

INTERNATIONAL HUMAN RESOURCES PROFESSIONAL (IHRP)



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TRAINING CENTER



Introduction

Global organizations need HR professionals who understand the complexities of managing talent across borders. This International Human Resources Professional (IHRP) Training Course prepares participants to navigate cross-border employment laws, global compensation structures, and international talent strategies. Furthermore, it explores cultural intelligence and global mobility practices essential for multinational operations. As a result, participants gain the confidence to manage HR functions across diverse regulatory environments. In addition, the course covers global recruitment, expatriate management, and international labor standards. Participants leave equipped to lead HR strategy within multinational organizations and cross-border business environments.

International Human Resources Professional (IHRP) Course Objectives

- Understand global HR frameworks and international labor standards
- Apply cross-cultural management principles to diverse workforces
- Design global compensation and benefits structures
- Navigate cross-border employment law and compliance requirements
- Manage expatriate assignments and global mobility programs
- Apply the Hofstede cultural dimensions model to HR strategy
- Develop international recruitment and talent acquisition strategies
- Use global HR metrics and benchmarking standards
- Build inclusive HR policies for multinational workforces
- Evaluate international HR case studies and best practices



Course Methodology

This training course combines lectures, case studies, and cross-cultural simulation exercises. Furthermore, participants analyze real international HR scenarios through group discussions. In addition, role-play activities build practical skills in managing expatriate and cross-border HR issues. Structured workshops apply global compensation and compliance frameworks. As a result, participants leave with applied knowledge of international HR management practices.

Who Should Take This Course

- HR managers in multinational organizations
- Global mobility and expatriate coordinators
- International talent acquisition specialists
- Compensation and benefits professionals
- HR business partners supporting global teams
- Compliance officers handling cross-border HR matters
- Anyone pursuing a career in international HR

International Human Resources Professional (IHRP) Course Outlines

Day 1: Foundations of International HR Management

- Overview of global HR frameworks and standards
- Understanding international labor law basics
- Role of HR in multinational organizations
- Key challenges in cross-border HR management

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- Introduction to global HR metrics and benchmarking
- Aligning international HR with business strategy
- Group discussion on global HR trends

Day 2: Cross-Cultural Management and Communication

- Applying the Hofstede cultural dimensions model
- Managing culturally diverse teams effectively
- Cross-cultural communication strategies
- Building inclusive workplace policies globally
- Addressing cultural conflict in the workplace
- Case study: cross-cultural management success
- Workshop: cultural awareness exercise

Day 3: Global Compensation and Benefits

- Designing global compensation structures
- Understanding pay equity across regions
- Managing currency and cost-of-living adjustments
- Structuring international benefits packages
- Applying global salary benchmarking standards
- Tax considerations in global compensation
- Group exercise: designing a compensation plan

Day 4: Global Mobility and Expatriate Management

- Managing expatriate assignment lifecycles
- Structuring international assignment policies



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- Handling visa, immigration, and relocation matters
- Supporting expatriate family and repatriation needs
- Managing global mobility risk and compliance
- Case study: successful mobility programs
- Role-play: expatriate support scenario

Day 5: International Recruitment and Compliance

- Building international recruitment strategies
- Navigating cross-border employment contracts
- Ensuring compliance with local labor laws
- Managing data privacy in global HR systems
- Structuring international onboarding programs
- Monitoring global HR compliance risks
- Course review and action planning

Conclusion

By successfully completing the International Human Resources Professional (IHRP) Training Course, participants will have acquired practical skills in cross-cultural management, global compensation design, and international compliance. Furthermore, they will understand how to manage expatriate assignments and build inclusive HR policies for multinational teams. As a result, participants gain the confidence to lead HR strategy across global operations. Gentex Training Center remains committed to preparing HR professionals for success in international business environments.





FAQs

Q1 What is the "International Human Resources Professional (IHRP)" course about?

This course teaches participants how to manage HR functions across borders. It covers cross-cultural management, global compensation, and compliance, helping professionals lead HR strategy effectively within multinational organizations.

Q2 What are the key benefits of the "International Human Resources Professional (IHRP)" course?

Participants gain practical skills in managing global talent, structuring international compensation, and ensuring cross-border compliance. Additionally, they learn to navigate cultural differences and build inclusive HR policies for diverse, multinational workforces.

Q3 What skills will I gain from the "International Human Resources Professional (IHRP)" course?

Participants gain cross-cultural management, global compensation design, expatriate management, and compliance skills. These core competencies help professionals lead HR functions confidently across diverse international business environments.



Q4 What tools, methods, or standards are covered in the "International Human Resources Professional (IHRP)" course?

The course covers the Hofstede cultural dimensions model, global salary benchmarking standards, international labor law frameworks, and global mobility risk management practices. These proven tools support structured international HR decision-making.

Q5 How is the "International Human Resources Professional (IHRP)" course applied in real-world practice?

Participants apply concepts through compensation plan design exercises, expatriate support role-plays, and cross-cultural workshops. As a result, they leave equipped to manage real international HR challenges within their organizations.