BLACKBIRD FOR TRAINING

International Human Resources Professional (IHRP)



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Introduction

In today's interconnected world, organizations are no longer operating within local boundaries. Global expansion, cross-border teams, and diverse cultural workforces have made International Human Resources Professional IHRP skills a critical requirement for institutions seeking competitiveness and sustainability. Human resources now extends far beyond recruitment and employee administration—it involves managing global talent, ensuring compliance with multi-jurisdictional regulations, and creating inclusive strategies for diverse environments.
This program is tailored for executives, team leaders, and specialists across government and private organizations in the Middle East and North Africa. It equips participants with the knowledge and tools to navigate international HR challenges, enabling them to drive institutional efficiency and long-term growth.

Course Objectives

- Understand the theoretical and practical foundations of international human resources.
- Gain knowledge of global labor laws and compliance requirements.
- Develop strategies for global talent acquisition and retention.
- Enhance skills in international recruitment and cross-cultural team management.
- Design compensation and benefits policies aligned with international standards.
- Apply best practices in global performance management.
- Address challenges related to cultural diversity in the workplace.
- Learn from global case studies to build actionable insights.

Course Outlines

Day 1: Introduction to International Human Resources Professional

- Defining international HR and its organizational significance.
- Key differences between local and international HR practices.
- HR as a driver of global competitiveness.
- Emerging trends in international workforce management.
- The link between HR strategies and institutional objectives.
- Practical examples of global HR challenges.



Day 2: Global Labor Laws and Compliance

- Overview of international labor laws and standards.
- Managing compliance across multiple jurisdictions.
- Challenges of global workforce governance.
- Tools for mitigating legal and compliance risks.
- Designing policies that align with international frameworks.
- Case study: comparing labor laws across regions.

Day 3: International Recruitment and Global Talent Strategies

- Methods for cross-border recruitment.
- Building strategies for attracting top global talent.
- Retention plans for high-potential employees.
- Role of technology in international recruitment.
- Competency frameworks for global workforce evaluation.
- Workshop: developing a global recruitment plan.

Day 4: Performance Management and Cross-Cultural Diversity

- Creating performance evaluation systems across multiple countries.
- Building cultures of excellence and innovation.
- Understanding the impact of cultural differences on teamwork.
- Strategies for managing diversity and inclusion.
- Approaches for addressing cultural conflicts in teams.
- Group activity: managing a multicultural workforce scenario.

Day 5: Practical Applications and Final Assessment

- Applying IHRP frameworks to real-world challenges.
- Analyzing global HR crises and solutions.
- Participant presentations of applied HR projects.
- Lessons learned from international HR case studies.
- Comprehensive review of core concepts.
- Developing personal action plans for professional growth.



Why Attend This Course: Wins & Losses!

- Acquire advanced knowledge in international HR practices.
- Strengthen compliance with global labor regulations.
- Improve strategies for attracting and retaining talent.
- Enhance recruitment and workforce diversity management.
- Gain tools for performance management across cultures.
- Learn from international best practices and case studies.
- Support institutional global expansion and sustainability.
- Increase adaptability to complex HR challenges.

Conclusion

The International Human Resources Professional IHRP certification is a vital credential for institutions aiming to expand globally and manage diverse workforces effectively. It equips leaders and specialists with strategies to handle global compliance, manage multicultural teams, and retain top talent.

Through this program, participants gain both strategic insights and practical skills that enable them to create flexible, future-ready HR systems. In doing so, they not only safeguard compliance but also strengthen organizational resilience, making HR a cornerstone of long-term success in today's globalized environment.

