



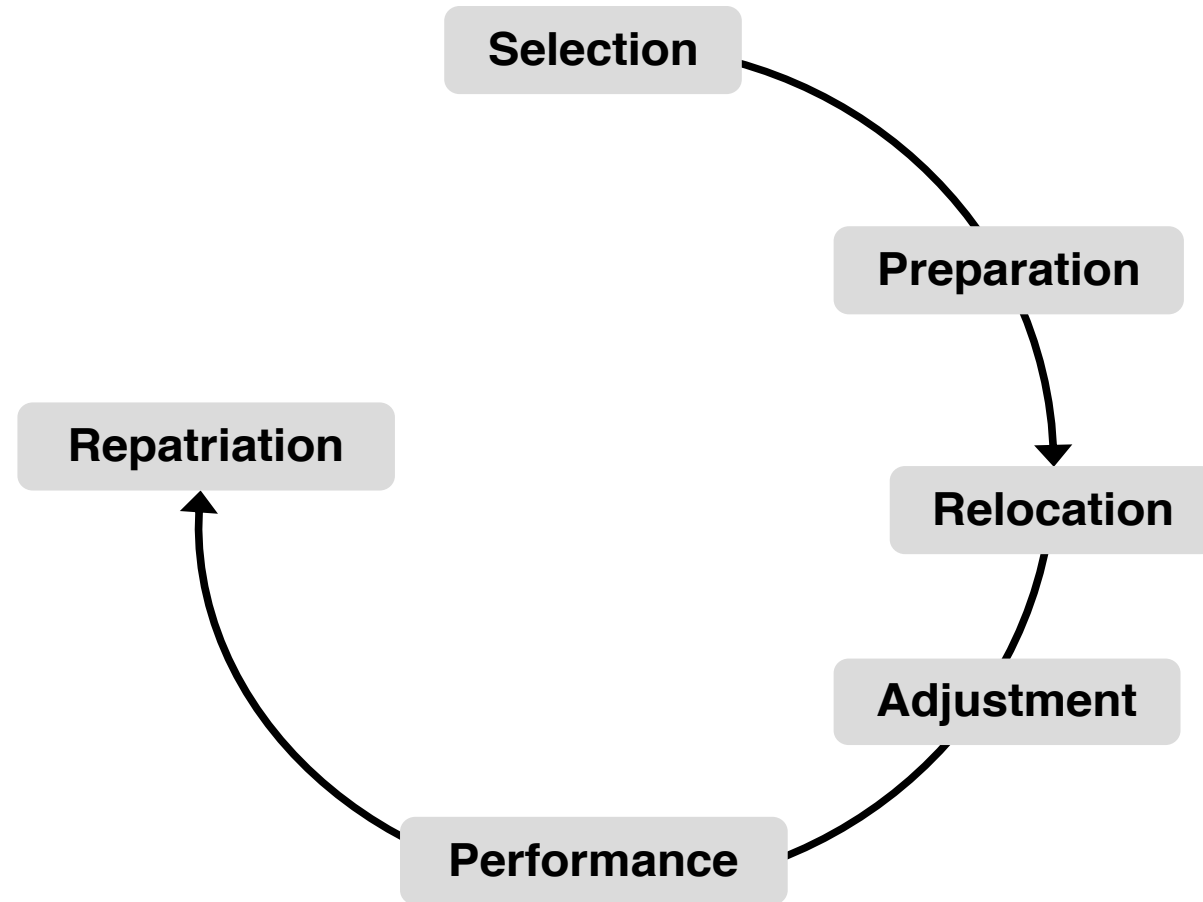
Exploring the process of adjustment for returning expatriates at the end of their corporate career: Implications for future support.

Mike Phillips, MSc, ICF ACC.
Executive Coach

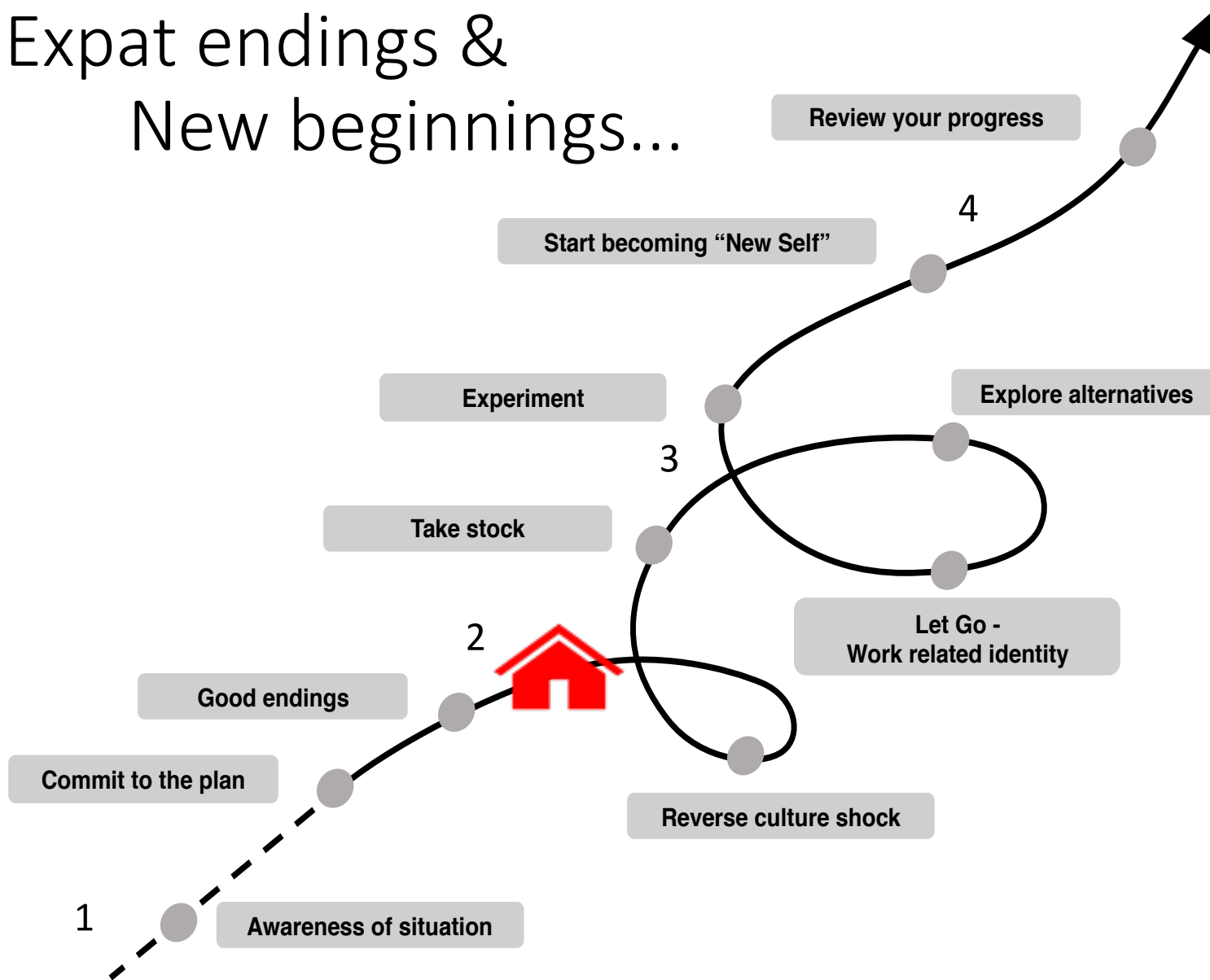
mike@wave8.co.uk



Expatriate assignment cycle



Expatriate endings & New beginnings...



This model is indicative, some expats may skip stages or experience them in a different order, it can be used to start a conversation.

- 1. Preparation:**
 - Long term financial & Life planning
 - Plan for personal adjustment (Kubler-Ross)
 - Reconnect, training, commit to plans
 - Manage good endings (Bridges)
 - Connect to networks - alumni & beyond
- 2. Repatriation**
 - Adjust to home
 - Address practical and emotional needs
 - Take stock of options and reconnect
 - Connect into networks
- 3. End of corporate career**
 - Use networks
 - Explore options, engage in activities
 - Consider motivational needs (McClelland)
 - Let go of work identity (Ibarra)
 - Experiment
- 4. Rebalance**
 - Expect this to take time! (1-2-5 yrs?)
 - Keep exploring, new self will evolve
 - Enjoy the third life!

Useful References for those offering support: (Kübler-Ross et al., 2014; Bridges and Bridges, 2019; McClelland, 1987; Ibarra, 2004)