# Strategic Global Mobility and International HR Management Training Course



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LONDON

5900 € (Per Person)

Ref: #HR2811_164122

## Course Introduction / Overview:

Navigating the complexities of a global workforce requires more than just logistical planning; it demands a sophisticated, strategic approach to international human resource management. This course is meticulously designed to transform participants into strategic partners who can design and execute effective global mobility programs that align with overarching business objectives. We delve deep into the entire international assignment lifecycle, from candidate selection and cross-cultural preparation to on-assignment support and successful repatriation. Drawing on foundational concepts from leading academics like Paul Sparrow, a prominent voice in Strategic International Human Resource Management, we explore how to build a framework that not only manages the operational aspects but also fosters talent development and enhances organizational capability. This program, offered by BIG BEN Training Center, moves beyond administrative tasks to address critical issues such as global compensation, tax implications, legal compliance, and duty of care. Participants will gain the insights needed to manage a diverse, mobile workforce, mitigate risks, and maximize the return on investment from international assignments, as detailed in works like "International Human Resource Management: A European Perspective". This is a comprehensive journey into creating a world-class global mobility function.

## Target Audience / This training course is suitable for:

- HR Directors and Managers.
- Global Mobility Specialists and Managers.
- International HR Business Partners.
- Talent Management Professionals.
- Compensation and Benefits Specialists.
- Recruitment Managers involved in international hiring.
- In-house Legal and Compliance Officers.
- Line Managers overseeing international teams or assignees.

## Target Sectors and Industries:

- Technology and Telecommunications.
- Oil, Gas, and Energy.
- Financial Services and Banking.
- Management and Strategy Consulting.
- Pharmaceuticals and Healthcare.
- Engineering and Construction.
- Manufacturing and Consumer Goods.
- Governmental and Non-Governmental Organizations.

## Target Organizations Departments:

- Human Resources.
- Talent Acquisition and Management.
- Legal and Compliance.
- Finance and Payroll.
- Strategic Planning and Corporate Development.
- Operations Management.
- Employee Relations.

## Course Offerings:

By the end of this course, the participants will have able to:

- Develop a comprehensive global mobility strategy aligned with organizational goals.
- Manage the entire international assignment lifecycle from selection to repatriation.
- Design competitive global compensation and benefits packages.
- Navigate the complexities of international tax, social security, and immigration compliance.
- Implement effective cross-cultural training and support programs for assignees and their families.
- Establish robust duty of care and risk management protocols for a mobile workforce.
- Measure the return on investment and strategic impact of global mobility programs.
- Integrate global mobility with broader talent management and succession planning initiatives.
- Address the challenges of repatriation and facilitate knowledge transfer.
- Analyze and apply future trends in global mobility and international HR.

## Course Methodology:

The training methodology at BIG BEN Training Center is designed to be immersive, interactive, and highly practical, ensuring that participants can immediately apply their learning in a real-world context. We believe that adult learning is most effective when it is experiential and collaborative. Therefore, this course moves beyond traditional lectures to incorporate a rich blend of learning techniques. Sessions will feature in-depth analysis of contemporary case studies from various industries, allowing participants to dissect complex global mobility challenges and formulate strategic solutions. Interactive group discussions and workshops will encourage the sharing of diverse perspectives and experiences, fostering a dynamic learning environment. Practical exercises, such as designing a mock expatriate compensation package or developing a risk mitigation plan, will provide hands-on experience. Our expert facilitators guide participants through each module, providing continuous feedback and encouraging critical thinking. The program is structured to build knowledge progressively, ensuring a solid understanding of foundational principles before tackling more advanced strategic concepts, all within a supportive and engaging framework.

## Course Agenda (Course Units):

### Unit One: Foundations of Strategic Global Mobility

- The evolution of global mobility and its strategic importance.
- Aligning mobility programs with business strategy and talent management.
- Key drivers and objectives of international assignments.
- Understanding different types of international assignments (short-term, long-term, commuter, virtual).
- The role of the Global Mobility function within the HR structure.
- Developing a global mobility policy framework.
- Cost-benefit analysis and budgeting for international assignments.

### Unit Two: The International Assignment Lifecycle Management

- Phase One: Candidate assessment, selection, and readiness.
- Phase Two: Pre-departure planning, logistics, and documentation.
- Developing effective cross-cultural training and language support.
- Managing assignee and family support services (housing, schooling, spousal assistance).
- Phase Three: On-assignment performance management and support.
- Navigating cultural adjustment and integration challenges.
- Conducting mid-assignment reviews and check-ins.

### Unit Three: Global Compensation, Benefits, and Taxation

- Core principles of international compensation.
- Exploring different approaches (Home-based, Host-based, Hybrid).
- Calculating cost of living adjustments (COLA) and hardship allowances.
- Administering international benefits, healthcare, and retirement plans.
- Fundamentals of expatriate taxation and tax equalization policies.
- Understanding social security agreements and totalization.
- Managing international payroll and currency exchange challenges.

## Unit Four: Compliance, Risk Management, and Duty of Care

- Navigating global immigration, visas, and work permit complexities.
- Ensuring compliance with international labor and employment laws.
- Developing a comprehensive risk management strategy for global assignees.
- Fulfilling the organization's duty of care obligations.
- Health, safety, and security protocols for a mobile workforce.
- Crisis management and emergency response planning for expatriates.
- Data privacy and protection for a global workforce (GDPR and beyond).

## Unit Five: Repatriation, Talent Retention, and Future of Mobility

- Strategic planning for the repatriation process.
- Managing reverse culture shock and professional readjustment.
- Leveraging repatriate knowledge and experience for organizational benefit.
- Integrating repatriated employees into the domestic talent pool to improve retention.
- The impact of technology and AI on global mobility management.
- Emerging trends: flexible mobility, virtual assignments, and sustainability.
- Measuring the success and ROI of the global mobility program.

# FAQ:

### Qualifications required for registering to this course?

There are no requirements.

### How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

## Something to think about:

How can organizations effectively measure the return on investment of their global mobility programs beyond simple cost analysis, factoring in long-term talent development and knowledge transfer?

## What unique qualities does this course offer compared to other courses?

This course distinguishes itself by adopting a deeply strategic, rather than purely administrative, perspective on global mobility and international HR. While many programs focus on the logistical "how-to" of moving employees, we concentrate on the strategic "why," linking every aspect of mobility to broader business and talent objectives. Our curriculum is built on a holistic framework that integrates financial acumen, legal compliance, cultural intelligence, and talent management into a cohesive strategy. We move beyond standard checklists to explore the nuances of the assignee experience, emphasizing duty of care and the long-term value of repatriated talent as a key organizational asset. The content is designed to foster critical thinking, enabling participants to design bespoke mobility solutions for their unique organizational context, rather than applying a one-size-fits-all model. By focusing on the strategic impact of a well-managed mobile workforce, from developing global leaders to facilitating cross-border innovation, this course equips HR professionals to be true strategic partners who can articulate and deliver tangible value to their organizations.