

## Short-Term Assignment Challenges

Cartus research confirms that more organizations are encouraging a mobile workforce by increasing short-term assignments, motivated by budgetary pressures, the shrinking labor pool, and a greater demand for flexibility in the workplace. Short-term assignments for project work, knowledge transfer, and career development are becoming more commonplace, and with the trend come new opportunities and obstacles for companies and their employees.

Survey respondents have consistently identified personal issues as top challenges for short-term assignments, in which assignees are expected to accomplish goals quickly, often with less preparation than long-term assignees, and with more separation from family and familiar networks. Cartus Short-Term Assignment Support prepares assignees to manage the unique stresses of a short-term assignment.

### Key Features

- Virtual training with a senior Cartus Training Consultant and Country Expert
- Overview of key target country business protocol and business mindset
- Strategies for managing the cultural adjustment cycle and separation from family
- Trainer-facilitated analysis of employee's Country Navigator™ cultural profile as it compares to the target country
- 12-month license to Country Navigator

### Program Benefits

- More flexible scheduling results in less time away from work and family
- Customized, trainer-facilitated solution allows for fast application of knowledge gained
- Employee and family gain awareness of common short term assignment challenges
- Web-based resource supports continuous on-the-job learning
- Employees start their assignment prepared to make the most of their brief time in the host country

We develop individual competencies and organizational capabilities to accelerate global business performance.



For more information on how Cartus' Intercultural & Language Solutions can help you, please contact [intercultural&language@cartus.com](mailto:intercultural&language@cartus.com)

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