

MERCER PUBLIC WORKSHOP

美世公开研讨会

如何打造全球化领导人

当前,许多组织都以前所未有的方式实现市场的全球化,从多国运营转向全球整合。然而,另一方面,我们的领导人才库过于薄弱,无法支撑这种扩张。“全球化领导人”,需要跨不同地域和文化界限工作的人群,仅占企业总体管理者的1%-4%。但事实证明,只有那些大力投资于全球化领导人发展的组织,才能获得重要的竞争优势。

美世为期1天的研讨会,帮助您打开新视野,带您一起了解“全球领导力”的核心能力,如何发展,可能的挑战,如何评估全球领导潜力,并建立全球领导人才库等内容,并有“最佳实践”调查帮助您了解自己所处的组织全球领导力的大致水平。

课程概述

全球领导力新洞察

全球化领导人指哪些人

培养全球化领导人能为组织带来什么价值

全球化领导人能力模型

- 核心能力
- 基准能力
- 全球技能及知识
- 全球思维

培养全球领导力的阶段化方法

发展全球领导人才的主要障碍

全球领导潜力解析

如何开始建设您的全球领导人才库

最佳实践

联络

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学员收获

- 了解全球领导力这一新概念对组织的发展价值
- 了解全球领导力在市场上为组织带来的竞争优势
- 了解如何鉴别哪些人适于成为全球领导储备人才（能力与潜力）
- 了解如何着手开始建立您所在组织的全球领导人才库
- 了解在发展全球领导人才项目实施过程中可能会碰到的挑战
- 了解先行者最佳实践

学员对象

跨国、跨区域、跨文化组织中的高级管理人才；负责开发全球领导人才的项目参与者；有海外扩张计划的组织管理者

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HOW TO BUILD GLOBAL LEADERS

Currently, many organizations are globalizing in unprecedented ways, from multinational operations to global integrations. However, many organizations are struggling with this expansion due to a weak leadership talent pool. The term “global leader” applies to anyone who has to work across geographic and cultural boundaries — and this might range from just 1%–4% of your overall management talent. Only those organizations that invest heavily in the development of global leadership can win the vital competitive edge.

Mercer’s one-day workshop will enable you to learn about and develop the core competencies of global leadership, including understanding the possible challenges, assessing your current talent pool for potential global leaders, and establishing a larger global leadership talent pool, as well as a best-practices survey to give you a general picture of the global leadership potential of your organization.

TOPICS COVERED

New vision of global leadership

The qualities of a global leader

Investment in developing global leaders

Global leadership competency model

- Core.
- Base.
- Skills and knowledge.
- Global mindset.

Methods for global leadership cultivation

Main difficulties in developing global leadership talent

Global leadership potential analysis

Establishment of your global leadership talent pool

Best practices

CONTACT

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BENEFITS TO PARTICIPANTS

- Understand the value of global leadership to organization development.
- Comprehend the competitive edge that comes from developing a deep pool of global leaders.
- Understand the qualifications of the global leadership talent pipeline (capabilities and potential).
- Learn how to establish a global leadership talent pool within your organization.
- Understand the possible challenges of implementing a global leadership talent project.
- Learn more about best practices.

TARGET PARTICIPANTS

Senior talent management in multinational organizations responsible for the development of the global leadership talent pools; organizational management personnel responsible for overseas expansion plans

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