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VANGENT PROFILES BEST PRACTICES IN CANDIDATE READINESS FOR EXPATRIATE PROGRAMS

Chicago, IL, November 12, 2008 – A new white paper issued by Vangent, a leading provider of results-oriented human capital and talent management solutions, details critical issues impacting expatriate program success and defines best practices that can help organizations achieve greater returns from their program.

With estimated costs as high as \$1 million per international assignment and expatriate failure rates as high as 50%, according to various researchers, organizations struggle with improving program success and delivering anticipated returns. [Improving Global Mobility Success: Preparing Expatriate Staff for International Assignments](#) discusses the growing trends and implications of expatriate programs; and how candidate readiness is paramount to ensuring business objectives are being met.

In this paper, readers will learn:

- Why expatriate programs often fail, and the costs associated with program failure
- The key drivers of expatriate success
- The importance of assessing cultural adaptability
- The correlation between cultural adaptability and emotional intelligence and its significance
- Best practices for cultural adaptability training and development

“As more businesses expand globally there is greater emphasis on international assignments, but as research indicates, these assignments don't always yield predictable and positive outcomes,” explains Vangent Senior Organizational Psychologist Dr. Kelly Dages. “Assessing candidates for cultural adaptability and targeting development to the individual’s requirements maximizes their preparedness for an international assignment, which in turn best positions the organization to achieve its objectives.”

[Click here](#) to download a complimentary copy of this white paper.

About Vangent, Inc.

With over 5,500 employees worldwide, Vangent, Inc. is a leading global provider of Consulting, Systems Integration, Human Capital Management, and Business Process Outsourcing services to the U.S. federal and international governments, higher education institutions, and corporations. Through Vangent’s Human Capital products and services, thousands of clients have successfully improved their workforce acquisition, development, and advancement. From industry-leading selection and hiring solutions, to best of breed learning, organizational development, and talent management solutions, Vangent helps clients achieve the greatest return from their human capital. For more information, please visit www.vangent-hcm.com.