

Essentials of International Assignment Management

Communicating Globally – Immigration – Tax Equalization – Policy Stratification

Webinar Series ■ October-November 2011



Featuring Global HR Guest Speakers from:

GE, GlaxoSmithKline, Pioneer, Stryker Corporation



Don't miss this exciting opportunity to join the industry's leading experts as they address the basics of international assignment management through a practical and cost-effective webinar course, beginning October 19, 2011.

PRACTICAL UPDATED SESSIONS:

- Become quickly fluent with international assignment management
- Gain current information from a highly experienced and internationally recognized faculty
- Acquire resources for future needs and challenges
- Utilize a convenient on-line platform with the ability to retrieve archived sessions
- Recertification Credits Approved: ERC (CRP), CERC; Pending, HRCI (PHR, SPHR & GPHR)

FRAGOMEN



Global Tax Network

KEY TOPICS:

- Communicating Globally: The Role of Language & Culture
- Immigration Policies and New Expectations
- Customizing Tax Equalization Policy
- Policy Stratification & Policy Types



COURSE LOGISTICS:

This information-packed introductory course is comprised of four vital educational sessions which will be delivered on-line Wednesdays, 12 Noon CT, beginning October 19, 2011. Each session will be one hour in length; all will be archived for future reference. Our technology platform allows in-time audience participation through Q&A and surveys.

WEBINAR FEE AND ENROLLMENT:

\$129 per-person for the entire series. Fee includes live series sessions, download of slides and access to archived sessions. For more information contact Denise Ryan dryan@iorworld.com or call 847-205-0066 ext. 324.

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[Session dates and details...](#)

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Webinar Session Detail

1 Communication Globally: The Role of Language and Culture

October 19, 2011

Presented by IOR Global Services

Charisse Kosova, Manager, Intercultural Training

Beth Ashworth, Manager, Language Solutions

Corporate Speaker:

- Jan Baier, Mobility Specialist, Pioneer

Successful communication across cultures requires both a commitment to developing language skills as well as an understanding of the communication style differences that influence interactions. To illustrate this, our session will include an interview with a representative from a global company that has implemented both language and cross-cultural training; we will explore the challenges and benefits of providing employees the opportunity to develop global communication skills.

- Highlight the many international communication challenges
- How does language training work?
- Culture and language learning intertwined
- Corporate perspective, challenges, benefits and advice

2 Immigration for a Global Workforce – Policies to Meet New Expectations

October 26, 2011

Presented by Fragomen

Scott Cooper, Partner

Corporate Speaker:

- Sharon Brynes, Director, International Assignments, Stryker Corporation

The days of “H-1B to green card” are giving way to those where a global workforce requires more sophisticated policies and approaches to support employees with multiple citizenships and residencies, spouses acquired and children born abroad during assignments, and extensive business travel in a world of increasingly restrictive immigration rules and procedures. This session will review what can and should companies be doing to support growing needs and expectations and for what must the employee assume responsibility.

- Examples of immigration challenges presented by the new global workforce
- What support must the employer provide vs. what is optional
- Division of responsibility between the employer and individual
- Developing a sensible policy approach

3 Customizing Your Tax Equalization Policy

November 2, 2011

Presented by Global Tax Network

Stephen Daas, CPA, COO

Corporate Speaker:

- Delphine Swierc, Manager, International Individual Income Tax, GE

The session will discuss various ways a company can customize their tax equalization policy to meet the company’s international assignment objectives. The tax equalization treatment of specific compensation items, as well as tax equalization for different assignments types, will be discussed with examples provided by our corporate global mobility co-presenter.

- Overview of Tax Equalization Policy Structure
- Tax Equalization for specific compensation, income and deductions
- Tax Equalization Policy for assignment types
- Interview with corporate global mobility regarding policy considerations

4 Policy Stratification: What is Your Magic Number?

November 9, 2011

Presented by AIRINC

Jessica Hicks, Client Service Manager

Corporate Speaker:

- Maureen Potts, Mobility Director, GlaxoSmithKline

This session will explore the array of policy types currently in use and the market initiative to “stratify”. As companies become increasingly mobile with more diverse expatriate populations, the need for more expatriate policies that address the company’s different mobility needs is becoming clearer in benchmark results. Inversely, some global firms are electing to reduce the number of assignment types but delivering more flexibility within each policy, proving more decision power to the business. What approach is right for you? This session will identify the different offerings and key business considerations when designing the optimal mobility program.

- The benchmark: how are other organizations responding to the need for more flexible mobility packages?
- Defining your business needs: What are your assignment business drivers and demographics?
- Evaluating the range of global mobility options: The types of assignments are out there and the package attributes associated with them.
- Finding the balance: What approach is best for your organization?