



*Training Course:  
Professional in Human Resources – International  
(PHRi)*

*24 - 28 March 2025  
Milan (Italy)*

## Training Course: Professional in Human Resources – International (PHRi)

Training Course code: HR235634 From: 24 - 28 March 2025 Venue: Milan (Italy) - Training Course Fees: 5500 € Euro

### Introduction

This course is designed by Global Horizon to prepare participants for the PHRi certification exam by covering essential global HR principles, regulations, and practices. It will delve into the foundational HR areas of management, employee relations, workforce planning, total rewards, and risk management on an international level. This program will equip participants with the knowledge and skills required to excel in HR roles within multinational contexts, focusing on applicable global HR standards and best practices.

### Target Audience

- HR professionals aiming to obtain the PHRi certification
- International HR practitioners working in multi-country or cross-border HR environments
- HR managers and specialists looking to broaden their understanding of global HR practices

### Objectives

- Understand and apply global HR practices, concepts, and legal requirements
- Develop expertise in workforce planning, talent management, and HR development
- Learn to manage compensation and benefits effectively in an international context
- Identify and mitigate organizational risks while promoting compliance and ethical practices
- Enhance cross-cultural management skills and international HR knowledge

### Training Program Outline

#### Day 1: Strategic HR Management and Global HR Context

- Introduction to International HR
  - Overview of PHRi certification: objectives, structure, and exam requirements
  - Role of HR in international business strategy
  - Understanding cultural, economic, and legal differences in global HR
- Global HR Strategies and Best Practices

- Aligning HR strategies with global organizational goals
- Strategic HR planning and forecasting in an international context
- Key global HR metrics and analytics
- Case Study & Activities
  - Group activity: Building a global HR strategy for a case company
  - Role-play: Addressing cultural challenges in HR practices

## Day 2: Workforce Planning and Talent Acquisition

- Workforce Planning Across Borders
  - Principles of workforce planning for international roles
  - Global labor market trends and considerations
  - Developing a global talent acquisition strategy
- Talent Acquisition and Selection in a Global Context
  - Recruitment channels and hiring practices internationally
  - Selection criteria and methods for diverse talent pools
  - Onboarding practices for international employees
- Case Study & Activities
  - Workshop: Designing an international recruitment strategy
  - Scenario analysis: Challenges in hiring expatriates and local talent

## Day 3: Employee Engagement, Development, and Performance Management

- Employee Engagement in Multinational Organizations
  - Creating engagement strategies that resonate across cultures
  - Understanding and enhancing employee motivation globally
- Learning and Development for a Global Workforce
  - Key components of global training and development programs
  - Implementing training across multiple countries and cultures

- Performance Management on a Global Scale
  - Methods for managing performance across diverse regions
  - Aligning performance metrics with international standards
- Case Study & Activities
  - Interactive session: Designing a global L&D program
  - Discussion: Adapting performance appraisal methods for international staff

#### Day 4: Compensation, Benefits, and Total Rewards Management

- Global Compensation Strategies
  - Structure of total rewards in a global context
  - Understanding compensation differences and competitive pay scales
- Employee Benefits in International HR
  - Types of benefits offered in different regions
  - Challenges in managing expatriate and local employee benefits
- Compliance and Equity in Rewards Management
  - Ensuring equity and compliance with international standards
  - Addressing compensation issues related to cultural differences
- Case Study & Activities
  - Exercise: Developing a total rewards strategy for a multinational company
  - Scenario-based discussion: Addressing benefit disparities in different countries

#### Day 5: Risk Management, Compliance, and Exam Preparation

- Risk Management in International HR
  - Identifying and mitigating HR-related risks globally
  - Understanding legal and regulatory frameworks across regions
- Ethics and Compliance in International HR
  - Promoting ethical HR practices worldwide

- Adhering to global labor laws and regulations
- Exam Preparation and Review
  - Review of major PHRi exam topics
  - Practice questions and exam strategies
  - Q&A session and final preparation tips
- Wrap-Up & Course Evaluation
  - Summary of key takeaways
  - Course feedback and discussion on post-training steps

## Registration form on the Training Course: Professional in Human Resources □ International (PHRi)

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□ Euro

Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Company Information

Company Name: .....  
 Address: .....  
 City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
- Please invoice me
- Please invoice my company

### Easy Ways To Register

Telephone:  
+201095004484 to  
provisionally reserve your  
place.

Fax your completed  
registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
or training@gh4t.com

Complete & return the  
booking form with cheque  
to: Global Horizon  
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