



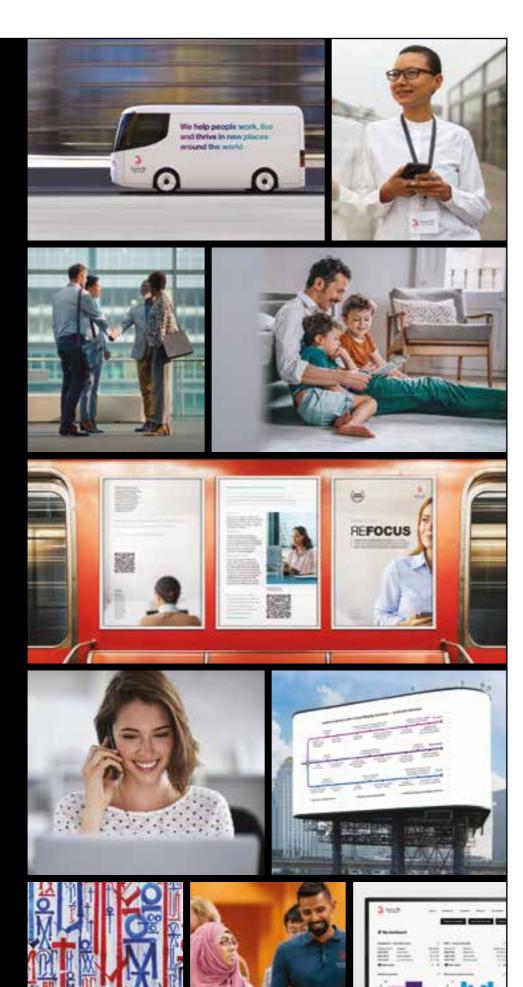
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"With fast-change comes opportunity. We're widening our reach into global leadership and new markets." FIONA MURCHIE, MANAGING EDITOR, RELOCATE GLOBAL





Celebrating excellence:

Highlights from the Think Global People & Relocate Awards

The prestigious Think Global People & Relocate
Awards Ceremony 2025, brought together
international leaders, mobility experts, educators and
HR professionals in the beautiful and historic venue
of the Glaziers Hall in London. The inspiring evening,
hosted by Managing Editor, Fiona Murchie recognised
organisations that are breaking the mould in their
industry sectors, challenging the status quo and
embracing our new world of work and global talent
mobility. Marianne Curphey reports.













his year's awards were held against a backdrop of significant global change and complexity. Fiona Murchie encouraged attendees to engage in meaningful dialogue, share insights, and make the most of networking opportunities throughout the evening. She explained how important it was to build connections, especially in difficult times. Fiona referenced the thought-provoking discussions held earlier in the day during the Global Leaders Forum, which had debated the future of global mobility with a distinguished panel of thought leaders and experts across the industry, facilitated by journalist Marianne Curphey. Highlights from the Forum are available via video and now feature on both the Relocate Global and Think Global People platforms and are included in a magazine supplement.

Attendees at the awards dinner represented a wide variety of global mobility, international leaders, entrepreneurs and educators, with many coming from the United States, Spain, Ireland and other parts of Europe to receive their award. The awards were facilitated by Jayne Constantinis, experienced BBC TV announcer and business reporter on BBC World.

The annual Think Global People & Relocate Awards showcased and celebrated achievement across the dynamic international management, HR and mobility sectors, and it was fitting that the keynote speaker for the evening was Professor Dame Vlatka Ariaana Hlupic, author and creator of The Management Shift. Professor Hlupic's work is transforming the way organisations operate and how leaders manage their people and the culture of their organisation. A distinguished academic and award-winning advisor to CEOs, she is also an author, entrepreneur, and advocate for healthy workplace culture. Just two months prior to the event, she was honoured with a damehood for her exceptional contributions to leadership and transformation.

The Head Judge for the awards was Dr Sue Shortland, who led a panel of independent experts representing the diverse sectors that shape the modern global workforce – ranging from mobility and business to HR, technology, and education. Her leadership and professionalism ensured a rigorous and inclusive judging process.

A NIGHT OF CELEBRATING EXCELLENCE & INNOVATION

The Think Global People & Relocate Awards continues to champion outstanding achievements, fostering a community committed to purposeful leadership, innovation, and the wellbeing of globally mobile professionals and their families. Starting off the awards, Jayne Constantinis noted how the original building Glaziers Hall was destroyed in the Great Fire of London in 1666, and it then took 300 years to relocate to the current building close to London Bridge. The venue was steeped in history and had spectacular views over the River Thames towards the City of London and Fishmongers Hall, having originally been sited at Fye Foot Lane near Cannon Street before it was burned down. •



On the banks of the River Thames at Glaziers Hall with stunning views over London, we celebrated the Think Global People and Relocate Awards. Innovation, creativity and ambition are flying high for a global sector that embraces change and understands the complexities of managing and supporting people to flourish in international markets and locations.



multiple categories,

and seeing the passion, innovation

and creativity that you provide to all of

your people."

JUDGE





only two and a half years old, so we're a baby startup. It's amazing!"















FROM APATHY TO ENGAGEMENT

How to make changes that benefit your organisation & your employees via the Management Shift

When Professor Dame Vlatka
Ariaana Hlupic took the stage at
the Think Global People & Relocate
Gala Dinner & Awards Ceremony
at Glaziers Hall in London, she
didn't begin her keynote speech
with statistics or corporate jargon,
writes Marianne Curphey.

nstead, she began with a story of how as a young girl in Croatia, she had set up a homemade blackboard in her living room in order to help her friends with their homework after school.

"That was the beginning of my conscious leadership journey, and of a life of service, empowerment and education," she explained. Professor Hlupic then summarised her findings from three decades of academic and corporate research, and explained how different layers of organisational culture can motivate or destroy employee enthusiasm and business innovation. Her message was clear – if you change the way you lead, you can dramatically improve innovation, performance, and profit, and see real change within a short time period in your professional life and in your organisation. The journey towards more inclusive leadership and a happier and more productive workforce is made possible by what she calls The Management Shift.

THE CHANGE TO LEADERSHIP PRACTICE THAT DELIVERS OUTSTANDING RESULTS

Professor Hlupic has distilled years of interdisciplinary research into a simple yet transformative model, which is a four to five level framework that maps how individual leaders and and organisational cultures evolve.

"Every level is characterised by specific thinking patterns, and by emotions, energy, the language used, leadership style and organisational outcomes," she explained. "We can't skip the levels. We can only go up one level at a time, but there are pockets of different levels within the same organisation. Once you understand this, you will not be able to unlearn it or unsee it. You will start seeing the world through lens of these five levels."

Her methodology begins at Level 1, where organisations have a lifeless mindset and an apathetic culture. Think fear, toxicity, and stagnation. Employees at this level often suffer in silence, and there is no innovation or collaboration, no sharing of ideas, and no enthusiasm for work or workplace culture.

"Not much gets done," she said. "There is a lot of fear and worry and blame. It is a very unhealthy place, and nobody likes to be there. People just want to escape."

Level 2 is barely better. It is where employees do the minimum. They show up in body, but their minds are long gone.

"They would rather do anything else but being at work," she said. A quick nod to the television series The Office explains the point – these workplaces have a culture of clock-watching, cynicism and avoidance.

"At Level 2, the mindset is reluctant, and culture is stagnating, and this is where people do a bare minimum, just to be paid, Professor Hlupic says. "They bring their

body to work, but their heart and mind stay somewhere else. They will sneak out for long lunch breaks."

Then comes Level 3. It is orderly, efficient, and appears on the surface to be productive. However, if you dig deeper you will find rigid control, micromanagement, and a business paying a heavy price, that is, stifled innovation and talent that is planning to look elsewhere for job and personal fulfilment.

"Knowledge workers don't like to be micromanaged," Professor Hlupic warned. "The research shows that they will go somewhere else, even for a lower salary."

At Level 3, organisations are often led by big bosses who have big egos as well, she said, and who manage rules and regulations and who control the culture.

"Sometimes we need elements of Level Three for safety, security and compliance purposes," Professor Hlupic said. "But if we are stuck at level three as organisation, there will be lack of innovation, and there will be lack of purpose and passion for work. In most cases, you will not be able to retain talent, especially knowledge workers."

She explained that knowledge workers don't like to be micromanaged. They need to be treated as associates, not as subordinates. If they are not treated as individuals with needs they will just withdraw silently their cooperation and go somewhere else.

The answer to this leadership and corporate malaise and waste of human talent is Level 4, where the real transformation takes place. Here, the mindset is enthusiastic, and the culture is innovative and collaborative. It is a working environment where trust replaces fear, purpose fuels performance, and teams don't just survive, but thrive and work together.

"When the shift to Level Four happens, the keywords are trust, transparency, purpose, collaboration, giving back to society, having fun, working on something bigger than ourselves," she explained.

According to Professor Hlupic, this is where everything improves — innovation, engagement, wellbeing, and profit. She has seen profits double within a year when the organisations she works with fully embrace this shift.

"The big shift is when leaders, employees and the entire culture shifts from Level Three to Level Four, she explained. "Then something magical happens and everything changes and everything gets better. Not only that, we create happier and healthier workplaces, and that is priceless, because we know from many research studies that people get sick from stress from work."

She emphasised that leadership really is important, and that it can change lives and change organisations. At Level Four, compassionate and insightful leadership enables you to lead from London, Nairobi or Lagos or anywhere in the world.

"The big shift is when leaders, employees and the entire culture shifts from Level Three to Level Four. Then something magical happens and everything changes and everything gets better."

PROFESSOR DAME VLATKA HLUPIC

Professor Dame Vlatka Ariaana Hlupic speaking at the 2025 Think Global People & Relocate Gala Dinner & Awards Ceremony





"Be aware how powerful each and every one of you are. You can start to create the ripples of change. I have always been of the mindset: be the change that you want to see in the world."

PROFESSOR DAME VLATKA HLUPIC



"There is a choice of being stuck at lower levels and creating miserable employees who want to escape, or creating happy, healthy, thriving workplace with conscious leadership based on the values of compassion, collaboration, networking, integrity, all these values and purpose," she said.

"We know that companies that are based on purpose, are not only more productive and engaging places, but also they have more customers. Customers want to buy from companies that are driven by a higher purpose, and from companies that want to make this world a better place.

"These principles are borderless and they are timeless. You can take them with you, like I took mine when I relocated from Croatia to the UK. Leadership is not about what we do, it is about who we are."

A LEADERSHIP REVOLUTION THAT STARTS WITH YOU

For younger generations, this is even more vital. In response to a question from the audience about Gen Z, many of whom are about to join the workforce, Professor Hlupic explained: "They want purpose. They want feedback. They want opportunities to grow. And if they don't get that, they will move to another job."

The culture of an organisation is also strategically important, she said. It defines the mission and the purpose of the business, and the experience that employees will have when they join. That is why Professor Hlupic has developed an Organisational Health Scan, which is a diagnostic tool that helps companies identify cultural pain points and take action to improve.

Professor Hlupic explained that although this shift might sound as though it only works if managers and the C-suite embrace it, she emphasised how each one of us has the power to act as catalysts for the shift to begin. Change doesn't just start from the top, it can also spread from every level in an organisation. Professor Hlupic shared a striking example from her book Humane Capital, in which she interviewed 58 leaders globally from all over the world, where a mid-level manager

in a French pharmaceutical company challenged the status quo with a bold email about board diversity. Her message went viral internally. At first the CEO ignored it, but it had started a ripple, and months later, she had a new role, a published book, and then later became an independent consultant and received an award from the French president.

"It all started with one short email," Professor Hlupic said. "Be aware how powerful each and every one of you are. You can start to create the ripples of change. I have always been of the mindset: be the change that you want to see in the world."

LEADERSHIP WITHOUT BORDERS BUT WITH A CHANGE IN MINDSET

Professor Hlupic has applied her Management Shift model with great success in multinational organisations across continents.

"We can relocate the mindset," she said. "We can give them the same vocabulary and align them around the same level four culture, regardless of their national cultures."

Although everyone can contribute to change within organsations, it is the leaders who can make the real systemic difference, but only if they are willing to change the culture and themselves in the process.

"It is very important that it starts from the top, and then it spreads elsewhere in the organisation," she explained. "The Management Shift as a method and as a system for transformation is agnostic to any culture, location, industry, or size of organisation. I have worked with multinational organisations globally, as well as smaller businesses."

As she closed her speech, Professor Hlupic offered a challenge – not just to leaders, but to everyone. "Let's shift. Let's connect. Let's lead with conscious leadership to make this world a better place. When I relocated from Croatia to London I took all these conscious leadership principles with me, which are based on service, empowerment and compassion.

"If leaders operate from Level Four behaviour and language, it will spread like a ripple, and then they will elevate others."

Professor Hlupic was the keynote speaker for the annual Think Global People & Relocate Awards. These prestigious awards showcase and celebrate achievement across the dynamic international management, HR and mobility sectors. The awards evening was a fantastic time to network, have lively conversations and engage with colleagues in the industry. •

THREE TAKEAWAYS FOR BUSINESS LEADERS

- You can make a difference at every level of your organisation
- Cultural change benefits business, profit and employees
- Embracing the process of the Management Shift can lead to profound change and innovation in personal and professional terms







Human relationships & collaboration

GLOBAL MOBILITY & LEADERSHIP TRENDS HIGHLIGHTED

The 2025 Think Global People & Relocate Awards offered a vivid snapshot of the dynamic changes that are taking place in global mobility and the way that the industry is innovating and rising to the challenge, writes **Marianne Curphey**.

cross many of the categories, from destination services to talent management and technological innovation, the winning entries highlighted key trends shaping the future of work, the employee experience, and how to manage organisations and people effectively in an increasingly mobile and borderless world.

The Think Global People & Relocate Awards have once again highlighted the pivotal role that people and purpose play in global

mobility. Across a diverse range of categories, from education and family support to ESG and research, the qualities of empathy, connection, and adaptability were recognised.

HUMAN-CENTRED MOBILITY IN A TECHNOLOGICAL WORLD

A key theme from this year's awards was the increasing focus on the human experience in mobility. This was particularly evident in the Destination Services Provider of the Year awards, both global and local.

Santa Fe Relocation was recognised for its "human-focused approach," which combined innovation with client care and cultural sensitivity. Meanwhile, NYC Navigator's local category win reflected a growing trend toward empathetic, personalised support, particularly for families and assignees adjusting to new environments. Their communityfocused, multilingual, and femaleled team reflects an ongoing shift in the sector towards wellbeing and emotional support for relocating employees and their families.

TECHNOLOGY & AI AS CATALYSTS FOR TRANSFORMATION

The growing role of artificial intelligence and analytics in global mobility was recognised in The Cozm's win in the Excellence in Technology or Analytics category. The company's AI-powered compliance platform demonstrates how digital innovation is reshaping mobility functions, and how backend processes can be speeded up to enable organisations to be more agile when it comes to visa applications and placements, doing a job in a matter of minutes which might previously have taken days or weeks to complete.

As Olu Euba, Associate Director, Global Talent Mobility of WPP, noted when presenting the award, AI is not only transforming advertising but is now core to collaboration, ideation, and operations in global mobility. The

entries all showed how they were implementing smart, scalable solutions that can free mobility teams from their repetitive tasks and growing administrative burden and allow them to focus on strategic impact. This then enables them to influence the business in a more strategic way, and build human relationships both internally and externally. This will be particularly important in the future as mobility staff and departments are now taking on a wider role and are often being asked to manage requests to work remotely as well as managing the logistics of moving families across international borders.

INCLUSIVE LEADERSHIP & HEALTHY WORKPLACES

The Excellence in Talent Management award, won by Icon, reflected another emerging trend around the need for leaders to create inclusive, connected workplace cultures across hybrid and dispersed workforces. Icon impressed judges with its authentic "people-first" approach, integrating remote and on-site employees into a workplace culture that included everyone.

This recognition aligns with the broader leadership conversations held at the event's Global Leadership Forum and echoed in Professor Vlatka Hlupic's keynote speech for the awards, which emphasised the importance of purpose-driven cultures and emotionally intelligent leadership as essential for retaining talent, making workplaces purposeful and

improving business performance. Professor Dame Vlatka Hlupic, who is the author and creator of The Management Shift, emphasised in her keynote speech for the awards how important it was to create a culture of human engagement in the workplace, and how leaders can transform their organisations if they move away from a 'command and control' model to one of inclusive leadership.

THE GLOBAL MOBILITY FUNCTION AS A BUSINESS ENABLER

Winners in policy and relocation categories, such as AY & J Solicitors and Synergy Global Housing, demonstrated that mobility is no longer just a support function but a strategic enabler of growth. A Y & J Solicitors was praised for their 'bold vision and leadership' in UK immigration, showcasing how specialist firms can lead with innovation and long-term thinking when winning the Excellence in Global Mobility: Global Policy Design or Implementation. Synergy's serviced apartment solutions which won the Best Serviced Apartment award, reflected the growing complexity and demands of international assignments, where governance, sustainability, and employee wellbeing must go hand-in-hand, and where specialists can help companies find accommodation in new regions and cities, sometimes in remote and unconventional



Above: Excellence in Education – Schools award winners, International School of London (ISL)

INNOVATION, INCLUSION & PURPOSE

Whether through digital platforms or service models, what united this year's winners was a focus on the human aspect of innovation. From startups like The Cozm to established players like Santa Fe and Synergy, organisations were recognised not just for their technological advances or operational excellence, but for aligning those innovations with values, inclusion, and global responsibility.

MOVING FAMILIES WELL FOR A SUCCESSFUL ASSIGNMENT

Education emerged as a central factor in successful relocations, because assignments can fail if a family does not settle and integrate into their new community. In the Excellence in Education – Schools category, the International School of London (ISL) was recognised for its excellence in education for mobile families, not simply for academic provision, but for its 'authentic community connections' and a deep commitment to student wellbeing during transition. This shows how educational institutions

can help create stability for relocating families, which in turn supports employee engagement and talent retention.

In Excellence in Education – Consultancy, Quintessentially Education was praised for providing bespoke homeschooling options to relocating families. Judges praised their pastoral care, international reach, and ability to deliver high-quality outcomes in diverse settings. Their model exemplifies how flexible, personalised services can reduce stress for mobile families, enabling employers to offer a range of support packages to help them settle in.

This theme was also emphasised in the Excellence in Family support award for BiCortex Languages & Translations. It showed how responsive, personalised service can help with a positive relocation experience.

experience.

Beyond family and education, the awards also showcased thought leadership and excellence in environmental, social and governance (ESG) policies. Santa Fe Relocation's research on wellbeing among global mobility professionals tackled an often overlooked aspect

of the industry around the health and wellbeing of those delivering global mobility services.

The award for Best Book went to Force for Good by Dr John Blakey, a compelling reminder that purposeful leadership is not only desirable but essential in today's uncertain global climate. Meanwhile, Eres Relocation Europe set a benchmark for ESG standards, from pro bono legal advice to strong internal governance, proving that doing good and doing well are no longer mutually exclusive.

The 2025 Think Global People & Relocate Awards reveal a global mobility sector undergoing profound transformation. Technology will change the way global mobility teams work, but done well, it can augment human roles rather than replace them, as Benjamin Oghene, CEO of The Cozm, described in the Global Leaders Forum panel discussion. Other leading trends emerged around support for relocating families, the importance of education for community and well being, and the importance of supporting global mobility professionals themselves at a time of huge pressure and an increasing workload.

By embracing excellence and learning from each other, global mobility can build human relationships and the qualities of trust, empathy and connection, something which Artificial Intelligence (AI) cannot replicate. While technology will change the way the industry operates, at its heart global mobility is about people, families and connections. That is why the Think Global People and Relocate Awards are so important, because they provide a focus for discussion, collaboration and community. As Fiona Murchie, founder and managing director of Relocate Global and Think Global People, said in her closing remarks, "being part of this community, meeting together for networking, discussions and collaborations will help us all navigate this new and challenging work of global mobility". •

To continue the discussion, watch the Awards highlights, see the panel discussion on the Global Leaders Forum, and join the community at Think Global People for exclusive access to thought-leadership, events and articles.



Above: Keynote speaker Professor Dame Vlatka Hlupic





AWARD CATEGORY:

EXCELLENCE IN GLOBAL MOBILITY, GLOBAL POLICY DESIGN OR IMPLEMENTATION

WINNER: A Y & J SOLICITORS



Yash Dubal. Founder & Director. A Y & J Solicitors

he first award of the evening was presented by Tosin Adenrele, Global Mobility Regional Lead EMEA, IQVIA.

Tosin has been a member of the judging panel for five years and was excited to present the first award of the evening.

"I was particularly impressed with the quality of the entries for this category," she said. "That actually made it quite challenging from a judging perspective to narrow it down. I was inspired by the innovation, the cultural and organisational values, as well as a strong focus on customer service delivery, which was impressive. So all of the entrants you should be proud, and thank you for entering."

Awards evening host. Jayne Constantinis explained the judges' decision. "AY&J Solicitors impressed the judges with their innovative use of technology, commitment to staff development, and exceptional client service. Their bold vision and leadership in UK immigration mark them as true pioneers in the sector."

Yash Dubal, Founder and Director of A Y & J Solicitors, accepted the first trophy of the evening with pride

"This is for the entire team at AY&J Solicitors. We've been doing this for over 15 years, and it hasn't been an easy journey. I'm very, very grateful for the amazing team we have. They made all this possible. So thanks to the A Y & J Solicitors team, and thank you, Relocate Global."

INNOVATION MEETS IMPACT: A BOLD VISION FOR UK IMMIGRATION

The judges were impressed by their innovation, "The turnarounds of immigration cases are impressive and will be groundbreaking for companies who need to deploy staff quickly overseas. 24-hour responses with a guarantee of a discount if they fail is a clever approach and an attractive proposition."

The judges were impressed by some excellent examples of cost savings achieved by opening Indian operations, which were part of their success story. WhatsApp communications were also seen as a refreshing alternative to typical 3-day turnaround responses via email.

CULTURE, COMMITMENT & CAREER GROWTH DRIVE SUCCESS

Leveraging technology through various digital media platforms and AI was innovative and resourceful.

"With excellent customer support and the effective use of technology to enhance service speed and delivery, along with a strong emphasis on staff career development, this firm has a very bright future. It is recognised as a leading expert in UK immigration", the judges concluded.

The significant growth in the company, along with a paternalistic approach to the organisation's culture (including a 30% increase in employee satisfaction) and staff development, was evidenced in the submission.

One judge commented, "I absolutely loved the submission video – AY&J's passion for radical change, striving for innovation and career opportunities for all their staff provides a very compelling story and competitive edge in the immigration industry". •

www.ayjsolicitors.com

"This firm is not simply about immigration solutions — it's about changing lives." CATEGORY JUDGE

AWARD CATEGORY:

DESTINATION SERVICES PROVIDER OF THE YEAR - GLOBAL

Think GLOBAL PEOPLE Relocate AWARDS 2025

WINNER: SANTA FE RELOCATION

his was a hotly contested category as it is every year as the destination services providers respond to growing complexity and the reality of ever changing economic and geo political situations. These impact on the needs of international assignees and their families as well as the growing demand from project teams, business travellers and entrepreneurs in pursuit of new markets.

A NEW GLOBAL STANDARD IN RELOCATION CARE

Santa Fe Relocation's entry explained their mission to redefine Destination Services by embedding mental health into every stage of the relocation journey. This people-first approach rather than being logistics-led improves assignment success, reduces early return and delivers lasting impact for clients they affirm.

The Santa Fe Relocation model is applied locally, regionally and globally with the leadership team encouraging consultations to act with empathy, initiative and creativity. They claim, caring for the people rather than being a soft extra is the reason assignments succeed.



Fruzsina Hodson, Senior Manager Group
Destination Services, Santa Fe Relocation

Explaining that relocation is a disruption whereby employees can face isolation, culture shock and family strain their solution was to offer a formal partnership with BetterGo.

ACCESS TO TRAINED MOBILITY MENTORS

This partnership provides access to trained Mobility Mentors, professionals with experience in counselling, coaching or therapy. The bespoke service provides an additional layer of personal wellbeing support which complements Santa Fe Relocation's destination services.

An example was given of how a UK to Japan move was turned around a through targeted spousal support, practical neighbourhood connections and one-to-one mentoring.

By recognising emotional triggers, the bespoke service can prevent costly escalations before they happen saving clients time, money and lost talent.

The award winner's trophy was collected on behalf of Santa Fe Relocation trophy by a delighted Fruzsina Hodson, Senior Manager Group Destination Services, Santa Fe Relocation.

"I would like to thank all of our teams in 39 countries and everybody in this room and the judging panel for this award. We have put mental health and mental health support for our teams, our clients and our assignees at the forefront of our support and this award recognising this commitment to our clients and assignees means everything to us", said a beaming Fruzsina Hodson. •

www.santaferelo.com

"Santa Fe Relocation impressed the judges with their unique, human-focused approach to relocation. By integrating emotional support into their services and partnering with BetterGo, they've delivered real innovation, cost savings, and outstanding care for clients globally; showcasing a truly supportive and forward-thinking culture."

CATEGORY JUDGE



AWARD CATEGORY:

DESTINATION SERVICES PROVIDER OF THE YEAR – LOCAL

WINNER: NYC NAVIGATOR

ategory judge, Tosin Adenrele, Global Mobility Regional Lead EMEA, IQVIA and fellow members of the judging panel were clearly struck by the calibre of this year's entries. She explained how as an in house corporate, global mobility professional, you have great expectations of your service providers.

Brenda Levis, president of NYC Navigator had come over from the US especially to attend the Gala Dinner and Awards Ceremony, so hopes were riding high.

The judges praised NYC Navigator, "for its personalised, empathetic approach to relocation, led by a passionate, female-led team. Their focus on community, philanthropy, and authentic, multilingual support creates a truly meaningful and successful relocation experience for clients and their families."

CARING FOR TRANSFEREES

Brenda Levis responded by saying, "It's a pleasure to be here from New York today, and I'm going to volunteer to be relocated to the UK, and London in particular, after walking around these past couple of days, it's been



Brenda Levis, President, NYC Navigato

a real pleasure to be here. I also want to thank the judges for your consideration of our entry, and then also to my peers that I am very honoured to be in the same category with. They're all outstanding providers, and I'm really excited to bring this home to my team, who put a lot of heart and dedication into caring for our transferees. So, thank you. Thank you".

NYC's entry was praised for the number of wellnessoriented initiatives mentioned. For example, a walking group that promotes health and a compass club offered to assignees to foster connections. A number of events take place which bring assignees together including hiking, meals, and a women's day lunch. The approach to wellness is a reflection of the in-house approach to relocation. Destination services are provided by employees and not outsourced to consultants and this fosters a warm relationship with clients.

The programmes are tailored to accommodate various budgets from the modest to the opulent. Comprehensive support is provided throughout the relocation process. Education assistance is provided for children and career coaching for accompanying partners.

IMPORTANCE OF PHILANTHROPY

There is considerable emphasis placed on the role of philanthropy with staff encouraged to participate in local initiatives. This was well illustrated in the entry with a page of engaging photographs. They also achieved an Eco-Vadis award.

One judge particularly highlighted the way NYC Navigator leveraged their team's experience to foster a family-like community which enhanced the relocation experience for clients and their families throughout the relocation process. This support was on offer throughout the assignment and could prove to be a lifeline in times of uncertainty.

There is a real sense of partnership with clients to maintain a successful assignment no matter the budget". •

www.nycnavigator.com

"NYC Navigator stands out with its female-led, team-first approach, offering a highly personalised and empathetic relocation experience." CATEGORY JUDGE

AWARD CATEGORY:

BEST SERVICED APARTMENT PROVIDER



WINNER: SYNERGY

rviced apartments, business travel, and corporate housing are sophisticated, fastgrowing industry sectors. Over the last couple of years, business travellers have increasingly come under the remit of global mobility departments. In addition, companies are expanding into new markets and responding to changes in the supply chain, with an increase in demand for second- and third-tier destinations, as well as new underdeveloped markets. Governance, duty of care and wellbeing are also part of the remit for business traveller employees, international assignees and new recruits. The complexity of new ways of working, including hybrid working and localisation, also needs to be addressed by the serviced apartment sector, which offers huge opportunities but also presents challenges in new locations. The need to be agile and capitalise on creative connections and a wide range of stakeholders has never been greater.

Against this background, the winner of the Best Serviced Apartment Provider, Synergy once again rose to the challenge to win this award for the fourth consecutive year.

SYNERGY'S STANDOUT YEAR

Synergy's submission summarised 2024 as an exceptional year for the company. They highlighted expanding their operational presence, investing in technology, data security, sustainability, and associate development, while simultaneously refining their approach to VIP groups and crisis management. This resulted in Synergy increasing their revenue and the number of new clients it works with.

Synergy has made considerable efforts to reduce carbon emissions and provide more sustainable services. This included setting a new Carbon Net Zero Target for 2045. Achieving a silver EcoVadis rating, putting synergy in the top 15% of 130,000+ companies. In addition, they piloted a "Green Leaf" programme to reduce emissions across their supply chain.

LEADERSHIP IN ACTION: A HUMAN-CENTRED, CRISIS-READY APPROACH

Examples of leadership in the sector included hiring a Chief Technology Officer to develop their new SAPPHIRE accommodation programme. An expanded crisis management team responded to the LA fires, the Lebanon escalation, the US hurricane, and the Myanmar earthquake, reflecting their position in the global market.

This company is a leader in the field with energy, passion, and the determination to deliver sustainable goals and customer service. Financial results and growth demonstrate they are doing things exceptionally well with purpose. Crisis management and client data protection is a priority for globally mobile clients and are



Sofia Oragano, Senior Director

leaders in fulfilling relocation needs. They demonstrate creative connections with their stakeholders and clients confirm they feel in safe hands from an organisation with a wealth of knowledge in tune with current needs and locations.

As the judges said, "Synergy impressed the judges with their commitment to secure sustainable and high-quality service department solutions, their innovative, client-focused approach, operational excellence and global crisis support team showcase true leadership and forward thinking in today's complex world".

The trophy was collected by Sofia Oragano, Senior Director, International Sales of Synergy. In her response, she said, "Thank you for the accolade. We work hard, we work with purpose, and we're truly delighted to bring this home. I'd like to thank my team more than anything".

After the awards ceremony, Sofia spoke about what lies at the real heart of the assignee experience. She explained, "I think at the heart of it, it's them being happy. It's about moving somewhere that's foreign, and they want to feel familiar. We can cater to their individual preferences to ensure that as soon as they move to their host destination, they feel comfortable, can settle in, and are essentially going to be productive and effective." •

www.synergyhousing.com



AWARD CATEGORY:EXCELLENCE IN TECHNOLOGY OR ANALYTICS

WINNER: THE COZM

resenting the award was Olu Euba, Associate Director, Global Talent Mobility, WPP who spoke about the importance of the category. "This category reflects innovation across the whole industry as everybody is responding to new World of Work and the changes in mobility, AI applications, analytics across the whole sector. The quality, depth and range of the entries reflect the appetite for digital advances and the importance of these analytics".

TRANSFORMING GLOBAL MOBILITY COMPLIANCE

On behalf of the judges, Olu explained, "The Cozm impressed the judges with its AI-powered platform that transforms global mobility compliance. By combining cutting-edge innovation with inclusivity and industry collaboration, The Cozm is paving the way for a more strategic and empowered future in the mobility space."

Benjamin Oghene, CEO and Founder of The Cozm responded saying, "Thank you so much for this award. This company is only two and a half years old, so we're a baby startup. It's amazing. I'm a computer scientist by background, and when I used to tell people what we do, they would walk off in different directions.

"AI is becoming more and more part of our lives. So this is a bit strange for me. Our whole team has worked really, really hard, over the last two and a half years. We really appreciate this award."



Benjamin Oghene, CEO & Founder, The Cozm Paul Papacz, Technology Lead, The Cozm

FREEING UP HUMAN SPECIALISTS

The Cozm demonstrated an exceptional experience by automating complex compliance filings – reducing processing time from weeks to under 60 seconds. Their AI-powered platform ensures global mobility professionals and businesses can access and manage international opportunities quickly and efficiently, regardless of background, nationality, or race. This democratizes access to global talent markets and ensures inclusivity.

The Cozm's AI agents handle routine but critical tasks (communications, vendor management, finance, governance, policy development), freeing up human specialists for higher-value, strategic work. This approach is not only cost-effective and resource-efficient but also highly responsive to client needs, allowing for creative and flexible solutions that adapt to a rapidly changing global marketplace.

The Cozm's leadership team, with deep expertise in technology and global mobility, actively supports innovation and industry engagement. They foster partnerships with major industry players and regularly host client roundtables and participate in events to drive community building, professional empowerment, and collaborative re-skilling. Their proactive approach helps the industry adapt to AI-driven change, making their service both innovative and inspirational.

Ben said, "We are trying to contribute as much to the global mobility industry as possible, collaborating with others, sharing knowledge, so this isn't just for The Cozm, I'm happy for all of our partners as well."

A case study demonstrated how Cozm's AI-powered platform, in partnership with CIBT, enabled Cisco to rapidly and efficiently meet urgent international compliance requirements for the Paris Olympics, showcasing the platform's unique speed, automation, expert support, and real-world impact — directly supporting the award submission's claims of exceptional, differentiated service in global mobility. •

www.thecozm.com

"An exceptional blend of AI-driven innovation, human empowerment, and inclusive values. Its creative connections between technology, people, and industry set it apart as both a leader and an inspiration in the global mobility space".

CATEGORY JUDGE

AWARD CATEGORY:

EXCELLENCE IN TALENT MANAGEMENT



WINNER: ICON

his year's winner of Excellence in Talent Management is Icon. The judges were clearly impressed by their entry.

"Icon stood out for its strong commitment

"Icon stood out for its strong commitment to employee connection and inclusion across remote and office-based teams. With high retention and outstanding client feedback, it's clear their people feel valued – and their supportive, people-first culture sets a powerful example for the industry."

The Award was presented by Paul Williamson, Group Head of Talent Development, ATG Entertainment and member of the judging panel for a number of years.

WALKING THE WALK

Paul remarked, "So many businesses say that people are our biggest asset. I think this is an award for an organisation that is walking the walk in terms of that. Because, to the keynote speaker, Professor Dame Vlatka Hulpic's point earlier on, it's all about culture and how you create positive cultures in the workplace that encourages retention. Talent development is really at the heart of this, and it's a passion of mine. So, it's a real privilege to be able to judge this and to give this award.

He explained, this organisation has placed considerable emphasis on bringing together both office-based and remote workers and on fostering initiatives that help to share experiences and ideas.

WELLBEING & ENGAGEMENT COMMITTEE

Key to their retention strategy is their employee-led Wellbeing and Engagement Committee. Acting as a peer-driven support network, the Committee provides a direct channel for employees to come together, voice concerns and drive positive change. With an increasingly remote workforce they see fostering engagement as more crucial than ever. Feedback from clients and assignees described the team as "incredibly patient, empathetic, efficient, and thoughtful," "a necessary calming force,". With an eight-year average service record it is notable that Icon's core pillars of training and employee satisfaction/retention are working. In the current climate the role of a busy destination service provider is not likely to get any easier.

The emphasis on bringing together both office-based and remote workers is to be commended as is the involvement of the CEO and directors in supporting creative activities such as charitable volunteering and teambuilding alongside career development training and supporting professional qualifications. The talking heads video illustrated the creative connections theme and reflected the culture of the organisation.

They live and breathe the ethos of providing world-class relocation services built on a foundation of exceptional people.

Vanessa Szmagara, Quality & Supply Chain Director



Vanessa Szmagara, Quality & Supply Chain Director, Icon

"Icon is committed to investing in its people. It is also clear that senior leadership within this business listen to their people and are prepared to support employee-led initiatives." CATEGORY JUDGE

of Icon accepted the trophy on behalf of the company saying. "I just want to say thank you to the judges for those lovely comments. It's an honour to be able to represent icon and collect this award. It's a reflection really on the hard work that the team have done. And ultimately, that Icon really values the people, and we put people first in everything that we do, it's part of our culture. So thank you". •

www.iconrelocation.com



AWARD CATEGORY:

EXCELLENCE IN EDUCATION – SCHOOL

WINNER: INTERNATIONAL SCHOOL OF LONDON (ISL)



Claudine Hakim, Head of Transitions Care and Student Support. International School of London (ISL

he judges were full of praise for the International School of London's (ISL) winning entry.

EMBRACING CREATIVE CONNECTIONS

Arguably, this entry more than any other, took to heart this year's theme of the value of creative connections. The International School of London (ISL) places considerable emphasis on collaboration and making creative connections for the benefit of students, parents, and all stakeholders involved in children's education when families are on the move. There is clear effort made by the leadership team to link up both with staff and parents and for families to share experiences. It is good to see that the senior leadership team is so actively involved in building communities.

The school recognises the multi-faceted and complex nature of relocation, and key to that is the care to ensure that connections are created ahead of relocation, toward ensuring an effective and calm transition as well as at different stages of the education journey. From class buddy to first day teacher who speaks their home language to student ambassadors there is a warm welcome.

This is illustrated by fun events like Multilingualism Week and the International Food Festival which celebrate diversity and bring people together. Parents are clearly very involved in school life. Families and staff also get great tools and resources like checklists, training, and workshops to help with the move.

The judges said "The entry showcases each aspect of the ISL approach to relocation – the highly effective and authentic community connections, the impact on those receiving this support at all levels and from the beginning of the process. Most of all, ISL's commitment to excellence with and for their students and families."

Judge, Pam Mundy reminded the audience of the importance of education, "As an educator myself, it's critical that we have people in this world focusing on the main thing, which is our children. All of you, all of us here, wouldn't be in a job if it wasn't for the children".

For Claudine Hakim, Head of Transitions Care and Student Support, International School of London it was clearly a joyful result with smiles radiating around the room and whoops of delight from her team members.

She said "On behalf of the team at ISL, we'd like to thank the judges for their consideration. The event is always so special, and what matters to us is that this is a category that you consider. On many, many occasions, schools are forgotten, and as you were saying, putting the children first is so important and it's very much part of our DNA to look after our community and the wellbeing of our community. So, thank you, and congratulations to the other schools who are on the awards shortlist as well."

LOOKING TO THE LEGACY

The heart-warming entry video reflected the creative partnerships across the school community. It opens with the esteemed Dr Doug Ota, founder, Safe Passage Across Networks (SPAN), "If you are coming to the school you are lucky to be coming...". The children are at the heart of the story with many child interviewers including a young boy who enthuses about how much he loves the school, "Thank you ISL for making my life good" and how he will tell his children and grandchildren about it. Parents spoke passionately about the nationalities, cultures and languages represented in the school and the value of the parents English class. The judges recognised an underlying theme of 'legacy' for the future and commitment to excellence for their students and families.

The range of activities and actions taken to support the building of a strong community involving all stakeholders is impressive. There is no doubt that high value is placed on ensuring authentic connections for the benefit of children and their parents who are relocating to a new environment to ensure that they are happy and fulfilled. There are 54 nationalities among the students, 24 languages taught in school and 40 nationalities among the staff.

International employers, global mobility professionals and talent managers can all perhaps learn from this approach to build flourishing organisations. \bullet

www.isllondon.org

AWARD CATEGORY:

EXCELLENCE IN EDUCATION – EDUCATION CONSULTANCY

WINNER: QUINTESSENTIALLY EDUCATION

he judges congratulated the winner saying, "The flexibility of Quintessentially Education is clear from the different sections of the entry, as is its careful deployment of personnel who are skilled in relocation and education and with worldwide connections and links to necessary expertise. A focus on ensuring the very best educational outcomes for students makes this an holistic and practical solution for relocating families."

Amelia Buckworth, Education manager of Quintessentially Education, said: "Relocation and global mobility are very much at the heart of everything we do. Children really are the heart of everything relocation. There is no better honour than to be considered and to have won this award. So thank you so much."

This is a global brand that understands global mobility, having built creative connections for discerning families worldwide for 25 years. It boasts unrivalled customer service with 95% of families giving them a 5 star review in 2024. As part of a wider group, they offer wraparound care for a child's transition. The service encompasses academic assessment, EFL cultural immersion support, guidance on etiquette, immigration and choosing a guardian.

THE KEY QUALITIES WHICH IMPRESSED THE JUDGES

Quintessentially Education is particularly proud of its rapid response in time-poor scenarios, which can be so important in the global mobility and relocation context. They are poised to devise creative and effective solutions to the changing needs of global clients. They pride themselves on being able to build human connections and to go the extra mile for their clients.

There is a strong emphasis on the close-knit relationships between the families, consultants, and key personnel. The judges enjoyed the professional video which showed commitment to the personal and human connections and an understanding of the unique and diverse needs of relocating families at a stressful time. It is evident that QE understands and works with the complexity of time zones, travel and work commitments.

The judges said the submission clearly outlined the importance of creative approaches. This is a small organisation, effectivity using its educational expertise as the foundation for its services. Using a range of partners, QE supports students' effective transitions, helps introduce them to new cultures, provides legal support for immigration and provides academic assessments.

QE's links to additional key aspects of global mobility make this a comprehensive consultancy service.

A GLOBAL COMMUNITY ACROSS TUTORS, SCHOOLS & ACCOMMODATION

QE has a pool of 150 global tutors and can handle everything from school placements to finding homes

through Q Estates. Tools like the Q app and personalised updates keep families in the loop and feeling supported.

In addition, strong school links demonstrate an ability to solve challenges for relocating families. Taking the stress out of relocation is core to their service, which spans 65 countries.

"This company prides itself on a responsive and flexible service. Providing solutions to clients under tight time constraints is our area of expertise," QE explained in its entry for the Awards, citing two case studies which exemplified the approach.

- When a US-based family relocated to the UK for work, timing was critical. Our team coordinated school visits during the school spring break while our travel and estates team handled the logistics and housing. The result? Father and son began their new chapters on the same day.
- With just two months' notice, a family relocating from India to the UK needed urgent support to prepare their child for a new academic and cultural environment. Our team arranged a taster week at their new school and secured a place at a UK summer camp focused on language development. The result? A confident, well-prepared student ready to thrive in their school. •

www.quintessentially.com



Amelia Buckworth, Education Manager, Quintessentially Education

AWARDS



AWARD CATEGORY:EXCELLENCE IN FAMILY SUPPORT

WINNER: BICORTEX LANGUAGES

ur Excellence in Family Support category is crucial in response to skill shortages and the importance of supporting international employees and their families, as well as dual-career couples, in settling successfully in their new location and thriving. It is a keystone for employee engagement and supports the culture of organisations that put people at the heart of their global mobility initiatives and policy.

PUTTING FAMILIES FIRST: A HUMAN-CENTRED RELOCATION EXPERIENCE

We were delighted to welcome Kelly Blackaby, HR Director for Europe and the Middle East at Mavenir and a judge for the first time, onto the stage to present the trophy. She was impressed by how the winning company, BiCortex Languages & Translations, delivered highly personalised relocation support with local experts in 85 countries.

The judges commented, "This is a highly responsive company that addresses the need for language tuition and translation effectively and quickly.

BiCortex relocation support looks to combine personal care, local expertise, and shows proven results to make moves smooth and stress-free."

Brenda Levis, President of NYC Navigator, accepted the trophy on behalf of Inigo Lopez, CEO of BiCortex Languages & Translations and read their response, "Supporting families during relocation is not just a service, it's a responsibility. From language training to cross-cultural support, we are proud to help families feel at home, wherever life takes them."

"BiCortex are passionate about supporting families throughout every stage of the relocation process with personalised care, real-time, human solutions and a truly human approach. This award reflects the dedication of our amazing team and the trust placed in the, by our clients. Thank you for celebrating the work that they love to do."

TAILORED SOLUTIONS, GLOBAL REACH: INNOVATION IN REAL-TIME SUPPORT

The judges commented: "A fast-paced awards submission video explains what the company does, and we meet many of the coordinators. Interesting examples of real-life needs, such as translating a birth certificate within 42 minutes. The employees have relocated themselves and clearly understand the need to learn a foreign language quickly to integrate and settle."

The use of social media is highlighted to maintain strong client connections and accessibility globally. A combination of communication through WhatsApp, email and phone makes a difference to families on the move and under pressure. Feedback scores are high and testimonials support this.

Communication is prioritised with accessibility in mind, considering time zones, which highlights the urgency of many relocation requirements. The company

specialises in tailored learning, addressing individual needs. With a team of only 30+ employees, they deliver personalised services that ease transitions for families worldwide. They keep costs low with their bespoke CRM app, which tracks learner progress and adjusts lessons accordingly. Their ability to respond quickly ensures high-quality services and real-time feedback addresses issues immediately.

They are proud of their document services tailored to each country's requirements. Their ability to manage complex language and country combinations simplifies the process for assignees, even in urgent situations.

The company is proud to go beyond instruction, ensuring families feel heard, valued and supported.

Technology, a people-centred approach and dedication to continuous improvement are what make them a worthy recipient of this award in fast-paced, challenging and cost-driven times. •

www.bicortexlanguages.com



As the Bicortex Languages team were not able to attend the Awards ceremony in person, the trophy was received in Central Park, New York by Maggie Williams (left), Global Client Services Director via envoy Alexa Bronfman of NYC Navigator. The trophy made its way from London, where it was accepted on the night by Brenda Levis, President, NYC Navigator (winner of 2025 award for Destination Service Provider – Local) on behalf of the BiCortex team. The trophy's relocation journey continues from US to Spain!

AWARD CATEGORY: BEST RESEARCH CONTRIBUTION

WINNER: SANTA FE RELOCATION

his award recognises a deeply insightful and practical research report 'Taking Care of Global Mobility Professionals' undertaken by Santa Fe Relocation.

Their research assessed why global mobility (GM) teams are considerably overstretched and, in many cases, facing business expectations that global relocations can be executed 'at the flick of a switch'.

COLLABORATIVE APPROACH TO RESEARCH

They developed a detailed questionnaire to determine where global mobility/human resources (HR) professionals spend/should be spending their time, together with identifying key challenges across their global mobility work continuum and their business and leadership stakeholder interactions.

The GM 'Maturity' framework created enables GM and HR professionals to assess what they currently deliver and presents options to transform their function. They shared the findings and insights with 500+ global mobility and HR professionals.

An overview slide submitted as part of their entry, encapsulates the levels of activity within global mobility functions and graphically plots tactical/administrative; risk and cost management and the global strategic business partner, highlighting mindset, operations and skills. These three dimensions illustrate the reflections global mobility



John Rason, Group Head of Consulting,

professionals need to have on where they are today, where do they want to go in the future and how you can plot your journey. There is an urgent call for action on mindset, operations and skills to create a brighter future and the way forward for global mobility.

INSIGHTS SHAPING THE FUTURE

The judges said, "This award recognises a deeply insightful and practical research report, 'Taking Care of Global Mobility and HR Professionals.' With a strong research culture and practitioner-led approach, this firm is shaping the future of global mobility by providing tools that drive transformation and meaningful change across the industry."

"Santa Fe Relocation has a strong research culture that actively involves practitioners in research design and dissemination. Research is embedded in this company's culture and the findings are widely available to the benefit of all. What is invaluable is that the research questionnaire can be tailored and used as a tool by global mobility teams to undertake time/resource reviews, and support and shape desired future state global mobility transformations."

John Rason, Group Head of Consulting, Santa Fe Relocation accepted the award. Thanking the judges he said, "I know the rigour that you go through to actually evaluate who's going to win an award. And just to say, that this research that we do, we see as putting back into the industry. You know, it's not just about competing. It's about how we take the industry forward? And it's about being evolutionary. And so, I'm absolutely delighted on behalf of Santa Fe Relocation to accept this award. Thank you". •

www.santaferelo.com

"Taking Care of Global Mobility Professionals' is extremely well-researched, crafted, comprehensive and valuable report. The research provides real insights into the changing role of global mobility and how global mobility professionals need to adapt as individuals, as teams and develop their relationships with key stakeholders".

CATEGORY JUDGES





AWARD CATEGORY:BEST BOOK

WINNER: DR JOHN BLAKEY

here was no mistaking the pride and joy John Blakey felt at accepting his Award for Best Book at the Think Global People & Relocate Awards

Our winning book packs a punch. I am a big fan of this powerful and concise book, and I will treasure my signed copy as I endeavour to become a force for good.

I enjoyed getting inside the head of Alisa, the case study leader, who we follow through the course of her leadership fable. Having left her high-flying role in financial services she lands abruptly in the brave new world of a CEO in a not-for-profit organisation and enlists the help of Executive Coach, Ajit to guide her through the highs and lows of purpose-driven leadership. We discover through her eyes the UP, the IN and the OUT of the dilemmas and pressures of modern organisational life. She learns how to thrive rather than just survive by achieving a worthwhile mission that aligns with her own personal purpose. Secondly, she learns to take care of her energy, physical and mental health and to enjoy her new role. Thirdly, to bring others along, from staff to clients and stakeholders, how to inspire them and build positive relationships.

THRIVE NOT JUST SURVIVE

This human story illustrates the changed leadership landscape: the Post-modern; Post-pandemic and Futurefragile. A neat table illustrates what we have lost, how it makes us feel and what we need to rediscover. John Blakey describes six paths to follow to become a force



multiplier: B Corp, coach, community leader, speaker, writer, philanthropist. The road isn't easy but we fallible international leaders will enjoy unpicking our path to success, as a combination of the personality types described as zealot, martyr or Pied Piper. On any one day of course, we can show up as all three! The art is to understand why and what takes over your emotional personality. I loved the reference to the three elephants. Dust off your 'thrival kit' and discover how you can thrive, not just survive, as a purpose-driven leader. As John Blakey explains, 'Inside us are two wolves – a force for good and a force for bad. Which one wins? The one you feed'.

A big takeaway, no doubt reaching back to his years spent as an elite sports coach, is for the reader to discover, the joy that comes from experiencing who you really are. The joy comes from briefly appearing at level six in Maslow's hierarchy. Full of hope, the book is written to create force multipliers who can help others to do their own purpose-driven work', he writes.

The judges praised the book saying, "Force for Good stood out as an inspiring and practical guide to purpose driven leadership, well researched and accessible. It offers a powerful framework for ethical, impactful leadership and delivers a message of real change that resonates with audiences worldwide".

HOPE & ENCOURAGEMENT WHEN YOU NEED IT MOST

In his acceptance, he joked revealing his authentic humanity, "Various spiritual gurus will tell you, that you shouldn't rely upon external recognition. It should all come from inside you.

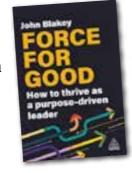
"Well, even at my mature years, I can't quite rely on that. I love external recognition.

"I hope one day to be enlightened enough not to need it. But for now, this makes me feel good, and it motivates me, encourages me to carry on doing what I'm doing and what I'm passionate about, because we all need that little bit of encouragement, don't we on the tough days?

"Thank you to the judges and most of all to my clients who inspired this book". $oldsymbol{\circ}$

"Full of hope, the book is written to create force multipliers who can help others to do their own purposedriven work."

JOHN BLAKEY



AWARD CATEGORY:

ESG EXCELLENCE - ENVIRONMENTAL, SOCIAL & GOVERNANCE



WINNER: ERES RELOCATION EUROPE

resenting the award, Fiona Murchie, Managing
Editor praised the winners Eres Relocation
Europe on behalf of the judges.
"This company impressed the judges with

"This company impressed the judges with its deep commitment to ethical, sustainable, and socially responsible practices. With a strong ESG ethos across global operations – and standout initiatives like pro bono immigration consulting – it sets a powerful example of purpose-driven business."

Coline Michaux, Communication, Marketing & Sustainability Manager of Eres Relocation Europe accepted the award saying 'Thank you very much. I'm very honoured to be here tonight and to represent my company, Eres Relocation.

We have put so much effort in in 2024 and the years before in terms of ESG, and I'm really happy to come back home with this award.

Asked why ESG is important in today's world she said, "Because the world is evolving. Global mobility isn't just about moving people. I think it's also about taking our responsibility as a company to make it more ethical and more focused on the humans and on the environment.

Commenting on the evening and meeting up with colleagues in the industry she said, "I think it's a good opportunity to share ideas and best practices and to share new ideas and innovations on all kinds of topics in our industry".

CORPORATE SOCIAL RESPONSIBILITY & ENVIRONMENTAL IMPACT

The entry illustrates through its leadership how employees are empowered to forge creative connections in the context of ESG. Access to a wellness platform, mindfulness and an annual company gathering strengthen the bonds across the staff and leadership team in the various locations. Encouragement to support charitable work and activities such as beach cleaning are also evident.

A well-crafted commentary addresses the creative aspects that the company has employed to produce a quality experience combining ethical and social practices.

Clearly the EcoVadis Gold Medal, awarded to the company in December 2024, was a pivotal moment on their environmental journey. As they state "Our ESG approach is embedded in everything we do, shaping the quality of our services and how we engage with our clients, employees and communities."

DEDICATION TO THE COMMUNITIES THEY OPERATE IN

From pro bono immigration services in Portugal to Christmas baskets for families in need plus supporting an initiative to help immigrants find housing and employment opportunities, all show dedication to the communities they operate in. Employees are



Coline Michaux, Communication, Marketing & Sustainability Manager, Eres Relocation Europe

encouraged to support cultural exchange, operational learning and innovation which ultimately enhance the services Eres Relocation provides to their clients, the entry explains.

The judges praised the personalised video which addressed the creative connections, theme and the various aspects of ESG. It is good to see evidence of Eres Relocation's leadership and governance, for example by setting up an ethics committee and the appointment of an ethics officer. Recycling and eco-friendly office supplies plus the provision of mindfulness to support wellbeing. Even adopting train travel over flights for internal business trips reinforces the commitment to reducing carbon emissions.

As the Head judge commented, "It is excellent to see a mix of environmental, social and governance practices that all support a culture of ESG excellence and plans to take these forward and improve further in the future".

"At Eres, ESG isn't just policy – it's part of our culture", they state. They explain, "Winning this award would recognize our achievements and inspire us to push even further. ESG excellence is an ongoing journey – one of progress, innovation, and commitment". Well done, a worthy winner with purpose. •

www.eresrelocation.com

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Think GLOBAL PEOPLE Relocate AWARDS 2025

AWARDS SHORTLIST

EXCELLENCE IN GLOBAL MOBILITY, GLOBAL POLICY DESIGN OR IMPLEMENTATION

- A Y & J Solicitors
- Mauve Group
- Reckitt & NetExpat

DESTINATION SERVICES PROVIDER OF THE YEAR -LOCAL/GLOBAL

- Eres Relocation Europe
- IKAN Relocation Services India
- NetExpat
- NYC Navigator
- Santa Fe Relocation

BEST SERVICED APARTMENT PROVIDER

- Synergy
- Week2Week Serviced Apartments

EXCELLENCE IN TECHNOLOGY OR ANALYTICS

- Aires
- Eres Relocation Europe
- Mauve Group
- MovePlus Mobility
- NetExpat
- The Cozm

EXCELLENCE IN TALENT MANAGEMENT

Icon

EXCELLENCE IN EDUCATION - SCHOOLS OR EDUCATION CONSULTANCY

- Chatsworth International School
- Enjoy Education
- The International School of Kuala Lumpur
- International School of London (ISL)
- King's InterHigh
- Quintessentially Education

EXCELLENCE IN FAMILY SUPPORT

- BiCortex Languages & Translations
- NetExpat

BEST RESEARCH CONTRIBUTION OR BOOK

- Dr John Blakey
- · Santa Fe Relocation

ESG EXCELLENCE -ENVIRONMENTAL, SOCIAL & GOVERNANCE

- Eres Relocation Europe
- Synergy

HIGHLY COMMENDED

EXCELLENCE IN TECHNOLOGY OR ANALYTICS

NetExpat

www.netexpat.com

EXCELLENCE IN EDUCATION – SCHOOL

Chatsworth International School www.chatsworth.com.sg

EXCELLENCE IN EDUCATION - EDUCATION CONSULTANCY

Enjoy Education www.enjoyeducation.co.uk

ESG EXCELLENCE - ENVIRONMENTAL, SOCIAL & GOVERNANCE

Synergy

www.synergyhousing.com

JUDGES



Dr Sue Shortland, Head Judge Professor Emerita, London Metropolitan University



Tosin Adenrele Global Mobility Regional Lead, EMEA, IQVIA



Kelly Blackaby Senior Global HR Director, Mavenir



Siobhan Cummins Strategic Global Mobility Advisor



Olu EubaAssociate Director,
Global Talent Mobility,
WPP



Selina Jones-May Senior Director, Global Benefits, Global Mobility & Wellness



Pam Mundy
Executive Director,
Pam Mundy
Associates



Fiona Murchie
Managing Editor
& Director,
Relocate Global



Paul Williamson Group Head of Talent Development, ATG Entertainment

For more details, visit <u>www.relocatemagazine.com/awards-2025-judges</u>























AWARDS



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