



NEW JERSEY RELOCATION COUNCIL

RELOCATION FOCUS

Newsletter of the New Jersey Relocation Council

November 2019

WELCOME!

New Jersey Relocation Council welcomes you to our Fall 2019 Conference at the Hanover Manor. We have planned an exciting day for you; including industry related sessions that have applicable WERC designation credits and the opportunity for you to meet with fellow Global Mobility Professionals within the Tri-State area and beyond. Our conference has been awarded the following industry credits: Corporate Members who attend the Corporate Roundtable will be eligible for 2 CRP credits and 2 (S)GMS/(S)GMS-T credits and the General Meeting 3 CRP credits and 3 (S)GMS/(S)GMS-T credits.

We extend a warm welcome to our new members and encourage your involvement by becoming a volunteer for one of our many committees. A very special thank you to our sponsors who's generosity provides NJRC with the necessary support to continue our growth and the ability to provide quality events.

NJRC needs your suggestions and ideas for future meetings. After the conference, we will email you an on-line survey and ask that you take a moment to complete the form. Your feedback is imperative for our continued growth and for the development of future conferences. We appreciate your insight as we strive to develop events that meet our members' interests and needs.

We are looking forward to a day of learning, networking and friendship building. *We wish everyone this holiday season moments of love, laughter and goodwill, and may the year ahead be full of contentment and joy!*

NJRC Spring Conference
Planning Committee

President's Message



Dear NJRC Members and Attendees,

Whether you're a corporate HR professional managing a complex mobility program or a supplier of services navigating the changing needs of the marketplace, we're all in the position of balancing our limited time, energy and resources. As my dad used to say to me, we can do almost anything we want, but we can't do everything. Our challenge in the fast-paced world of global mobility is to make decisions about what will provide the best return for our efforts while meeting our personal and professional needs.

The "this or that syndrome" is a balancing act for all of us.

On a personal level, we've got unlimited demands on our time. Family, work, community. How do we balance our desire to learn and improve relationships and ourselves while still getting things done at work and in our communities?

On a professional level, there never seems to be enough hours in the day to get through all of the tactical chores and be more strategic. We've got so many things to consider – service vs. cost; process vs. experience; success vs. failure; flexible vs. structured; needs of the many or the few; and on and on.

Our role at NJRC is to help you find your balance and present options for consideration. We bring together industry professionals in all aspects to provide a sounding board for you to pressure test ideas and determine your most effective path forward to meet the unique needs and challenges you face.

NJRC's Planning Committee has curated a Fall agenda to help you get a little of everything – personally and professionally - to keep you from going over the edge and address the FOMO (fear of missing out). From program benchmarking, education and social networking to supporting our Veterans, NJRC has a great day prepared to help you Find your Balance and advance your goals.

Last, but not least, a sincere thank you to our sponsors, Planning Committee and NJRC Board for making this day possible. Please take a few minutes to visit with them to see how they can help you balance your personal and professional plans.

Thanks for joining us today. As we approach the end of the year, I wish you and yours a holiday season filled with good food, love and laughter.

All my best,

Ron Labin, CRP, SGMS-T
NJRC President

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Finding Balance

Fall Conference 2019

AGENDA



2 CRP credits and 2 (S)GMS/(S)GMS-T credits for the Corporate Roundtable
3 CRP credits and 3 (S)GMS/(S)GMS-T credits for the General Meeting

9:30 - 10:00AM Corporate Round Table Registration

10:00 - 12:00PM Corporate Roundtable

Corporate attendees will join together to discuss the latest affairs in Global Mobility. Our Corporate members from Merck, Teva Pharmaceuticals, Pfizer, ADP, Johnson & Johnson and many others look forward to this time prior to the conference to discuss amongst themselves current and future industry related topics.

11:00 - 12:00PM General Registration

12:00 - 1:00PM Lunch with **Community Outreach Presentation**
Moderator:
Sarah Simonetti, GMS, Director of Business Development, *Interconex*

In honor of Veterans Day, Monday, November 11th, NJRC has chosen Community Hope as this year's charity. Community Hope "Hope for Veterans Program" is the largest nonprofit serving homeless veterans and their families in New Jersey. With the support of NJRC, we will be accepting donations during the meeting along with the opportunity to volunteer and be part of Community Hope that does so much for our veterans and their families. What better way to give back to our veterans who have given so much of themselves to Honor our Country and Democracy? Seems so little compared to their sacrifices.

1:00 - 1:15PM **Welcome Remarks**
Ron Labin, CRP, SGMS-T
NJRC President, *Plus Relocation*

1:15 - 1:45PM **Lump Sum Mixer**
Moderators:
Ron Labin, CRP, SGMS-T, *Plus Relocation*

We'll kick-off our Fall meeting with an interactive, "mingle" using a lump sum policy activity designed to give you a transferee's experience of building your benefits. You'll balance speed and networking to solve this all-to-common challenge!

1:45 - 2:45PM **Navigating the Generational Mix: Improving Communication and Engagement in a Multi-Generational Workforce**
Keynote Speaker:
Alissa Carpenter, M.Ed

Our workforces are more diverse than ever. Teams are working across roles, generations, and cultures... From virtual spaces and varied mindsets. So how do we achieve authentic understanding in the workplace with so many different people in the mix? It begins with communicating across our differences and with candor. This interactive conversation will bring to light challenges, power dynamics, and opportunities to create a stronger and more cohesive generationally diverse workforce.

2:45 - 3:00PM Break

3:00 - 4:00PM **It's all about the Employee Experience...**
Moderator:
Jade Chang, Client Engagement Manager, *AIRINC*
Panelists:
Sue Blasius, Global Mobility Manager, *ADP*
Robin Patterson, Global Mobility Manager, *Colgate-Palmolive*
Ursula Wong, CRP, GMS, GMS-T, Global Mobility Manager, *Prudential Financial*

Mobility's has continued to focus on delivering value to stakeholders. AIRINC's 2019 Mobility Outlook Survey reported 63% of participants making efforts to improve employee experience. To achieve this, mobility leaders are simplifying administration, adding flexibility to policy and leveraging digital platforms to engage their global mobile workforce. Join us for an interactive panel discussion where Mobility leaders discuss recent first-hand experiences designing with employee experience initiatives. Attendees will gain insights into the considerations, challenges, and outcomes of industry leaders' efforts to improve their employee's mobility experience.

4:00 - 4:15PM **Closing Remarks**
Ron Labin, CRP, SGMS-T, *NJRC President*

4:15 - 6:15PM **Cocktail Reception**

Time for our day to change from an educational platform to a social gathering, join us for cocktails and appetizers with an opportunity to win a raffle prize!



New Home, New Life, New Jersey: Part 3 *The Veterans*



By Sara Simonetti, GMS

Our family counts a handful of veterans among us, some Army, some Navy, and a few Marines. We consider ourselves grateful and lucky. They are well, and have completed their service without major incident; but they are different from those of us who have not served. They complain less, they accept challenges more readily, they are disciplined in ways that make them successful and dependable, and they have an inner strength and fortitude that only practice could develop. Yet, we know, that we are fortunate.

Some veterans, having faced tremendous crises while on active duty, return home with scars that are sometimes visible, and sometimes not. They have repatriated to a home that has changed in their absence, as many of us in the Mobility world may have heard or imagined. Some have had experiences that have caused them unimaginable stress and illness, and have altered their abilities to cope with life in a civilian world.

On behalf of the NJRC Community Outreach Committee, we have chosen to collaborate with Community Hope NJ, and the Support Services for Veteran Families, which serves Veterans and Veteran Families in the following communities: Bergen, Burlington, Essex, Hudson, Hunterdon, Mercer, Middlesex, Monmouth, Morris, Ocean, Passaic, Somerset, Sussex, Union and Warren counties.

“A proactive approach to helping veterans and their families with immediate support when facing homelessness. We provide rapid re-housing to homeless veterans in addition to keeping veteran households from losing their housing when they are facing eviction. Our first priority is to either assist the family in remaining in their current housing, or, if they are homeless, to quickly locate and help them secure affordable housing. To accomplish this, we assist in the housing search; provide access to emergency housing when possible in the interim; intervene with landlords; provide support and case management services that can include assistance with medical care, mental health or

substance abuse treatment, child care and job training. Temporary financial assistance may also be available to help with such expenses as security deposits, back rent, utility payments or bedding and household essentials.

Delivering a rapid response has proven essential to meeting the needs of veterans and their families, especially those we have rescued from living in shelters, emergency motels, their cars or the woods.”

We ask you to kindly participate in these ways: First, you may make a monetary donation that will assist the organization to continue providing this much needed support to New Jersey’s veterans, so that they can continue to heal, and participate in our workforce and communities. Second, you may volunteer for the Veterans Flag Day 5K Run and Fun Walk, which will take place in June 2020 (plenty of time to start running laps!) as either a runner or walker – individual or team – or by sponsoring. There will also be opportunities to volunteer as a race day helper as the event draws nearer. Your contribution will go a long way to ensure that Veterans and their families remain in safe and supportive environments, and help them to transition back into civilian life successfully.

Also, a brief reminder: the NJRC Community Outreach Committee, with the support of our membership and Worldwide Employee Relocation Council, has offered scholarships to college-bound high school seniors who meet specific requirements as set forth by ERC. If you would like to volunteer for our committee, please contact sara.simonetti@interconex.com. We will begin discussing the Scholarship Program for Spring 2020 just after the Fall 2019 Conference.

Thank you to the NJRC Membership and Sponsors for allowing these donations to be possible, and for furthering our commitment to make a positive impact in our local New Jersey Communities.

Kind regards,
NJRC Community Outreach Committee





The NJRC would like to take the time to thank all of our generous sponsors who support our valuable forum for education and exchange of ideas. Sponsorship provides many benefits, but most importantly it helps ensure that NJRC remains the source for regional relocation networking and information.

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NJRC Community Outreach



Presenter:
Sara Simonetti, GMS
*Director of Business Development,
Interconex*

Throughout her nearly 19-year career at Interconex, Sara has been involved with operations, customer care, and business development of the company, as well as special projects within and outside of the office. She is the current NJRC Community Outreach Chair, and is on the Board of New York Council of Relocation Professions in NYC. She speaks three languages and holds a Third Degree Black belt in Martial Arts. Sara lives in New York with her partner and is responsible for developing relationships throughout the Northeast Region and beyond.

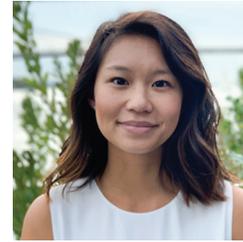
Navigating the Generational Mix: Improving Communication and Engagement in a Multi-Generational Workforce



Keynote Speaker:
Alissa Carpenter, M.Ed

Alissa Carpenter is a multigenerational workplace expert and owner of Everything's Not Ok and That's OK, where she provides training, consulting, and speaking services to organizations all over the world. She has an MEd in Social and Comparative Analysis in Education from the University of Pittsburgh and is a Gallup-Certified Strengths Coach. Her work helps to bridge communication gaps across generations, job functions, and geographies, and she has worked with organizations ranging from non-profits to multi-billion-dollar enterprises. She has delivered a TEDx talk on authentic workplace communication, and has been featured in media outlets including Forbes, NPR, ABC, FOX, and CBS. Her book, *How to Listen and How to Be Heard: Inclusive Conversations at Work* (Career Press), is set to release next year.

It's all about the Employee Experience...



Moderator:
Jade Chang
*Client Engagement Manager,
AIRINC*

Jade joined AIRINC's Client Engagement group in 2015. Since that time, she has specialized in servicing clients throughout the Northeast U.S. Jade primarily services large managed programs focused within the Pharmaceutical and Banking industries. Jade is also a member of AIRINC's Advisory Services team with a specialized focus on benchmarking and data analytics. Within the team, she has worked on a variety of policy projects across a multitude of industries. Jade received her B.A. in Economics from Boston University and is based in New York NY.



Panelist:
Sue Blasius
Global Mobility Manager, ADP

Over 30 years in the relocation industry. Nineteen years with ADP. Ten years of international experience. Eleven years working for relocation provider.

Finding Balance



Next Event

NJRC Spring Conference

Date & Location:

April, TBD Stay Tuned!



New Jersey Relocation Council

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Be a Part of Future Issues of NJRC Relocation Focus

NJRC welcomes your feedback.

Please submit contributions to Newsletter@NJRC.com or contact our editor.

Julie Cibelli, GMS-T

Chair, Marketing/Comm. Committee

Nelson Westerberg

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