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UNIT –V

The Global Context

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The Changing Nature of Management Development

Digital Transformation

The rise of technology has fundamentally altered how we work. Managers must adapt to a digital world and embrace new tools and practices.

Global Collaboration

Increased globalization requires managers to collaborate across borders and work effectively with diverse teams.

Focus on Agility

Businesses need to respond quickly to change. Adaptability and flexibility are key skills for successful managers in today's dynamic environment.

Skills Gap

The skills needed for success are evolving. Managers must prioritize development of their leadership, communication, and problem-solving skills.

The Responsive Manager & Global Job Rotation



1

Adaptability

The ability to thrive in diverse environments and adapt to new cultures and workflows.

2

Cultural Intelligence

Understanding and navigating different cultural norms and perspectives.

3

Communication Skills

The ability to effectively communicate across cultures and build strong relationships with international colleagues.

4

Global Mindset

A broad perspective on business challenges and opportunities, informed by global context and diverse viewpoints.



Executive Development in Global Companies



Global Leadership Programs

Immersive experiences that develop leaders with a global perspective and cross-cultural skills.



Mentorship and Coaching

Pairing executives with seasoned mentors to guide their development and provide global insights.



Strategic Alignment

Developing leadership competencies that align with the company's global strategic goals and vision.



Diversity and Inclusion

Fostering a culture of inclusivity and embracing diverse perspectives to drive innovation and performance.



Application of Executive Development Strategies in a Small Company

Identify Core Needs

Determine the specific skills and knowledge gaps that need to be addressed in the company.

Focus on Targeted Training

Develop customized training programs that meet the specific needs of the company and its employees.

Embrace Technology

Leverage online learning platforms and virtual collaboration tools to make development more accessible.

Promote Continuous Learning

Create a culture of continuous learning and development, encouraging employees to invest in their skills.

Training for International Business: Global/Overseas Training Programs



1

Cultural Awareness

Develop a deep understanding of the target country's cultural norms, values, and business practices.

2

Language Training

Equip employees with essential language skills to effectively communicate with local counterparts.

3

Practical Skills Training

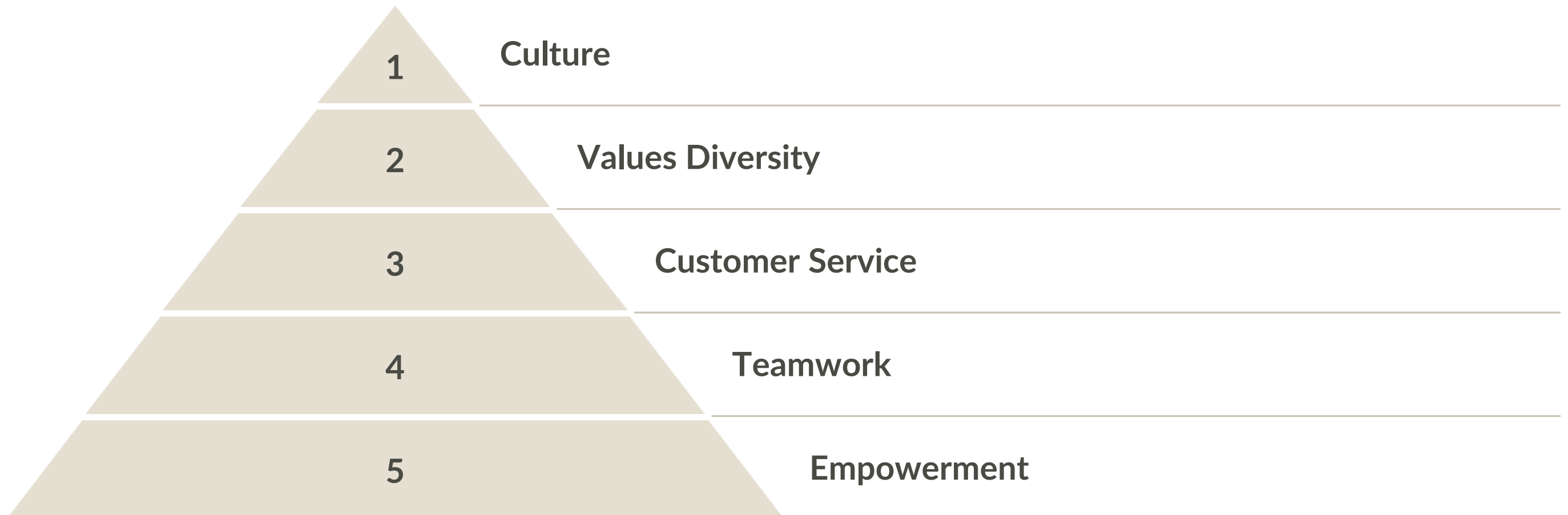
Develop skills specific to the target market, such as negotiation, marketing, or sales techniques.

4

Networking Opportunities

Facilitate connections with industry professionals and potential business partners in the target country.

Training in Important Areas: Culture, Values Diversity, Customer Service, Teamwork and Empowerment



Moving Beyond Training: Performance Consulting

1

Assessment

Identifying areas for improvement in employee performance, skills, and behaviors.

2

Action Planning

Developing customized plans to address identified performance gaps.

3

Coaching and Support

Providing ongoing coaching and support to employees as they implement action plans.

4

Evaluation and Iteration

Monitoring progress, evaluating results, and adapting plans as needed.





Conclusion

By embracing the changing landscape of management development, organizations can equip their leaders with the skills and perspectives needed to thrive in a globalized world. This investment in talent will not only benefit the organization, but also contribute to a more connected and collaborative global economy.



The Global Context: Management Development in the Modern Era

The Changing Nature of Management Development

Digital Transformation

The rise of digital technology has significantly impacted management practices, necessitating new skills and approaches.

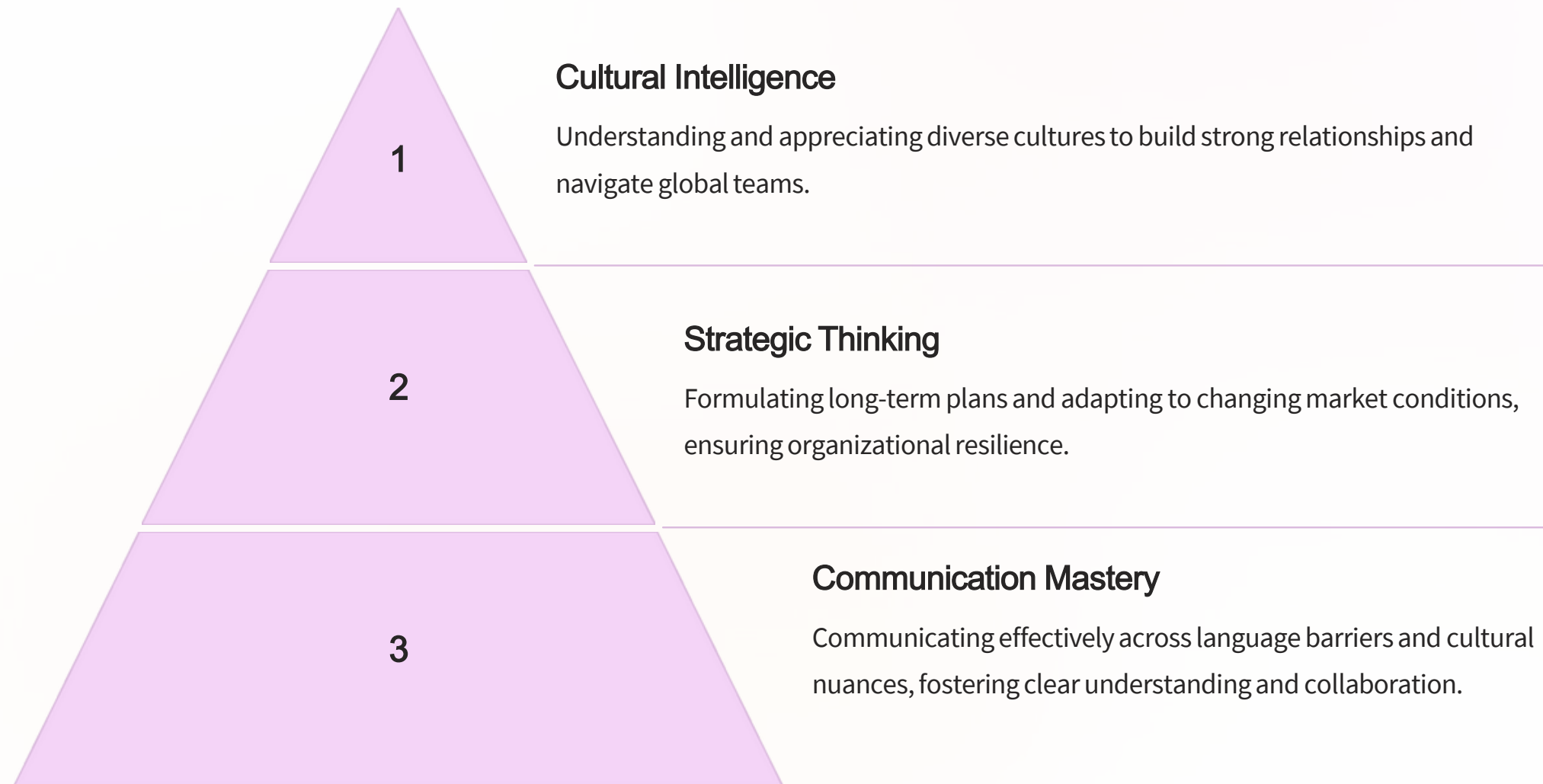
Global Integration

Increasing globalisation has created a need for managers to understand and work effectively across diverse cultures and markets.

Agile Leadership

The modern workplace demands adaptable leaders who can respond quickly to changing circumstances and drive innovation.

The Responsive Manager: Adapting to Global Dynamics





Global Job Rotation: Developing Versatile Executives

1

Gaining firsthand experience in different markets and working with diverse teams, fostering cultural sensitivity and adaptability.

2

Developing a broader perspective on the business and its operations, understanding global challenges and opportunities.

3

Building a strong network of contacts across regions, facilitating knowledge sharing and collaboration across geographies.



Executive Development in Global Companies

Leadership Development Programmes

Tailored training programs that focus on leadership skills, strategic thinking, and global perspectives.

Mentorship and Coaching

Providing experienced executives with guidance and support to navigate complex global challenges.

Global Networking Opportunities

Facilitating interactions with executives from different regions, fostering collaboration and knowledge sharing.



Applying Executive Development Strategies in Small Businesses



Strategic Partnerships

Collaborating with larger companies or NGOs to access resources and expertise, leveraging external networks.



Innovation Initiatives

Encouraging experimentation and creative problem solving to adapt to changing market dynamics and develop new competitive advantages.



Employee Empowerment

Building a culture that encourages employee participation and ownership, fostering a sense of responsibility and engagement.

Training for International Business: Global/Overseas Programmes



Understanding global business etiquette and cultural nuances, building strong cross-cultural relationships.

Developing language skills in key markets, enabling effective communication and negotiation.

Gaining hands-on experience in international operations, understanding global challenges and opportunities firsthand.



Key Training Areas: Culture, Values, Diversity, Customer Service, Teamwork, Empowerment

1

Cultural Awareness

Understanding and respecting diverse cultural norms, values, and perspectives.

2

Diversity & Inclusion

Creating an inclusive workplace that values and leverages diverse perspectives and backgrounds.

3

Customer Service Excellence

Delivering exceptional customer experiences across all markets, building lasting relationships.

4

Teamwork & Collaboration

Fostering a culture of collaboration and mutual support, empowering teams to achieve collective goals.



Moving Beyond Training: The Power of Performance Consulting

1

Performance Assessment

Analyzing individual and team performance to identify strengths, weaknesses, and areas for improvement.

2

Development Planning

Creating customized development plans to address specific performance gaps and enhance skills.

3

Performance Coaching

Providing ongoing support and guidance to help individuals achieve their performance goals and unlock their potential.

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Conclusion: Embracing the Global Landscape

