



GLOBAL TALENT MANAGEMENT

Leveraging Talent for Global Innovation

Developing your company's talent is more crucial than ever in today's dynamic innovation economy. Your global talent generates the ideas and concepts that deliver your company's competitive advantage.

IOR partners with you during all the stages of the talent management cycle from recruitment through onboarding to retention. Whether you need to select the next generation of global leaders or integrate new employees of a strategic acquisition, IOR offers customized engagements that target our clients' needs, focusing on leveraging talent for global innovation.

Talent Management Cycle



IOR Global Services ©

Global Leadership Development

To keep driving innovation, companies need to select and develop leaders capable of maximizing performance in your global workforce. These leaders require unique traits and competencies in order to perform at a high level. IOR's Global Leadership Development solutions help you identify and develop the leaders your company needs for success:

- Learning Sessions— understanding global work styles and competencies
- Coaching— strengthening global skills and decision making
- Selection & Succession Planning— building the next generation of global leaders

Global Team Building

Today's global teams are extremely complex, with team members from different countries often interfacing solely through virtual technology. IOR offers a range of solutions for building stronger global teams which include assessment tools, facilitated team-building sessions and coaching support, depending on the stage of the team's development:

- Forming New Teams—creating the foundation for successful global work
- Facilitating Meetings—providing clarity and structure for global gatherings
- Team Coaching—improving performance of global teams

Cultural Integration

In the dynamic global business environment, companies continue to expand their presence in key emerging growth markets through mergers, acquisitions, and Greenfield operations. Organizations can increase their efficiency by educating management on the cultural differences they encounter. IOR helps to provide a framework for smoother integration and cohesiveness among their global talent.

- Country & Regional Briefings— offering critical insights to key cultural and business trends
- Cultural Due Diligence— anticipating potential cultural challenges of a merger
- Onboarding & Cultural Integration— engaging and retaining global talent



Working Globally

Whether employees are frequent business travelers or remain at corporate headquarters, IOR can work with professionals to develop the skills they need to confidently and successfully engage in global interactions with colleagues, clients, and other business associates.

Full-day and half-day sessions are available for all programs and can be delivered in person or via interactive online platforms.

Country-Specific Business Briefings provide the in-depth, country-specific knowledge needed to work effectively in a particular country or region.

“Working With...” Programs include detailed country information, combined with a strategic look at managing and bridging cultural differences.

Building Intercultural Competence addresses the skills needed to navigate successfully between cultures by analyzing various dimensions that impact business and social behavior.

Communication Across Cultures explores the dynamics of verbal and non-verbal communication and offers strategies for more effective intercultural communication.

Cultural Communication Skills Workshop develops specific practical skills focusing on communication challenges and working toward improving skills such as writing emails and giving presentations.

IOR is certified in multiple assessment tools which are integrated into many of its programs to achieve measureable results.

Addressing your unique needs:
Customized Curriculum
integrating
Assessment Tools
for Selection & Development

“It was the most rewarding, enlightening and confidence building two days I have had in a while.”

Assignee, Oil and Gas Producer

IOR’s exceptional global trainer network:

90%

have lived outside their country of origin 5+ years

80%

can train in multiple languages

Intercultural Training—The IOR Advantage

- High-touch approach; flexible and customized
- Global reach to provide training anywhere in the world
- Consistent, exceptional quality
- Innovative technology solutions
- Proprietary curriculum
- Certified in multiple Assessment Instruments
- Local Business and Daily Living Consultants
- Strategic insight vs. transactional approach

Call us today to discuss your global talent needs.