

Presents the Human Training Collections IN HOUSE



The courses of the Human Training Collections IN HOUSE are designed and proposed to be realized in the company.

The program below aims to provide the essential elements for an assessment of interest and represents the basis for the necessary customization.

International Personnel Collection
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When an organization is internationalized, whether this term is merely an exploration of foreign markets or a complex project for the creation of subsidiaries and joint ventures, the human and cultural factor becomes a decisive variable for the company's success .

You need to be able to adapt the traditional communication, negotiation, leadership and conflict management skills to the new context.

In particular, it is necessary to have the mental and organizational flexibility to move from one context to another, in a simultaneous and simultaneous transcultural and intercultural dynamics.

Course

**INTERNATIONAL PERSONNEL
MANAGEMENT ASPECTS**

**Working abroad: address the impact
on people and their relationships.**

The Human and Cultural Factor



Why?

Through the Eyes of the Others: People within Internationalized Companies

The course is aimed to enable the attendees to face the consequences deriving from the process of internationalization within companies. The **focus is on the impacts that the access to foreign markets determine on people and their professional and personal relationships.**

When an organization starts a process of internationalization, **regardless that it consists simply in a scouting of foreign markets rather than in a complex program of creation of new subsidiaries and joint ventures**, the human and cultural factors become fundamental to the company's success. This is the reason why it is necessary the update of the traditional communication, negotiation, conflict management and leadership skills to the new contexts. In particular, a mental and organizational flexibility is fundamental to work through different social environments within simultaneous transcultural and intercultural dynamics.

During the course the participants will be provided with some methodological tools to be aware of their own kinds of perception of other cultures, they will learn to recognize the inevitable stereotypes and the risks related to their use in understanding the behaviors of others. It will be stressed the importance of adopting adequate interpretative codes to overcome misunderstandings and misinterpretations. Moreover, the most common models of cultural analysis used within organizations will be introduced and critically assessed.

Lastly will be analyzed how to build a shareable platform of communication.

Among the necessary skills, will be mentioned the importance to get appropriate information about the legal regulations, the protection of labor rights, the types of salary, the legal responsibility, the informal rules and the most common practices in force in a foreign market. The details of such aspects lie outside the contents of the course but it will be treated their relevance and sensitivity in the management of Human Resources and in the relations with potential partners, stakeholders, competitors and the whole local community.



As this is an introductory course to an extremely complex and delicate issue that would require weeks of discussions, shared opinions and collective critical analyses, its main aim is that to propose a methodology, provide a guideline, highlight critical points and endow the participants with interpretative grids to improve and refine their own relational competencies and to give a contribution within their companies to that kind of reflection and realization.

When?

When an organization starts a process of internationalization, **regardless that it consists simply in a scouting of foreign markets rather than in a complex program of creation of new subsidiaries and joint ventures.**



Who?

It is addressed to those who are involved - regardless their specific role - in the internationalization of the organizations or have frequent contacts with foreign markets operators.

What?

The course lasts two working day

16 hours to provide practical tools and tips, activate personal reflections and group comparisons.

During the days the following issues will be discussed:

- Introduction to company internationalization: from the concept to the process. The different types and their evolution: export and procurement, licensing, joint ventures, foreign direct investments, merger and acquisitions as an active or passive actor.
- Becoming a multinational enterprise regardless the size: the impact on the human capital. Doing business in different foreign markets implies a surplus of tasks, a burden that should be distributed and acknowledged.
- The cultural factor, the most neglected. Management of multicultural aspects and competencies: perception and interpretation of counterparts' behavior. The cultural screens which twist the interpretation of others' behaviors; the ethnocentric variable affecting our attitudes.
- The analysis of needed skills and the knowledge of those already existing within the company. Not only language skills: how communication, negotiation, conflict management and leadership can change.
- For an adequate risk assessment the improvement of soft skills is not enough: knowledge and information to operate in a foreign market must be acquired. Laws, regulations, informal rules - but strictly binding - without ignoring the political dimension.
- A critical and practical overview of the models of cultural interpretation adopted by companies: Hofstede and Globe Project.
- The guideline of some international organizations about Business Ethics, Corporate Social Responsibility and bribery. The cultural, operational and legal implication caused by their interpretation and implementation.
- Being an expatriate: enthusiasm, disorientation, uprooting, integration. An in-between life among cultures. The difficulties to go home.
- The mode of teaching and learning experience is that traditional of a classroom, yet characterized by a constant participation and dialectics between the attendees and the facilitator. Case studies will be submitted for a group discussion.

Where?

In the company or at the corporate academy, but also in a residential or conference center.



The course can also be held in Italian.



How?

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- info
- insights
- cost
- a Organizational aspects
- customizations

and other questions to which you want an answer before deciding ...