

5-day Interactive Training Course

# People Management in an International Context

International People Practices

24 Jun - 28 Jun 2024	London - UK	US\$ 5,950
22 Jul - 26 Jul 2024	Barcelona - Spain	US\$ 5,950
23 Sep - 27 Sep 2024	Boston - USA	US\$ 6,950
18 Nov - 22 Nov 2024	Dubai - UAE	US\$ 4,950
30 Dec - 03 Jan 2025	Istanbul - Turkey	US\$ 5,950



# People Management in an International Context

International People Practices



## About the Course

The workplace trends of globalisation and remote working mean that today, people management may involve managing people in an international context across national boundaries. This can lead to major challenges and greater complexity for managers. People's practices can also vary from country to country. This programme explores the factors that impact international organisations and the practical and ethical issues that such organisations face from a people management perspective.

Managing people internationally requires a comprehensive understanding of international strategic approaches, the factors that may impact an organisation operating internationally, and an understanding of the staffing strategies that international organisations follow. An international people manager needs to understand how to manage expatriate staff effectively and the practicalities associated with managing people in the fields of performance management, diversity and inclusion, reward management, communication and employee voice, talent management and development, and flexible working practices.

This 5-day interactive People Management in an International Context training course addresses examines the contextual factors of managing people internationally and the drivers and benefits of employment in an international context. As a delegate on the programme, it will deepen their understanding of convergent and divergent approaches to international policy and practice as well as examine the challenges and cultural differences to consider in an international organisation. Delegates will learn cultural awareness skills, the factors to be considered when resourcing for international assignments, and the institutional differences to be recognised in international management practice.

## Core Objectives

This training course is intended for professionals from all business, sectoral, or industrial associations who wish to strengthen their ability to effectively manage in an international context to achieve corporate goals and build a diverse, high-performing workforce in an environment of complexity and competitiveness.

**The delegates will achieve the following objectives:**

- Understand people management practice from the international perspective
- Know the challenges of people management practice in an international context

- Explain the processes and benefits of managing expatriates
- Know Hofstede's cultural dimensions and understand how this knowledge may assist in managing people internationally
- Identify the institutional differences when managing people internationally and understand how to manage those differences

## Training Approach

For better effectiveness of this training course, interactive educational methods will be used to facilitate the delegates to fully understand the issues that will be developed. The delegates will be allowed to contribute and ask for feedback. Participation in practical exercises and problem-solving will be linked to the delegates working environment. The simulation will enable the delegates to assess their level of understanding of the delegates and provide constructive feedback accordingly.

## The Attendees

This training course is aimed at leaders who wish to develop leadership and management skills to perform their roles excellently, regardless of the work area. The growth of international organisations means that leaders and managers need the skills to manage diverse teams working across national borders and understand the challenges of international people management practices.

**Likewise, it will be valuable to the professionals but not limited to the following:**

- Aspiring Leaders
- Senior Manager
- HR Manager and Director
- Director and Executive
- Leader of Innovation
- Consultants
- Team Managers
- Supervisors

# DAILY DISCUSSION

## DAY ONE

### CONTEXTUAL FACTORS OF AN INTERNATIONAL ORGANISATION

- The Ethos of Multinational Organisations
- Centralised and De-centralised Management Structures
- Hofstede's Cultural Diversity and Difference
- The Convergent and Divergent Management Policy Choices
- The Benefits of the Transference of Technological and Business Knowledge

## DAY TWO

### THE CHALLENGES OF INTERNATIONAL PEOPLE MANAGEMENT

- Perlmutter's Strategic Orientation of International Organisations
- The Benefits of Managerial Emotional Resilience
- Innovation and Isomorphism in International Organisations
- International Employment Relations
- International Reward Practice Considerations

## DAY THREE

### THE IMPACT OF THE INTERNATIONAL CONTEXT ON PEOPLE PRACTICES

- Developing an International Operating System
- Refining and Developing International People Practices
- Evaluating Institutional Differences
- Resourcing People Internationally
- Resourcing Activity

## DAY FOUR

### THE BENEFITS OF USING EXPATRIATES FOR INTERNATIONAL WORKING

- Examining the Benefits of Using Expatriates for International Assignments
- The Process of Selection of Expatriates for International Assignments
- Different Contractual Models
- Consideration of the Expatriate Reward Package
- Preparing for the Expatriates' Re-Settlement

## DAY FIVE

### MANAGING DIVERSITY IN AN INTERNATIONAL WORKFORCE

- International Talent Management
- Managing Diversity in the Workplace
- Edward Hall's International Communication Differences
- Remote Working and Time Differences
- Action Planning for Success



## THE CERTIFICATE

**XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.**