



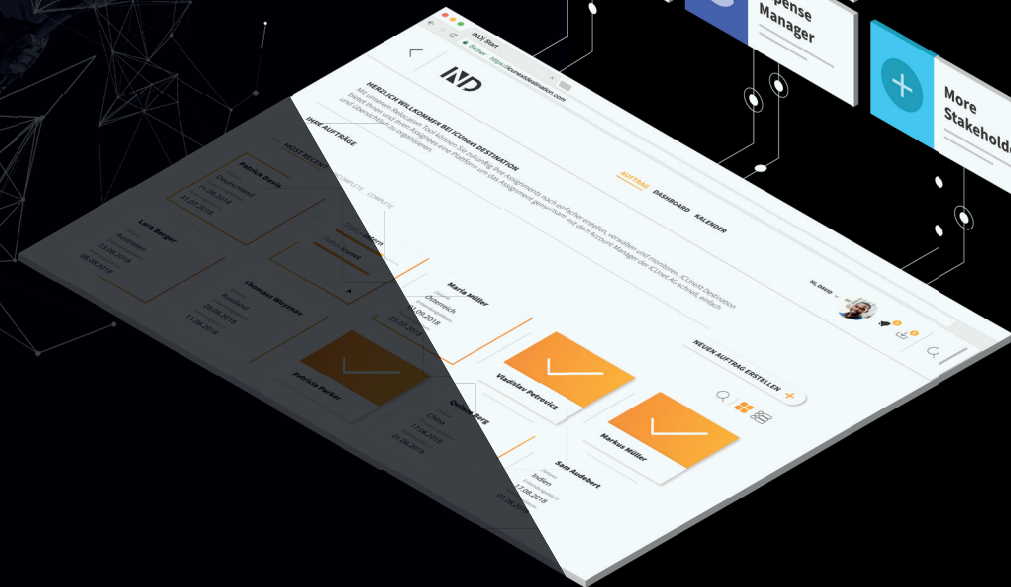
IND

IND

The Global Mobility Software
Individual. Integrated. International.

ICUnet.Group

Dr. Fritz Audebert (CEO and Founder)
Anna Schmitt (Head of Digitalization & Operations)



WHY

The Global Mobility departments align their activities with the global strategy:

How do we contribute to the company's strategic goals („Renewal Agenda“ of HR)?

How can we reduce redundancies in our processes internally and with other providers?

What impact can global mobility have on employer branding?

HOW

Our tactics

Simplicity

Reduce process (80+ process steps) and interface (90+ interfaces) complexity through digital ecosystem.

Efficiency

Save costs by optimizing global mobility operations and bundling services. Global Mobility should take on a strategic driver role.

Quality

Increase process quality with transparent, automated tracking and reporting. Resilience of process quality is not random.

SOLUTION

IND, the digital ecosystem

Together with Allianz we built an ecosystem of digital platforms with an employee portal at the core.

We designed this portal and the related ecosystem with a greenfield approach to reinvent the whole global assignment experience for the assignees as well as for HR.

The key benefits of IND in a nutshell:

Employee Experience

IND creates an exceptional experience (through UI, UX and workflows) for assignees and their families, resulting in stress-free, friction-less departures and returns

Process Quality

IND ensures the highest process quality and minimizes escalations through proven, digital workflows.

Transparency & Compliance

All process steps can be easily initiated, tracked and flexibly reported. All data and information are securely transferred within the ecosystem (e.g. to tax provider) hosted in Germany.

Flexibility & Adaptability

IND is an ecosystem to connect stakeholders and systems and to add features to the software based on the employee's needs. Customer-centricity is key.

TECHNOLOGY THAT MAKES A DIFFERENCE

IND as a strategic advantage for your target groups

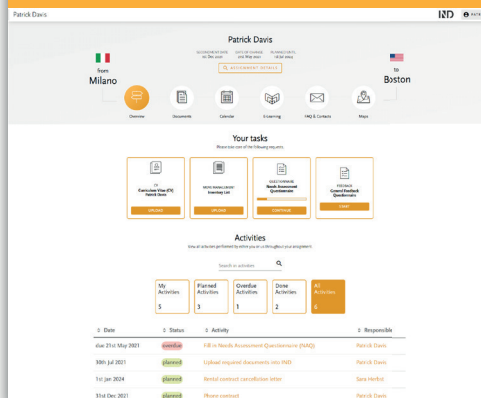
THE OVERALL DESIGN

Due to the complexity of the assignment topic mapped in IND, the whole design is clearly arranged and reduced in color to facilitate the focus and orientation on these pages. The four

different areas „Classical Assignments“, „Foreign Local Hires“, „Travel Management“ and „Mobile Work“ are structured for the user under the aspect of simplicity.

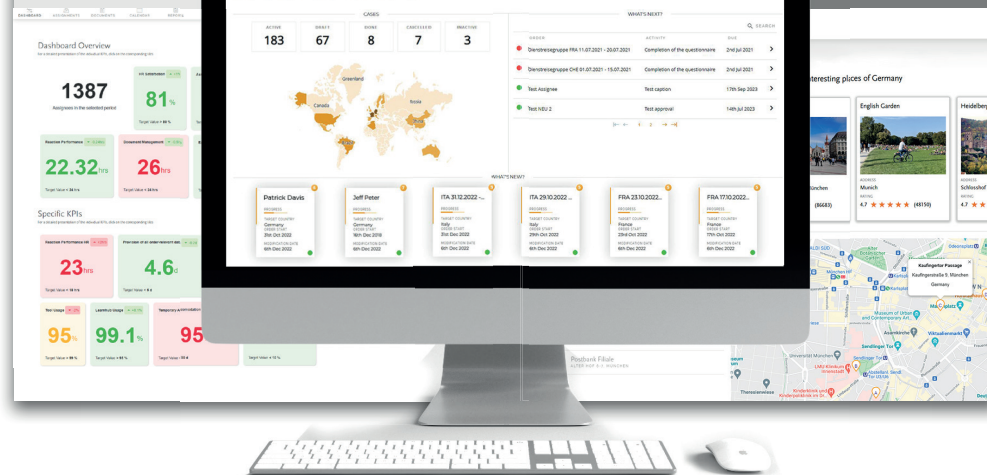
Classical Assignments

The IND serves as an „universal adaptor“ for classical assignments, combining technology (via APIs) and all stakeholders involved.



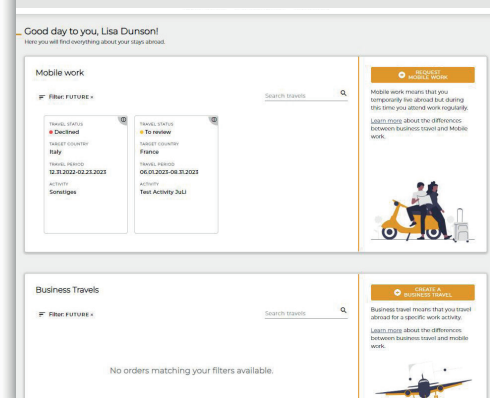
Foreign Local Hires

The IND provides an ecosystem for foreign local hires to streamline processes and allow a smooth relocation and immigration of the target group.



Travel Management

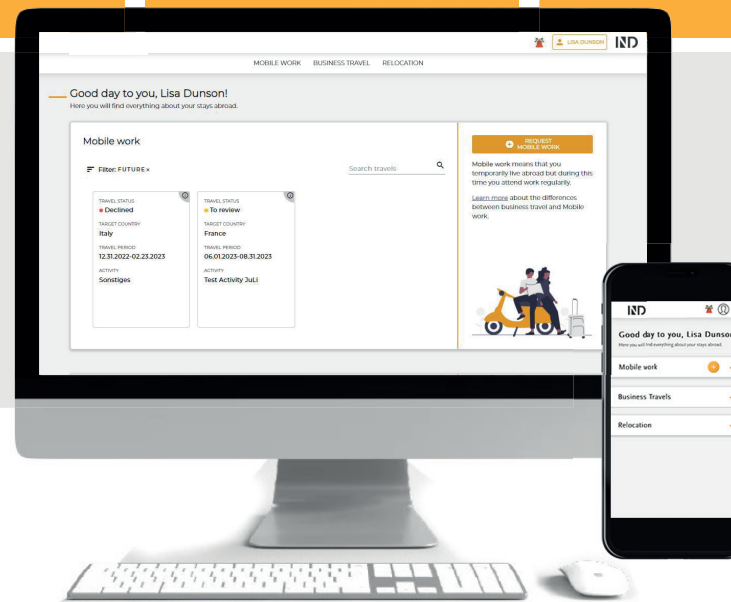
The IND creates clarity and transparency in the bureaucratic jungle of business travel. This makes the application process compliant, fast and transparent.



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Use Case	<p>Classical Assignments & HR Works</p>	<p>Foreign Local Hires</p>	<p>Travel Management</p>	<p>Mobile Work</p>	
Value Drivers	<p>EXPERIENCE</p> <p>Provide best in class employee experience based on feedbacks of over 20.000 users.</p>	<p>QUALITY</p> <p>Ensure the highest process quality and minimize escalation with proven workflows.</p>	<p>COMPLIANCE</p> <p>Always 100% data privacy and regulation compliant. All documents stored in one vault.</p>	<p>TRANSPARENCY</p> <p>All process steps can be easily initiated, tracked and flexibly by and for HR reported.</p>	<p>FLEXIBILITY</p> <p>Provide environment to connect stakeholders, systems and add on individual company needs.</p>
Ecosystem	<p>Existing APIs</p>     				



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Value Drivers	EXPERIENCE		QUALITY		COMPLIANCE		TRANSPARENCY		FLEXIBILITY	
Features	User friendly Employee Portal	Access to the document vault	Pre-configured workflows	Activity overview, personalized task lists	Multi-factor authentication	Single Sign On	HR Portal	Tracking & Initiation	Standard interfaces	Possible interfaces & quick ramp-up of APIs
	Maps and useful places	E-Learning access	Auto reminder, notifications	Calendar views for better planning	Cloud based storage	Hosted in Germany	Vendor Portal	Pre-configured reporting via dashboards		
	Customizable identity & contents	Business traveler auto-assessment	Auto pre-population of documents	Automated Feedback / Milestone Feedback	100% GDPR compliant	Central address for EU travel reporting	Flexible reporting options	One-stop-shop		



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OUR CLIENTS ABOUT IND



Allianz's decision to switch from the world's largest moving and relocation provider to ICUnet.Group has more than paid off. The user experience has fundamentally changed for the better from the perspective of the HR department and especially from the perspective of Allianz employees worldwide.

With ICUnet.Group, Allianz was able to reinvent its global mobility activities within a very short time. We were convinced by the personal touch of the ICUnet team, the fully customized processes and the partnership experience in the daily collaboration. In collaboration with EY and KPMG, ICUnet.Group's Intelligent New Destination tool (IND) was adapted to the specific needs of Allianz. The IND, which was jointly further developed and has won several awards, is now one of the most efficient global mobility tools with the best assignment experience worldwide.

Jürgen Zwerger

Distribution Management - Allianz Global Investors



The IND (Intelligent New Destination) and KMPG LINK M ecosystem has revolutionized Allianz's global mobility approach by simplifying and accelerating our processes. The features fully contribute to our "Simplicity Wins" strategy. I can recommend it to any major global mobility department!

Stefan Weinhofer

Head of Global Mobility - Allianz SE



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WHAT DO USERS SAY ABOUT OUR IND?



Simplified communication and more transparency in process steps are a big improvement.



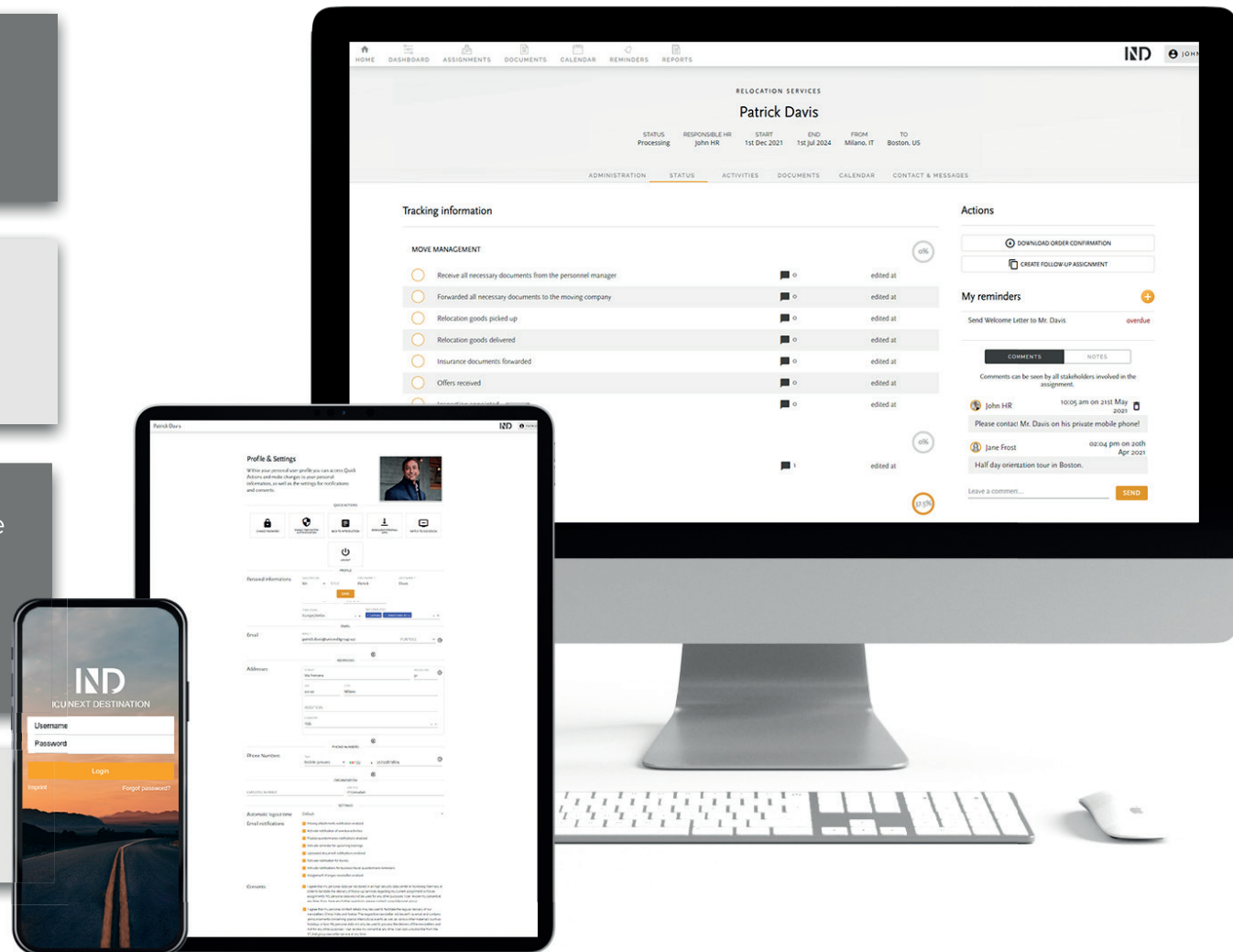
The platform is easy to use and very helpful to find the relevant documents.



It's great to have everything in one place, especially the documents and contacts, and to have full transparency of the whole order process.



Very user-friendly platform.



IND

by



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**View the video
about our Journey**

PLAY