

Queensland in July

Global Talent Management

Course details

Course Title

Global Talent Management

Course Coordinator

Dr Miriam Moeller

Course Contact Hours:

36 academic contact hours

Course Description

This course is designed to provide students with an understanding of the complexities involved in managing human resources and talent in the global workplace today and in the future.

Course introduction

The need to manage individuals who are living and working abroad due to company-assigned relocations or self-initiated moves is unprecedented. The multinational enterprise however struggles to keep its policies and practices updated and relevant to serve the ever-changing needs of a globally mobile workforce. This course challenges students to think critically about managing human resources and talent, and does so entirely through a global lens. It explores present and future challenges of managing a global workforce.

Course aims

The course aims to introduce students to a variety of issues that arise in the global workplace; it does so by using 3 interrelated themes: Theme 1 examines what makes managing staff across national borders different to managing staff at home. It considers in some depth the key HRM functions that require attention in the multinational enterprise.

Theme 2 scrutinizes current practices of international assignments and assignment standards for staff and their families and considers proactive ways to overcome global mobility complexities and challenges. Theme 3 sets Themes 1 and 2 in the context of today whereby future trends in the global workplace are framed by projections of the HRM evolution.

Learning Objectives

After successfully completing this course students should be able to:

- Explain the impact of globalization on human resource management (HRM) principles and practices;
- Apply international HRM practices and principles across a number of cultural contexts;
- Analyze the importance of international HR to the success and failure of a firm.

Assessment task	Due date	Weighting
Global Talent Case Study (in Teams)	Week 1 - Due Friday 5 July by 5pm	30%
Global Mobility Handbook (in Teams)	Week 2 - Due Friday 12 July by 5pm	30%
Final Exam (Individual)	Week 3 - Wednesday 17 July 10am - 12pm	40%

Tentative course schedule: 1 July - 21 July 2019

Week one

	Monday 01/07/2019	Tuesday 02/07/2019	Wednesday 03/07/2019	Thursday 04/07/2019	Friday 05/07/2019	Saturday 06/07/2019	Sunday 07/07/2019
Morning 9am - 10am	Group Welcome Session		Study day				
Morning 10am - 12pm	Session 1: Introduction to Talent Management - Part 1	Session 3: Cultural Competence in Talent Management - Part 1		Session 6: Sourcing Talent for Global Markets - Part 1	Free day to work on assignment - due 5pm		
			Lunch				
Afternoon 1pm - 3pm	Session 2: Introduction to Talent Management - Part 2	Session 4: Cultural Competence in Talent Management - Part 2		Session 7: Sourcing Talent for Global Markets - Part 2			
Supervised Exercises 3pm - 4pm	3:00pm Campus Tour			Global Talent Selection Case Study			
5pm	Dinner						

Week two

	Monday 08/07/2019	Tuesday 09/07/2019	Wednesday 10/07/2019	Thursday 11/07/2019	Friday 12/07/2019	Saturday 13/07/2019	Sunday 14/07/2019
Morning 10am - 12pm	Session 1: Training and Development for Global Markets - Part 1	Session 3: Global Compensation Schemes - Part 1	Study day	Session 6: Global Performance and Career Management- Part 1	Free day to work on assignment - due 5pm		
			Lunch				
Afternoon 1pm - 3pm	Session 2: Training and Development for Global Markets - Part 1	Session 4: Global Compensation Schemes - Part 2		Session 7: Global Performance and Career Management - Part 2			
Supervised Exercises 3pm - 4.30pm	Global Mobility Handbook Exercise	Global Mobility Handbook Exercise		Global Career Management Case Study			

Week three

	Monday 15/07/2019	Tuesday 16/07/2019	Wednesday 17/07/2019	Thursday 18/07/2019	Friday 19/07/2019	Saturday 20/07/2019	Sunday 21/07/2019
Morning 10am - 12pm	Session 1: Global Mobility Trends and Future Talent Challenges	Free day to study for final exam	Session 3 Final Exam		Trip to North Stradbroke Island	Trip to North Stradbroke Island	Program Ends
			Lunch				
Afternoon 1pm - 3pm	Session 2: Course Review and Discussion			Video interviews followed by Certificate and Farewell Ceremony			
Afternoon 3pm - 5pm				Wildlife Presentation			