

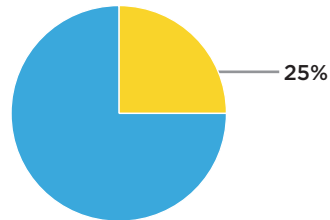


The pace of global expansion is accelerating, but HR can't keep up.

More than 85% of organizations today operate globally, and CEOs are increasingly focused on expanding into new markets for future growth. But less than 25% of business leaders feel HR is effectively supporting global operations.

Building a Global HR Function

Percentage of Business Leaders Who Believe HR Is Effectively Supporting Global Operations



- With more than 85% of organizations operating globally, HR teams must define a global functional strategy that supports corporate expansion goals.
- Many HR teams, however, struggle to achieve local differentiation without significantly increasing costs through duplication of people, processes, and systems.
- The best HR teams standardize the right processes based on business goals to free up enough resources to be agile in supporting global expansion.

› Answers to Your Questions TODAY

“How can HR support the development of effective global leaders?”

Great Global Leader Model—Leverage best practices for creating global leadership roles and career paths and integrating global leaders into networks with deep market expertise.

“How do I structure HR to support global expansion?”

Global HR Service Delivery Structures—Leverage peer-tested solutions for determining levels of global support, effective delivery channels, and key stakeholder responsibilities.

“How can I deploy HR staff to deliver on business results?”

Functional Design Center—Benchmark key HR roles, capabilities, metrics, and staffing and performance data.

FUTURE Offerings

Global Business Alignment Tool

Identify areas in which your HR functional investments are not aligned with the organization's global priorities to improve resource allocation.

Global HR Capability Benchmarks

Access benchmarking data on the HR functional capabilities needed to support development of effective global leaders and diagnose current capability gaps.

Global HR Competency Toolkit

Enhance the HR competencies necessary to support global customers, including analytics and judgment capabilities and influencing skills.

Contact the Member Support Center for Assistance

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Not a member? Click [here](#) to request information and contact a representative.