

Global Benefits Consulting Services



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Driving sustainability, talent, and value

Developing valuable benefit programmes for your employees and making appropriate financial and operational decisions can be complicated, especially if your operations span nations. That's where we come in with outstanding global benefits expertise to help our clients bring their objectives and the preferences of their employees into alignment.

Today's global benefits challenges include:

- Complex logistics
- Inflationary pressures
- Tight talent market

In our view, getting benefits management right globally is critical to mitigating risks, managing costs and driving an effective talent proposition. Opportunities and trends to look out for include:

- Environmental, social, and governance
- Diversity, equity and inclusion
- Healthcare/medical benefits
- Aligning benefits with corporate objectives
- Understanding employee fit



Looking ahead 3 years...

"Organisations will continue to look for ways to distinguish themselves from their peers, with a greater focus on what their employees need rather than what the market is doing. This will continue to drive innovation in employee benefits across key areas like healthcare, flexibility, DE&I and sustainable benefits." – MBWL Global Benefits Forecast 2023

Our global benefits services include:

- Advice on global pensions & benefits governance principles, policies and procedures
- Design and implementation of global governance frameworks
- Building a sustainable benefits strategy
- Benefit plan audits, benchmarking and design
- Reviewing global benefit plans and programs through a DE&I lens
- Advice on pension and benefit plans for internationally mobile employees
- Data analytics to understand the needs of both the organisation and their employees
- Developing and implementing well-being strategies
- Employee engagement reviews, and communicating change
- Operational strategy and support, including insured benefit plan renewal management
- Supporting business transformation and advising on employee benefits in connection with mergers and acquisitions

Our experience



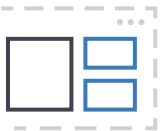
Helping clients understand the needs of their workforce and better shape their benefits offering.



Helping clients to partner more effectively with existing providers.



Development and implementation of a new well-being strategy.



Implementation of a modern digitised platform and innovative financing structures.



Case study

Global governance and strategy

A global healthcare company with over 300,000 employees in 100+ countries required more cost-sustainable and efficient pension plans.

Challenge

- The client had largely traditional plans that were expensive to finance and administer and were not appreciated by employees.
- Diverse needs of demographic groups such as younger employees were not met.
- Stronger oversight was required to deliver change and continuous improvement.

Action

- MBWL provided strategic and highly effective solutions through the implementation of a modern digitised platform, innovative financing structures and flexible designs.
- MBWL delivered a robust governance framework based on innovation and continuous improvement.

Results

MBWL executed a comprehensive review that yielded 30% savings in annual costs in Germany, enhanced employee appreciation with new plan designs, and streamlined management with a digital platform. We established a dashboard to monitor governance objectives and are replicating the review process in other European countries.

The MBWL difference – independent global expertise

At MBWL, we harness the combined expertise, systems and experience of over 6,000 professionals across Milliman, Barnett Waddingham, Lurse and Normandin Beaudry.



Milliman is among the world's largest providers of actuarial and related products and services. The firm has consulting practices in healthcare, property & casualty insurance, life insurance and financial services and employee benefits. Founded in 1947, Milliman is an independent firm with offices in major cities around the globe.



Barnett Waddingham is a leading independent UK professional services consultancy at the forefront of risk, pensions, investment and insurance. The firm acts as a trusted partner to a wide range of clients, including almost 25% of the FTSE 100. They have over 1,500 people in nine offices, including over 90 partners, each delivering on the values and the promise of the firm, ensuring the highest levels of trust, integrity and quality.



Lurse is a leading independent German advisory and solution company focusing on compensation, pensions and talents. They manage and administrate pension schemes, optimize HR systems and cultivate talents. In every interaction and with every solution, Lurse acts in its clients' best interest.



Founded in 1992, Normandin Beaudry is a leader in actuarial and total rewards consulting services. Nearly 350 employees serve clients across Canada in eight areas of expertise: Pension and Savings, Pension Plan Administration, Investment Consulting, Group Benefits, Compensation, Health, Performance, and Communication. The firm helps clients achieve their human capital and financial performance objectives by offering practical and innovative total rewards solutions, enabling them to stand out with creative strategies for talent attraction, engagement, and retention.

Key contacts



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