

Relocation Hong Kong: Settling in China - without the fire-crackers

Our client

The innovative telecommunications technology developed by picoChip is integrated into cellular networks around the world. Demand for the specialist products has led to global expansion and operations that cross many cultural as well as geographical borders. The experience and knowledge of key picoChip staff is called on internationally, requiring frequent overseas business travel as well as relocation on permanent and temporary assignments.

Underpinning the success of its global growth is picoChip's sensitivity to the challenges of doing business internationally and a commitment to ensuring that staff who need to travel are fully prepared for all aspects of living and working abroad.

The brief

The emerging Chinese market represents significant opportunities for picoChip - developing a presence in the region is a key strategic objective. Fundamental to achieving this goal was relocating a senior UK employee to Hong Kong for a 9 month assignment.

The brief to expatknowhow was to;

- Advise & assist picoChip with all legal, contractual & logistical matters concerning the relocation.
- Provide the employee & his family with all necessary practical support for a stress-free transition from the UK to Hong Kong
- Prepare the employee & family so they arrived culturally adjusted to their new environment

Solution

Working alongside picoChip, expatknowhow implemented structured programmes, tailored specifically to the business, the employee and the destination.

For picoChip

- **Expatriate Service Program**
 - Step by step, comprehensive programme to include; Benefits review, overseas assignment policy support, cost of living allowance data and contract creation.
- **Consultancy**
 - Ongoing advice relating to all aspects of the relocation.

For the assignee

- **Relocation advice & assistance**
 - Face to face consultation with employee & family. Advice encompassing; immigration, visas, tax, & social security, accommodation search, shipment & storage, insurance & travel.
- **Cross-cultural training**
 - Online Intercultural Assessment & Skills Development Program.

Outcome

The relocation process was seamless for all parties with the employee able to settle immediately and to focus on delivering business objectives from the outset. In this instance, picoChip's investment in expatknowhow represented just 3% of the total assignment cost.

Feedback

The services provided by Expatknowhow allowed us to send one of our valued employees overseas knowing he had been provided with best information to help him and his family settle quickly and knowing we had met all legal and organisational requirements with regard to posting someone to Hong Kong.

Laura Dumbleton, VP Human Resources picoChip

Expatknowhow – for business

Limiting the pain of change. Bespoke programmes to support and train staff through Expat & Repat relocation. Designed to sustain performance and ensure retention through the transition process.

at work all over the world

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