

## **Managing Global Workforce**

### **Seminar Outline**

#### **► Overview:**

As many HR practitioners evolve from domestic to global HR Management, several skills need to be acquired and adaptations need to be made in order to overcome major challenges and manage a geographically dispersed workforce. This seminar will explore the initial considerations HR need to make when expanding across borders for the first time or moving into new jurisdictions, as well as reviewing the next step for managing the workforce from recruitment to cultural awareness to techniques for managing workers remotely.

#### **► Objectives:**

Managing Global Workforce seminar enables participants to examine the impact of the firm's international expansion on the people management strategies.

This seminar will be beneficial to HR practitioners who operate in the global arena by providing the insight of the impact of global expansion on HR practices.

Moreover this seminar teaches participants:

- How to define their organization's context and how to formulate a global workforce management strategy that fits current and future realities.
- How to select and execute Staffing, Development, Performance Management, Rewards Management and Employee Relations strategies and programs that fit the organization and contribute to the current and future effectiveness of its workforce.
- How to recognize cultural differences across countries and individuals and how to respond appropriately.

By the end of this seminar, participants will be able to:

- Access research into the drivers behind globalization and their impact on HR
- Develop an international recruitment strategy and international workforce planning
- Reward the workforce with a trans-global strategy
- Discover tactics for managing the workforce remotely
- Review the policies to meet the demands of a global workforce

#### **► Who should attend:**

This seminar is beneficial for:

- International HR Director
- Global HR Director
- HR Director EMEA
- Global HR Manager



- Hr Manager
- MR Policy Manager
- Reward Manager
- Recruitment Manager

### **► Structure:**

This two-day seminar includes presentation, supporting documents, and interaction with highly experienced and qualified people from the field.

### **► Contents:**

This seminar covers:

- The globalization of businesses and their workforces
  - Current drivers behind international growth
    - Challenges of operating in the euro zone
    - The lure of emerging markets
    - Organic growth
    - Growth through acquisition
  - How can HR support growth strategies
- The impact of international expansion on people management strategies
  - Establishing and growing an office overseas
    - The legal implications for HR of new offices
  - People management challenges of expanding overseas
  - Developing new skills for overseas HR management
- Developing your International recruitment strategy
  - Developing a workforce to meet organizational needs
  - Meeting workforce needs – What are the requirements?
  - What are the legal implications for different types of worker?
    - The local workforce
    - Expatriate workers
    - Seconded workers
  - Employment contracts at home and abroad
  - Cultural awareness for a global workforce
  - Embedding organizational values across the globe to create a corporate culture
  - Relationship building across cultures particularly between home and host culture
  - Intercultural training to ensure cultural sensitivity
  - Avoiding the consequences of poor cultural awareness
- Translating organizational values into global HR policies
  - The international employee handbook and global code of conduct
  - How can local policies be globalised to suit an international workforce
  - Educating and training all employees so that they understand organizational policies and expectations



- Globalization of pay, reward and benefits
  - How best to manage pay and benefits?
  - Meeting the expectations of local staff
  - Structuring benefits for expatriates
  - Tax complexities for expatriates
- Managing workforces remotely
  - Engaging employees with the company ethos
  - Managing the performance of widely dispersed and diverse employees
  - Developing the capabilities of the global workforce
  - Retaining talent in a mobile market place
  - The use of technology to create a virtual working environment
- Panel discussion - HR as a champion of global mobility
  - HR as a strategic business partner for international HR line managers
  - How HR can add value by becoming experts in cross cultural working and international employment legislation
  - Methods to internationalize HR teams through exchanges, short & long term assignments

Throughout the seminar there will be opportunities for questions, and where appropriate, case studies will be discussed.