Listening

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

1 family	☐	**5** language training	☐
2 flexible working hours	☐	**6** loneliness	☐
3 mentor support	☐	**7** accommodation	☐
4 financial compensation	☐	**8** cultural issues	☐

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

There is a(n) [1]_____ between relocation and retention of key staff so it is [2]_____ that a company has an excellent relocation strategy. If companies [3]_____ to prepare both employees and their [4]_____ support networks of partners or families properly, it can have a devastating [5]_____ on both the retention of that employee and a company's [6]_____ resources. Excellent preparation and communication between company and employee, together with support from colleagues in the other country, will help companies [7]_____ potential problems.

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