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Issue: 10

November 13, 2012

Families in Global Transition leads the worldwide community in empowering families and those who serve them in global transition. FIGT is the premier advocate and educational resource for families, organizations and service providers.

FIGT FOCUSING ON FAMILY

By Apple Gidley

Families in Global Transition is the acknowledged forerunner in bringing topics, sometimes uncomfortable, into the boardrooms of organisations that send employees, from every sector, on overseas assignments. Mental health in expatriate children often manifesting itself in eating disorders, repatriation, or the changing make-up of families are some of the issues, often not discussed, that can affect the success of an employee's expatriate experience and are all covered at the FIGT annual conferences.

There are many factors for HR and global mobility departments to cover from medical and schooling to benefits and tax that need to be taken into account for expatriate assignments but there must also be more focus on the family. Recognition of the role the accompanying partner plays in a successful relocation, a partner who has often forsaken a burgeoning career, is a pivotal area that if addressed early in expatriation discussions can benefit both the sponsoring organisation and the employee. Managing expectations should be an ongoing discussion between employer, employee and the family before, during and after expatriation.

Whatever the topic, the unfathomable truth is that there is still not enough energy put into families who expatriate for an organisation. Countless surveys have shown that unhappiness within the family will oftentimes result in a shortened term overseas, or a change in the family dynamic. Both of which affect the ability of the employee to focus on his, or her, assignment and ultimately the organisations return on investment.

One of the most common assertions to come from FIGT conferences is the impact sessions have throughout the year. Discussions and networking held both in the breakout rooms and corridors tend to lead to new projects in different parts of the world, whether workshops, webinars or books.

The 2013 FIGT conference will once again give all those involved with global mobility an opportunity to hear of new research, discuss new ideas and connect with old and new friends. Join us at Silver Spring, Maryland in March 2013 and become part of the discussion that focuses on Families in Global Transitions.

By Mary Margaret Herman

In an auditorium on a college campus in upstate New York some time in 2004, Mayor David Dinkins, the first and only African American mayor of New York City to date, was delivering a speech to a few hundred college students. As he spoke of his experiences in life, Mayor Dinkins offered up the slice of knowledge that success is not measured by how far you get but by how many people you lift up with you. I was among those college students and his words have been with me ever since. Whether we call it giving back or paying it forward, we all have experienced the heart-warming sensation that comes when we help others.



With the recent announcement of the opening of the [David C. Pollock Scholarship](#) Fund cycle for the 2013 conference, it made me recall the generosity of people purchasing raffle tickets at the previous year's conference. Furthermore, it caused me to reflect on the experience overall, from filling out the application all the way until the present where I sit and reflect as a humbled, newly elected member of the FIGT Board of Directors.

Shortly after arriving to the conference and meeting the other scholars, I tied on the tiny black apron and set out with orange tickets in hand to raise funds for the 2013 scholarship recipients. It makes me laugh now when I think back on the nervousness in approaching FIGT conference attendees for money, because at that point in time I hadn't any idea how kind, giving, and inclusive FIGT community members could be. Today, I call many of the folks who purchased those raffle tickets from me friends and feel very grateful for that experience. Once the conference was over, I still felt the euphoria of my first FIGT conference experience. Little did I know that the network I was building was, in reality, a web of friendships.

In American culture, November presents us with an entire day devoted to giving thanks. I am grateful for the opportunity I was given through the David C. Pollock Scholarship fund. Not only did I make spectacular friends, but I found a home with FIGT and means to continuously give back.

As someone who deeply believes in the mission of FIGT and the FIGT community, I urge you to do what you can to help the scholarship grow. Please forward the information on to your friends and networks so that we can extend the opportunity to as many individuals as possible. And of course, give what you can.

A TASTE OF WHAT'S TO COME...

Been searching for an original recipe lately? Remember that the FIGT Cookbook, *Where is Home?* is getting ready to go to press in time for an official launch at the FIGT Conference in March 2013.

This is your chance to be a part of an important fundraising project, all proceeds of which will go the Pollock Scholarship Fund. The Pollock Scholars are in integral part of the annual conference and help ensure the FIGT flame is carried forward to those new to expatriation and the relocation industry. Your support and sponsorship will enable FIGT to offer more scholarships to those applying for this prestigious award.

If you like the taste of this...

JALAPENO PIE
Submitted by Gerri Warden

3 jalapeno peppers, seeded and chopped (can use up to 4)
1 large onion, finely chopped
1 clove garlic, minced
1 lb Cheddar cheese, shredded
6 eggs, beaten

Set oven at 350° F. Spray 9 x 9 pan with non-stick product. Sprinkle peppers, onion and garlic into pan. Top with cheese then pour eggs on top. Bake until firm, about 30 minutes. Cool, cut into 1" squares and serve.

Note: This recipe is great for a brunch or an appetizer. If you do not want to cut, serve with a spoon and

allow guest to dip.

Do please consider sponsoring space in the Where is Home? FIGT cookbook - remember your organization's name in this cookbook will be seen for years to come! [Click here](#) for pricing details.

FUN FACTS ABOUT SILVER SPRING, MD: THE LOCATION FOR THE 2013 FIGT ANNUAL CONFERENCE

1. Silver Spring is a town located in the southern-most part of the state of Maryland and it borders Washington, D.C.
2. According to the 2010 census, Silver Spring's population was 71,452.
3. Silver Spring was #54 on the list of City Data's "Top 100 cities with highest percentage of foreign-born residents (pop. 50,000+)."
4. Silver Spring's Acorn Park has a gazebo that is actually shaped like an acorn!
5. Legend has it that Stevie Nicks got the idea for her song "Silver Springs" (note that the name of the actual town does not include an's' at the end), while driving by the sign on the Capital Beltway after a concert.

Silver Spring was the birthplace of:

Nora Roberts - Romance novelist
Nick Adenhardt - Professional baseball player
Dominique Dawes - African- Olympic gymnast
Lewis Black - Comedian
Daniel Snyder - Billionaire
Gyau - Soccer player-coach
Erik Imler - Soccer player-coach
Brady Anderson - Baseball player

Other famous people associated with Silver Spring:

Goldie Hawn - Actress (attended school there)
Sylvester Stallone- Actor (grew up in nearby Montgomery Hills)
Ben Stein- Comedian, speechwriter, lawyer, and author- (grew up in Silver Spring)

More reading about Silver Spring:

<http://www.silverspringcenter.com/>

<http://www.silverspringdowntown.com/>

<http://www.city-data.com/city/Silver-Spring-Maryland.html>

