



Advancing Global Talent SM



The ability to navigate successfully across cultures is not a luxury. It is a necessity.

IOR Global Services is a leading provider of global mobility and talent management solutions designed to **advance employee effectiveness across cultures**. Our personal attention to details and problem-solving capabilities provide peace of mind during exciting and uncertain times.

Destination Services

Language Solutions

Intercultural Training

Global Talent Management

Quality Driven

There is no room for error in global relocation. The investment a company makes in its talent is high, and assignees face numerous challenges adapting to their new environments. IOR provides high-touch, personalized service allowing our clients' employees to become immediately productive in their new role. Employees and families receive consistent high quality services across the globe as they learn to adapt and settle into their new location.

Responsive & Flexible

Your company's talent is our top priority. IOR's single-point-of-contact model streamlines the relocation process. When a program is authorized to IOR, our Client Services Managers respond within 4 hours. We deliver exceptional, consistent and comprehensive services across the globe. Our focus is to save your company time and money while protecting and caring for your global talent.

Cost Conscious & Technology Enhanced

Value matters. IOR creates innovative programs that leverage the latest technology offering convenience, quality and cost savings. As technology becomes more integrated with global mobility services, IOR is focused on providing unique solutions. From online training to complimentary reporting, IOR utilizes technology to enhance our services and simplify the process for you. This allows us to spend more time with your most important assets ...**your global talent.**

32
Years of Industry Leadership

3,200
Global Consultants



70+
Countries

99.3%
Recommendation Rate

Destination Services



We ease the transition and reduce the challenges and complexity of international relocation through:

- Area Tour/Orientation
- Home Finding
- School Search
- Settling In
- Departure Services

*"I got superior support and a very warm and helpful welcome – it was a great experience. **I have had other foreign assignments without IOR's service. IOR made it so much quicker and easier!**"*

Assignee, Global Automotive Manufacturer

Language Solutions



Global business demands that we communicate effectively across languages and cultures. IOR provides:

- Language Training
- Language Training for Groups & Individuals
- Advanced Business Language Coaching
- eLearning
- Translation

*"The smartest thing I did was to learn the language while on assignment. **I got access to people I never would have** and got a lot done by being able to build strong relationships."*

Assignee, Global Industrial Company

Intercultural Training



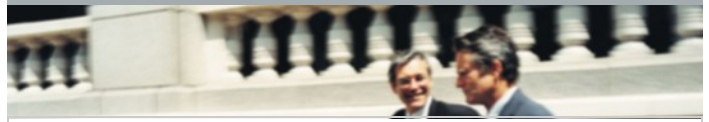
Employees who have the skills to maneuver fluidly across cultures are more successful in global business. We provide:

- Intercultural Training for Expatriates
- Global Management Training
 - Working Globally
 - Regional Business Briefings
 - Building Intercultural Competence
- Assessment Tools
 - Employee Development & Selection

*"It was the most **rewarding, enlightening and confidence building** two days I have had in a while."*

Assignee, Oil and Gas Producer

Global Talent Management



Developing your company's talent is more crucial than ever in today's dynamic innovation economy. IOR supports your investment through:

- Global Leadership Development
- Global Team Building
- M&A Cultural Integration
- Assessment Tools
 - Employee Development & Selection
 - Coaching/Group Learning/Consulting

*"**It should be a mandatory training for any global manager.** We now understand the differences of culture and have adjusted our behaviors and approaches in order to **reach high performance.**"*

Director, Medical Component Manufacturer

Why IOR?

At IOR, we help our clients advance in the global marketplace. Our primary goal is to partner with you so that we can provide the best solutions to the global challenges you face. We create value by offering:

- 32 years experience and knowledge
- Consistently exceptional quality
- High-touch personal service
- Unparalleled responsiveness and flexibility
- Innovative technology solutions
- Extensive global reach

Call us today to discuss your global talent needs.