

## CASE STUDY

# Aliaxis Transforms their Global Mobility Program In 30 Days with Equus



## At-A-GLANCE

### The Industry

Manufacturing

### The Challenge

With one person overseeing global mobility, Aliaxis needed to automate processes, consolidate data, and improve compliance with international tax obligations.

### The Solution

- The Equus Platform
  - Employee portal
  - Role-based dashboards
  - Cost estimates
- 30-day implementation

### The Results

- Real-time visibility into compliance and risk
- A centralized platform for all mobility data
- Improved employee experience
- Increased collaboration with HRBPs

## Overview

Aliaxis is a global leader in advanced piping systems, providing communities around the world with sustainable innovative solutions to manage water and energy. The company had a primary objective to increase international experiences for its global workforce of over 15,000 employees.

With only one person overseeing its global mobility program, Aliaxis needed a way to efficiently manage its small, but complicated, population of foreign local new hires. At the same time, the company needed a solution that could be implemented quickly, with little to no IT resources, so they could start using and realizing value from the system fast.

## The Challenge

As a small team of one, Global Mobility was inundated with manual tasks and were often brought into the decision-making process too late, making it difficult to respond and complete cost estimates in the timeframe needed. Not only did this create bottlenecks in the company's mobility process, it also proved to be quite costly for the business.

Additionally, the company was facing compliance challenges. For mobility, it was difficult to determine the nature of each employee's move and compliance obligations because their mobile employees were split into various mobility types, such as long-term moves, short-term moves, remote workers and new hires based in different countries. For employees, many were not aware they had to alert the company of cross-border moves, particularly between Belgium and France – creating compliance risk for the business.

## The Solution

Aliaxis chose the Equus Platform for its breadth of functionality and ease of use, however, the ability to be live with the new technology in less than a month is what set it apart from competition.

“It’s a great opportunity for the mobility function, because mobility will become a support tool to reach the talent objective of increasing international experiences within the group,” says Sylvie Klinkenberg, Global Mobility Specialist at Aliaxis.

To enable clients to quickly harness the benefits of technology, Equus designed its Platform to be implemented within 30 days by utilizing standardize processes and industry best-practice templates. Aliaxis went live in in just 26 days, quickly realizing the following benefits:

### ***Accelerated Implementation:***

In under 30-days, Equus provided Aliaxis with a functional, comprehensive platform to manage their mobile employees. This swift onboarding minimized disruption and accelerated the realization of benefits.

### ***Enhanced Visibility and Proactive Mobility Management:***

Seamless integration with Workday empowered Aliaxis with a proactive view of an employee move – before initiation, rather than after the employee has accepted them. This strategic shift aligned with Aliaxis’s objective of maximizing international experiences for its workforce.

### ***Cost Savings and Rapid Cost Estimates:***

Aliaxis went from waiting a week for a cost estimate to running them in the Equus Platform in seconds – resulting in not only time savings, but substantial annual savings as well.

### ***Compliance Tracking:***

Through interactive, role-based dashboards, managers and HRBP’s can now monitor the moves that they initiated and check compliance requirements for foreign local hire employees.

### ***Checklist Functionality and Improved Employee Experience:***

The checklist functionality and automated reminders will help employees adhere to processes and improve their overall experience. “I want a clear process that can easily be respected and these checklists can be very useful in that respect,” says Sylvie Klinkenberg.

## Conclusion

By leveraging the Equus Platform and its accelerated implementation, Aliaxis transformed its approach to mobility – increasing time and cost savings, minimizing risks, and improving the overall efficiency of the mobility program. The fast 26-day implementation showcased Equus’s commitment to operational efficiency, resulting in a seamless transition for Aliaxis. Now the company has a Platform from which their mobility program can grow, supporting the goal of increased – and enhanced – international experiences for their global workforce.

“It’s a great opportunity for the mobility function, because mobility will become a support tool to reach the talent objective of increasing international experiences within the group.”

*Sylvie Klinkenberg, Global Mobility Specialist, Aliaxis*