escalations	Reactive management pulls focus from strategy.	Escalations drain strategic focus	Cross-Functional Collaboration	Reduces ad hoc approvals
Repeated employee questions	Lack of self-service tools wastes team bandwidth.	90% measure success by employee satisfaction	Self-Service Tools	Empathy-driven, tech-enabled support
Fragmented communication channels	Disjointed tools lead to missed messages and inefficiency.	82% use satisfaction surveys to guide decisions	Advanced Tools for Feedback	Real-time issue routing to CX teams
Limited strategic involvement	Tactical focus limits strategic contribution.	Only 35% feel empowered to adjust processes	Mobility Analytics Dashboards	Enables evidence-based advisory
Lack of ROI measurement	Time spent without visibility into value.	90% don't track post-assignment attrition	ROI Formula for Mobility Programs	Links mobility to business impact

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Time Waster	Why it Wastes Time	Supporting Data	Weichert Solution	Impact
Tactical overload (vendor admin, compliance queries)	Operational drag reduces strategic capacity.	73% centralize mobility for strategic alignment	Peer Benchmarking & Feedback	Elevates mobility's role
Time to view where an employee is in their journey	Delayed visibility hinders proactive support.	30+ service-side actors, 13+ channels, 15+ systems per move	AI Move Summary	Centralized, real-time view of employee status
Manual receipt auditing (if in-house)	Time-intensive and distracts from strategic finance tasks.	Time-consuming and error-prone	AI-Based Expense Audit	Faster, automated auditing