**International Human Resource Management**

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***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

In the International Human Resource Management course, we will explore the knowledge, mindsets, tools and practices that help mobilize people effectively in today’s international business environment. In this light, the course takes a practical view that integrates the contributions of leadership studies and behavioral sciences with the technical aspects of people management in the ‘real world.’ Specifically, we will analyze and discuss typical and emerging themes and challenges of international, dispersed organizations (e.g. leading through differences, addressing diversity, building trust, managing teams, selecting and developing people, managing performance etc.) from the perspective of those tasked with the responsibility of creating value by mobilizing and leading people. We will also give attention to the changing nature of the HR function and profession. The course will require everyone to engage directly in an experiential process and take responsibility for leading themselves and the entire group with a view to co-creating a positive learning experience for all.

***LEARNING OUTCOMES***

On completion of this module students will:

* Have developed a greater understanding and curiosity around key issues and emerging trends shaping human resources management in global context
* Have familiarized themselves with their prevailing mindsets and tendencies around leading people and identified pathways for further development
* Have identified and practiced competencies which are deemed helpful when managing others in a global context
* Be able to engage and lead with greater agility across cultures and other differences
* Be able to utilize actionable models to support the management of individuals and groups
* Be inspired to take more informed, healthy and forward-looking people management decisions
* Have assessed their own readiness to take up people management roles

***COURSE CONTENT***

* Human Resources Management in global context: typical and emerging themes
* Where do global people managers lead from? Mindsets, competencies and tendencies
* Leading people across cultural differences and other dimensions of diversity
* People management in the international “real world”: selecting and developing people, giving feedback, managing performance, leading dispersed teams
* Being an HR professional in global context
* Bringing it all together: pathways to global leadership

***Reading list***

Reading materials and other learning resources will be communicated and made available in advance of the start of the course.

***TEACHING METHOD***

This experiential course consists of a mix of lectures, exercises, simulations and interactive discussions. In order to facilitate integral and long-lasting learning, the course adopts both outside-in (e.g. teaching, guest-speaking, external resources, etc.) and inside-out (working with the class own knowledge, experience and wisdom) perspectives.

***ASSESSMENT METHOD AND CRITERIA***

Students will be requested to reflect and document their learning in multiple ways throughout the course. Their performance will be assessed based on: (1) written assignments completed throughout the course; (2) final assessment; (3) class participation and active contribution. Details will be provided at the outset of the course.

***NOTES AND PREREQUISITES***

The student is invited to consult the teacher's web page.