

Kristin M. Sampson

Kristin is the Area VP and Global Mobility Practice Leader for the Multinational Benefits & Human Resources practice, within Gallagher's Benefits & HR Consulting Division. Her team helps employers successfully navigate the complex challenges of relocating employees internationally. Prior to joining Gallagher in 2007, Kristin was responsible for developing and managing Bausch & Lomb's international relocation and global mobility program and providing hands-on service to senior management, global human resources and employees around the world.

With more than 25 years of experience managing global mobility programs and international finance, Kristin works closely with her team to identify clients' relocation goals and determine the assignment needed to achieve targeted outcomes. At each process step from relocation to repatriation, the global mobility team supports the delivery of our Gallagher Better WorksSM approach to employers globally and focuses on ensuring that clients meet compliance requirements, manage compensation and benefits appropriately and ensure up to date competitive policies and procedures. The teams strategic planning and tax compliance consulting and guidance enable Gallagher's clients to realize maximum cost efficiencies, and to ensure all parties have a productive, positive experience.

Kristin holds a Bachelor of Science in Business Finance, from Biola University, La Mirada, California and a Certification from HRCI Management Institute as Global Professional Human Resources (GPHR). As part of the HRCI Global Expertise Panel, she assisted with GPHR Exam Development. In addition to her other responsibilities, Kristin is a frequent speaker at IBIS Academy international conference, as well as other international conferences such as Society for Human Resource Management Chapters (SHRM), Forum for Expatriate Management (FEM) and local universities. She presents at global conferences on Introduction to Short and Long Term assignments, Local Transfers, current competitive practices, managing employer costs, maximizing employee satisfaction and ensuring compliance. She developed, in conjunction with Deloitte, a strategic plan, which she presented at the International Deloitte conference as the "New World of Global Equity Programs". Since 2016 she has developed IBIS Academy's global mobility tracks held in Amsterdam, Cannes, Berlin and Milan.



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