

PMA Academy – THE Global Mobility Skills Training Hub

Online via Teams

January 2025



Modules:

- /01 GM Intro and Trends
- /02 Basics Global Mobility Compliance
- /03 GM Vendor Management
- /04 GM Data Management
- /05 GM FlexWork
- /06 Intercultural Intelligence in GM
- /07 Life hacks AI in Global Mobility
- /08 Global Mobility Storytelling for a successful business case
- /09 Communication in Global Mobility
- /10 HR Strategy (Elective)

Price: 1,495 EUR



/01 GM Intro and Trends

This foundational module introduces the core concepts of global mobility, offering insights into current industry trends and the role of HR in facilitating international assignments. You'll gain a deeper understanding of the importance of fostering a global mindset and cultural intelligence in your workforce, and learn strategies to provide effective expat support, ensuring successful assignments and employee satisfaction.

What you'll learn:

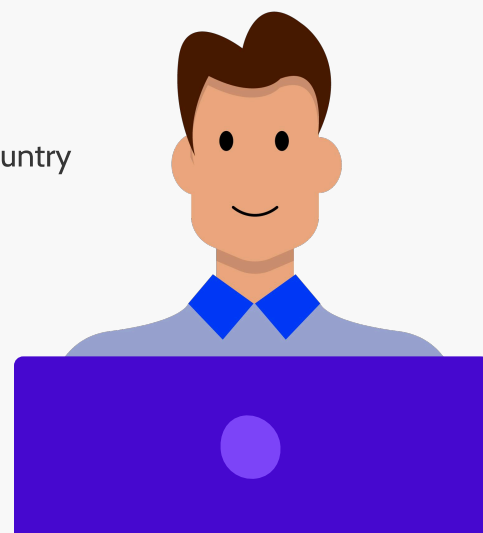
- Key trends shaping global mobility today
- The role of HR in managing international talent
- Importance of a global mindset and cultural intelligence
- Expat support strategies and best practices

/02 Basics of Global Mobility Compliance

Compliance aspects are impacting strategic decisions which is why they form an integral part of an international organisations' Global Mobility Management. At the same time ensuring compliance in an increasingly borderless and complex world is becoming more and more challenging. The module is split into two sessions (wage tax and social security) and focuses on essential aspects with practical relevance and the latest legal developments. You will get first insights about how to navigate legal complexities of cross-border assignments and what you need to do to ensure your organisation stays compliant around the globe.

What you'll learn: **Deloitte.**




- Payroll obligations in a cross-border situation
- Designing a robust (shadow) payroll process
- Ways to stay in the social security system of the home country
- Avoiding disadvantages for the employee
- Managing risk triggers and red flags



/03 GM Vendor Management

Effective vendor management is crucial for streamlining global mobility processes. This module provides an overview of the service provider landscape, helping you understand the key players in relocation, immigration, tax services, and more. You'll learn how to select, manage, and evaluate vendors to ensure the highest level of service and cost-efficiency for your organisation.




What you'll learn: 

-  Overview of global mobility service providers
-  Best practices for selecting and managing vendors
-  How to evaluate vendor performance and ensure value

/04 GM Data


In this data-driven age, understanding the right data to collect and how to leverage it is essential for optimising global mobility programs. This module focuses on identifying key data points necessary for managing international assignments, analysing data trends, and using this information to make informed decisions.




What you'll learn: 

-  Key data for effective global mobility management
-  How to collect, analyse, and use mobility data
-  Using data for strategic decision-making in global mobility

/05 GM FlexWork


With the rise of remote work and flexible assignment options, this module explores the future of global mobility. Learn how to manage hybrid work environments, short-term and project-based assignments, and the evolving forms of international mobility that cater to the changing needs of both employees and organisations.






What you'll learn:  **WorkFlex**

-  The latest trends in flexible work arrangements
 -  Managing hybrid/remote work and modern assignment structures
 -  Best practices for adapting to the future of work in global mobility
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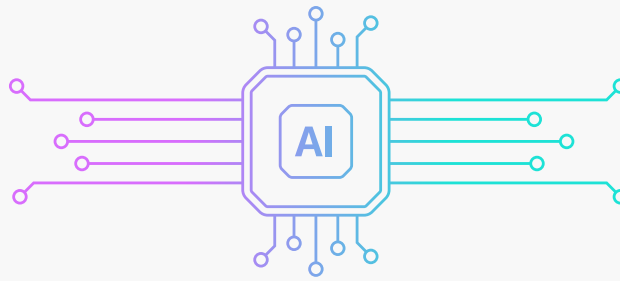
/06 Intercultural Intelligence in GM

Intercultural competence is critical to the success of global mobility programs. This module highlights the value that intercultural diversity brings to organisations, featuring real-world use cases. You'll explore how to foster cross-cultural understanding and integrate it into your global mobility strategy, enhancing collaboration and performance.

What you'll learn:  **NetExpat**
we assess – we train – we coach everywhere

-  Value of investing in Intercultural Learning – What is my ROI?
-  Real-life case studies demonstrating the impact of cultural competence
-  Strategies for integrating cross-cultural training into mobility programs
-  Learning Landscape and Experience – Facts & Data
-  Explore how culture can play a vital role in your global mobility job





/07 Life Hacks: AI in Global Mobility

Artificial Intelligence (AI) is transforming the way global mobility professionals work. This module covers the basics of LLMs, prompt engineering, and how AI can streamline administrative tasks, improve decision-making, and enhance the overall efficiency of global mobility management. Discover practical AI tools and technologies that you can integrate into your global mobility strategy today.

What you'll learn:

- How AI is revolutionising global mobility management
 - Insights into LLMs as the underlying technology of GenAI
 - Prompt Engineering basics enabling you to make use of LLMs and GenAI
 - Practical AI tools to improve efficiency and decision-making
 - Future trends in AI for global mobility
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/08 Global Mobility Storytelling for a successful business case

In this module, you will learn how to effectively communicate the value of global mobility to key stakeholders using storytelling techniques. Crafting a compelling narrative around global mobility can help build a strong business case that demonstrates the strategic benefits of international assignments for both the organisation and its employees. By leveraging data, real-life examples, and emotional connections, you'll gain the tools needed to articulate the role of global mobility in driving business success.

What you'll learn:

- How to create a narrative that highlights the strategic importance of global mobility
- Techniques for using data and real-life examples to build a compelling business case
- Best practices for engaging stakeholders and communicating the ROI of global mobility

/09 Communication in Global Mobility

Effective communication is the backbone of any successful organisation - and especially so in hybrid or remote settings. At the same time, the “soft topic” of communication is one that gets easily neglected in everyday work life. This module provides participants with a solid foundation in communication fundamentals for teams, tailored to the unique challenges of global mobility. From becoming clear about the channels, to setting expectations and to leveraging digital tools, this module equips professionals with the essential skills to foster collaboration and alignment within international teams.

What you'll learn: **Accelerote Academy**

Plattform für Neue Arbeit und Neues Lernen

- Fundamentals of Communication: Understanding why it is so important to consciously design communication strategies within teams and within the company
- Setting People up for Success: Understanding how to build efficient communication with potentially fewer meetings
- Collaboration Strategies: Getting to know 2 tools to incorporate individual needs and also company needs into a working communication strategy
- Digital Tools for Communication: Understanding the use but also the limitations of digital tools and how to put them to good use

/10 HR Strategy (Elective)

This elective module bridges the gap between global mobility and broader HR strategy. Learn how to apply the knowledge gained from global mobility programs to develop a sustainable, long-term HR strategy that aligns with your company's goals. This module focuses on integrating mobility practices into overall talent management to ensure long-term organisational success.

What you'll learn: **PMA CONSULT**



- How to integrate global mobility practices into HR strategy
- Using global mobility knowledge to create long-term organisational success
- Developing a sustainable and forward-thinking HR approach



PMA Academy Learning Hub

- ✓ Every module 2x 45 min
- ✓ Participants receive working papers
- ✓ Knowledge check after every module

Why Choose PMA Academy?



Tailored Learning Experience:

Our flexible modules are designed to fit your needs and learning pace.



Industry Expertise:

Led by experienced global mobility professionals, our training provides real-world insights and practical knowledge.



Cutting-Edge Curriculum:

Stay ahead of industry trends and learn not only the basics but also the latest tools and strategies for managing global mobility in today's fast-paced environment.

Sign up today to advance your global mobility expertise and lead the way in fostering international collaboration and talent management!