

Managing the Employee Life Cycle:

Managing Workers Across National Boundaries

GLOBAL WORKPLACE TRAINING

International businesses increasingly require their managers to have responsibility for employees who work across national boundaries: managers may find themselves managing a team of individuals sitting in various countries. Fundamental principles, like the US-style termination at will, do not translate globally and for a manager to manage effectively the manager must acquire a different set of knowledge and an expansive management lens. Attendees will develop awareness of their key obligations in relation to team-members who are based internationally and how to effectively manage across borders.

LEARNING OBJECTIVES

- Understand how to handle terminations including for misconduct and poor performance
- Identify and know how to respond to unfair treatment risks such as discrimination, harassment and whistleblowing issues (where locally applicable)
- Understand entitlements to leave and requests for reasonable accommodations for sickness, injury, or disability
- Address employee complaints and ward off retaliation
- Develop a sense of the common triggers of legal liability
- Know when to partner with Human Resources
- Develop a heightened sense of the importance of empathy and cultural intelligence

STANDARD TOPICS

- Termination decisions and procedures
- Discrimination, bullying, harassment and victimization/retaliation
- Whistleblowing (where locally applicable)
- Employee concerns and reporting requirements
- Employee protections: including working time and family leave
- Leaves of absence, reasonable accommodations and flexible working
- Performance management



Length of course:

Typically 4 hours

Recommended for:

All levels of management responsible for employees based outside of the US



POTENTIAL TOPICS

What issues are you grappling with in your workplace? Custom content can be built to address your specific needs. Beyond the typical topics above, your managers could explore these expanded areas and more. Not on the list? Just ask!

- Hiring
- Remuneration (including bonus payments)
- Inclusion, equity and diversity
- Managing conflict in the workplace
- Data Protection
- Labour Unions / Works Councils
- Redundancies

WHAT IS INCLUDED IN OUR COURSES?

- Insights from the world's leading labor & employment law firm
- Delivery by experienced international attorneys
- Interactive discussions
- Relatable and culturally relevant scenarios
- In-person and virtual options

Delivered for US managers managing staff internationally, including where staff are based in the UK, Europe, APAC and LATAM (Brazil, Colombia, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Venezuela and Argentina). For specific countries – just ask!

WHY WORK WITH US?

Our work is founded on principles of respect and inclusion.

We tailor our breadth of learning solutions to your delivery needs and timelines.

We provide the legal context your team needs.