

Listening**1**  5.01 Listen to a podcast about managing a company relocation. Which of the following are mentioned?

1 family	<input type="checkbox"/>	5 language training	<input type="checkbox"/>
2 flexible working hours	<input type="checkbox"/>	6 loneliness	<input type="checkbox"/>
3 mentor support	<input type="checkbox"/>	7 accommodation	<input type="checkbox"/>
4 financial compensation	<input type="checkbox"/>	8 cultural issues	<input type="checkbox"/>

2 Listen again and choose the correct option.

- 1 Which type of relocation is the main focus of the podcast?
 - a An organisation relocating to a different base along with most of the staff.
 - b Small groups of workers moving as part of a short-term contract.
 - c Individual employees moving to another country for their company.
- 2 According to Alyn, the chance to work and live in another country
 - a is every employee's ambition.
 - b may not excite every employee.
 - c presents a lot of problems for employees.
- 3 Alyn says that companies may lose good staff if
 - a employees are sensitive to changes.
 - b the employee's point of view is unclear.
 - c the relocation is not managed well.
- 4 To ensure successful relocation, companies should
 - a send employees with their partners and/or families.
 - b check that everyone knows what to expect.
 - c have a flexible relocation strategy.
- 5 Alyn says the high costs involved are
 - a needed in order to keep the best staff.
 - b justified if the employee is valuable.
 - c due to staff returning home too soon.
- 6 Alyn believes that, when relocating staff, companies should
 - a prioritise single people.
 - b only send people with a good support network.
 - c choose the employee best suited for the role.
- 7 In conclusion, Alyn agrees that a successful relocation depends on
 - a an awareness of potential problems.
 - b collecting feedback only at the end of the secondment.
 - c ensuring employees understand the requirements of the company.

3 Complete the summary with the words in the box. There are three extra words. Look at the audioscript on page 61, if necessary.

avoid	effect	fail	financial	link	personal	purpose	retain	valuable	vital
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There is a(n)¹ _____ between relocation and retention of key staff so it is² _____ that a company has an excellent relocation strategy. If companies³ _____ to prepare both employees and their⁴ _____ support networks of partners or families properly, it can have a devastating⁵ _____ on both the retention of that employee and a company's⁶ _____ resources. Excellent preparation and communication between company and employee, together with support from colleagues in the other country, will help companies⁷ _____ potential problems.