International Human resource Management Development Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s globalized and interconnected business environment, International Human Resource Management (IHRM) is essential for achieving strategic organizational goals across borders. International Human Resource Management Development Training Course equips HR professionals, global managers, and business leaders with the skills to navigate cross-cultural workforce challenges, talent mobility, expatriation, global leadership development, and compliance with international labor laws. This dynamic course emphasizes best practices in global talent management, training methodologies, and workforce diversity integration, ensuring competitiveness in a rapidly evolving global economy.

By exploring advanced strategies in training and development, participants will master techniques in international recruitment, performance appraisal systems, learning and development programs, and retention strategies across multinational operations. Through hands-on case studies, scenario planning, and competency-based frameworks, this program ensures participants can design, implement, and manage HR initiatives aligned with international standards and organizational needs.

Programme Curriculum

International Human Resource Management Development Training Course

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Course Objectives

1. Understand key principles of International Human Resource Management (IHRM).
2. Design and implement global training and development programs.
3. Analyze and manage cross-cultural differences in HR practices.
4. Apply strategic HRM practices in multinational corporations.
5. Develop competency models for international leadership roles.
6. Manage international talent acquisition and retention.
7. Evaluate international performance management systems.
8. Navigate global labor laws and compliance regulations.
9. Incorporate diversity, equity, and inclusion (DEI) into global HR strategy.
10. Develop effective expatriate management and repatriation policies.
11. Use HR analytics to inform international decision-making.
12. Leverage technology and e-learning platforms for global training.
13. Align HR strategy with global business objectives and trends.

Target Audience

1. Human Resource Managers
2. International Business Executives
3. Talent Development Specialists
4. Learning and Development Managers
5. HR Consultants
6. Global Mobility Managers
7. Organizational Development Practitioners
8. Training Coordinators in MNCs

Course Duration: 5 days

Course Modules

Module 1: Introduction to International Human Resource Management

- Definition and scope of IHRM
- Differences between domestic and international HRM
- Importance of global HR strategies
- Cultural dimensions and their HR implications
- Challenges in managing international HR functions
- **Case Study: McDonald’s Global HRM Strategy**

Module 2: Global Recruitment and Selection

- International staffing approaches (PCN, HCN, TCN)
- Talent acquisition in a global context
- Competency-based selection
- Interviewing across cultures
- Onboarding best practices in MNCs

- **Case Study: Unilever’s Global Talent Acquisition Model**

Module 3: Cross-Cultural Management and Communication

- The impact of culture on communication styles
- Cultural intelligence and adaptability
- Training for cross-cultural competence
- Overcoming cultural barriers in teams
- Role of language and non-verbal cues
- **Case Study: Coca-Cola’s Cross-Cultural Leadership Training**

Module 4: International Training and Development

- Training needs analysis for international employees
- Designing culturally relevant training content
- Delivery methods: eLearning, in-person, blended
- Leadership development across countries
- Measuring training effectiveness globally
- **Case Study: IBM’s Global Learning and Development Strategy**

Module 5: Performance Management in Multinational Companies

- Setting international performance standards
- Appraisal systems across cultures
- 360-degree feedback in global teams
- Aligning performance with strategy
- Performance coaching in international settings
- **Case Study: GE’s Performance Management Practices Across Borders**

Module 6: Compensation and Benefits in International Contexts

- Expatriate compensation packages
- Equal pay and international benefits schemes
- Currency fluctuations and cost of living considerations
- Incentive plans in diverse markets
- Legal issues in global compensation
- **Case Study: Shell’s Global Reward Strategy**

Module 7: Expatriate Management and Repatriation

- Selection of expatriates
- Pre-departure and ongoing support
- Cultural adjustment and family integration
- Performance appraisal of expatriates
- Planning for repatriation and career progression
- **Case Study: Siemens’ Expatriate Support Programs**

Module 8: HR Technology and Global HR Analytics

- HRIS and data-driven decision-making
- Using analytics for global talent forecasting
- AI in international recruitment
- Digital learning platforms
- Data privacy and international compliance
- **Case Study: SAP SuccessFactors in Global Workforce Management**

Training Methodology

- Interactive expert-led lectures
- Real-world case study analysis
- Group discussions and simulations
- Hands-on tools and templates for global HR
- Access to global HRM frameworks and resources

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com