Global Mobility Training Course

Professional Development Training Course Outline

Category	Business	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s interconnected business landscape, Global Mobility has emerged as a strategic function critical to the success of multinational organizations. Global Mobility Training Course delivers deep insights into international talent mobility, cross-border employment, expatriate management, immigration compliance, global tax strategies, and international HR best practices. Designed for HR professionals, mobility specialists, and global program managers, the course equips participants with the knowledge to manage international assignments, remote work arrangements, and global talent deployment efficiently.

As companies expand globally, effective Global Mobility programs are essential for enhancing employee experience, maintaining compliance, reducing risks, and optimizing costs. This training program integrates real-world case studies, trending tools, and actionable frameworks to build a strong foundation in managing global assignments, policy development, international payroll, cultural integration, and relocation services—empowering learners to become global mobility leaders.

Programme Curriculum

Global Mobility Training Course

Introduction

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Course Objectives

1. Understand the strategic role of Global Mobility in international business expansion
2. Navigate immigration and visa regulations in major global markets
3. Develop and implement compliant international assignment policies
4. Manage tax and social security obligations for mobile employees
5. Optimize global payroll operations for internationally mobile staff
6. Create equitable compensation and benefits frameworks for expatriates
7. Utilize technology and data analytics in global mobility programs
8. Manage remote international workers and digital nomads effectively
9. Design cost-effective global relocation strategies
10. Integrate diversity, equity, and inclusion (DEI) in mobility initiatives
11. Conduct risk assessments for international deployments
12. Build talent pipelines with cross-border recruitment strategies
13. Enhance cultural agility and global leadership among mobile employees

Target Audiences

1. HR Managers – responsible for international HR policy and employee mobility
2. Global Mobility Specialists – managing international assignments and relocations
3. Talent Acquisition Professionals – hiring global talent and managing cross-border roles
4. Corporate Relocation Managers – coordinating overseas employee moves
5. Payroll and Compensation Managers – handling international pay and tax compliance
6. Legal and Compliance Officers – overseeing immigration and global employment law
7. People Analytics Teams – leveraging data for mobility planning
8. Business Expansion Consultants – advising on global workforce deployment

Course Duration: 5 days

Course Modules

Module 1: Introduction to Global Mobility

- Defining global mobility and its impact on global business
- Key components of a successful mobility program
- Role of mobility in strategic workforce planning
- Understanding compliance in a cross-border context
- Current trends and future outlook in mobility
- **Case Study:** How XYZ Corp scaled global mobility across 4 continents

Module 2: Immigration and Work Authorization

- Immigration policies and visa types for major markets
- Managing legal risks and documentation requirements
- Sponsorship processes and work permit timelines
- Partnering with immigration providers and legal counsel
- Handling immigration for remote and hybrid workers
- **Case Study:** Resolving immigration delays during a global talent crisis

Module 3: International Assignment Policies

- Types of assignments (short-term, long-term, permanent transfers)

- Policy benchmarking and cost containment strategies
- Assignment life cycle: preparation, deployment, repatriation
- Role of stakeholders in assignment planning
- Building flexible and inclusive policies
- **Case Study:** Redesigning assignment policies for agility at GlobalTech

Module 4: Global Tax and Social Security

- Tax residency rules and double taxation treaties
- Employer and employee tax compliance responsibilities
- Social security totalization agreements
- Global equity and deferred compensation tax treatment
- Working with tax advisors and compliance software
- **Case Study:** Managing dual tax obligations for a U.S.-Germany assignee

Module 5: Global Payroll and Compensation

- Structuring international compensation packages
- Payroll localization vs. home-country payroll
- Currency fluctuation and cost-of-living adjustments
- Managing shadow payroll and split-pay arrangements
- Tax equalization and net-to-gross calculations
- **Case Study:** Implementing global payroll consolidation at Multinex

Module 6: Global Relocation and Logistics

- Housing, travel, and family support services
- Relocation vendors and cost control best practices
- Schooling, spousal support, and cultural transition
- Technology tools for relocation management
- Duty of care and emergency support
- **Case Study:** Delivering smooth relocation for 100+ employees during pandemic

Module 7: Managing Remote Global Workers

- Legal frameworks for international remote work
- Permanent establishment risks and compliance
- Employment law and labor rights across borders
- Tools for virtual team management and collaboration
- Tracking time zones, performance, and engagement
- **Case Study:** Building a borderless workforce model at FlexGlobal

Module 8: Data, DEI, and Mobility Analytics

- Using analytics for decision-making and program improvement
- Tracking assignment outcomes and employee satisfaction
- Integrating DEI metrics into mobility planning
- Reporting mobility data for compliance and benchmarking
- Building business cases with mobility dashboards
- **Case Study:** Embedding DEI in global mobility at NovaEnterprises

Training Methodology

- Instructor-led interactive sessions with industry experts
- Group activities and peer-to-peer learning simulations
- Real-life global mobility case study analysis

- Toolkit-based assignments and templates
- Access to mobility policy frameworks and sample documents
- Hands-on use of mobility software tools and dashboards

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com