



GMPD – A Team Motivator

Collaboration, healthy competition and a sense of intrigue are common themes amongst the Imperial Brands Global Mobility team. No wonder MyGMPD has proved to be right up their street! For many teams, especially during this period of remote working, MyGMPD has been a great motivator and presents a way for teams to find a common purpose. This might be sharing learning content and new knowledge and as has been the case for so many, a light-hearted race towards accreditation!

Global Head, Rachel J, believes MyGMPD has worked so well for them because it builds on the work ethic and drive that they already possess in spades. Its fantastic content helps to feed their curiosity. The team enjoy a non-hierarchical approach to their work and indeed, Rachel sees no restrictions around the types of things that she wants them to get involved in. She gives her full backing to the team to develop their interests and expertise and in turn, they are supportive of each other's learning. With this attitude, GMPD really comes into its own and enables the team to build on their knowledge. But then they also share it with each other. As Rachel says, she doesn't want the team to hold onto information unnecessarily. She is a big champion of the power of collective decision making and all new intelligence acquired through MyGMPD further qualifies the team to be part of this process.

For Rachel herself, she wishes GMPD had been around early in her career in Global Mobility. However, even now, there is not a day where she has not learnt something new. Challenges for Global Mobility today are quite different to what they were six months ago and GMPD allows her to tap into new and current information around COVID, Brexit and such like. As well as being a wonderful resource, she is a GMPD Believer for the acknowledgement and recognition that it gives individuals too.

With regards to the wider team - Will, Gary and Rachael H included - they concur that the primary driver for them has been around learning and they are yet another team who have GMPD feature as part of their personal objectives. Mostly, Will, Gary and Rachael are looking to bolster their specialist knowledge and build their capability. Information gathered around tax and financial elements has helped towards their allowance discussions. Topical subjects such as Brexit are appealing and they have enjoyed articles, diversity-related for instance, which have given them another perspective. When it comes to identifying what they need, the team tend to use the search

capability of the GMPD website to delve into particular subjects. They find that many of the Subject Matter Experts serve to give the material **credibility** and **authenticity**. The team are big fans of Expat Academy's events and have found GMPD is a great supplement to what they are able to learn in person. Whilst these are being missed right now, the team welcomed the experience, information (and points!) that came from the recent virtual Network Huddles.

Recognition is almost secondary to the Imperial Brands team although it sounds like the lure of accreditation has provided a little bit of **team fun** along the way! With an ongoing joke about who will reach their 40 points first, we're told that one of the team, determined not to be beaten, made it their mission to sneak in their final learning logs before heading out on holiday. That's the **spirit!**