

# YOUR COMPANY IS A GLOBAL PLAYER...

...but who supports your subsidiaries and branches with professional human resources and organization development on site around the globe?



Worldwide presence

Local culture and language

Skilled trainers & consultants

# WORLDWIDE SUPPORT IN HRD/OD

Your company is a **global player**. And it has to be. Your home market is saturated, more **than 50% of your revenue comes from foreign countries, more than 50% of your employees work abroad**. Business is people – so professional talent management, bench strength and retention are more crucial than ever for future corporate success.

But your **workforce is scattered around the globe in many small teams**, making on the ground HR-support in Human Resources Development (HRD) and Organization Development (OD) difficult. Your resources are limited – some countries have nothing beyond HR admin. Supporting the local Managing Directors (MD's) with dedicated HR expertise is too costly, regional HR only can be on site once and a while. So what to do?

This is where **GloPeDeA** comes in.

With a **tried and tested global network of skilled and experienced HRD & OD specialists**,

## your key challenges

## will be turned into a success in a professional way:

### 1 LOCAL HRD/OD SUPPORT:

Your local Managing Directors (MD's) need support and coaching in talent management or HRD & OD in their mother tongue

- In periodic on site meetings your MD's can discuss HRD & OD issues with a local expert
- Your corporate tools will be applied consistently
- You will get standardised reports from all countries

### 2 LOCAL TRAINING & DEVELOPMENT:

Despite a small target group, you want to equip your employees with the skills needed for corporate success

- Local trainings will be tailored according to the needs
- Corporate training concepts are delivered in local language
- Where possible, teams will be bundled with other local GloPeDeA clients to achieve the critical mass and reduce cost

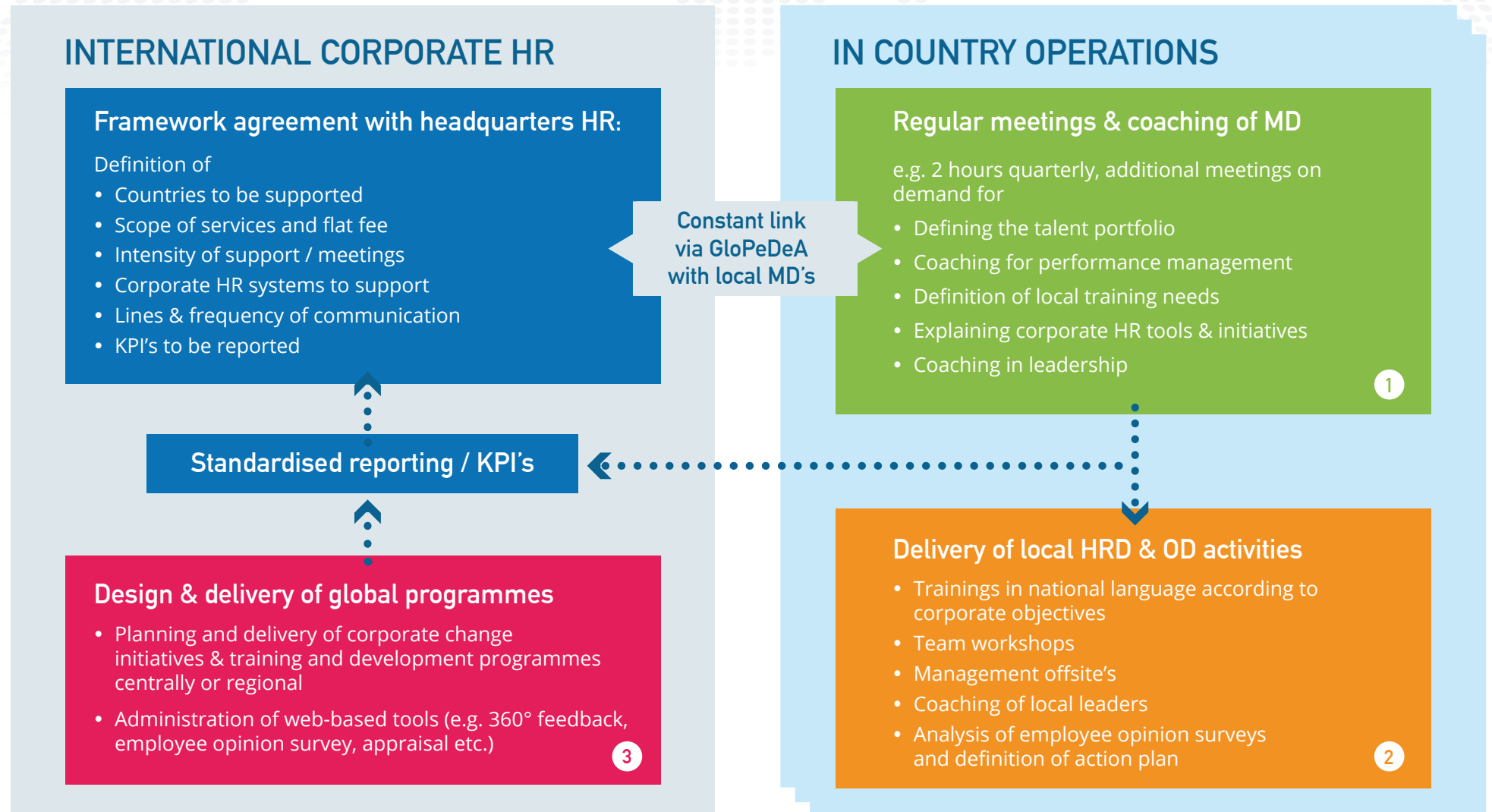
### 3 GLOBAL INITIATIVES AND TOPICS:

You want global topics to be rolled out consistently – but adapted with sensibility for the regional cultures

- Design of worldwide corporate change initiatives and training programs according to your specific needs and objectives
- Delivery worldwide, regional and local in English or the local languages / transfer support / web-based & mobile tools

# HOW IT WORKS?

**At any time, corporate HR and the regional HR professionals are in full control.** The local GloPeDeA partner acts as their representative, keeps contact and reports to them. You only pay a flat fee for what has been agreed in advance – and a delivery fee only when needed. No surprises – no additional headcount.



# PASSION. LEADING. CHANGE.

Thought leadership in HRD & OD since 1982



Since 1982 we are specialized on helping agile medium sized global players to achieve their goals. Our tailor made and state of the art leadership development and change management initiatives have won many international prizes.

With a workforce of more than 200 associates around the globe we can support you in almost every country and language. Be it with a single training / workshop, a global leadership development program or full consulting support as your HRD & OD department on site. You define the challenges – we deliver the solutions with affordable fees and constant quality (we are ISO 9001 – 2008 certificated since 1995).

Some companies we supported to transform challenges into success stories:



We are looking forward to a chat with you on your specific challenges.

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