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COURSE BROCHURE

Multinational Talent Reviews and International Assignments Training Course

17 – 21 May 2027
Madrid

Multinational Talent Reviews and International Assignments Training Course

Ref: 2692_102731 **Date:** 17 – 21 May 2027 **Location:** Madrid **Fees:** 5600 GBP

Multinational Talent Reviews and International Assignments is a 1-week training course for people leads in multinational organisations who run talent reviews across subsidiaries and decide who moves between countries, with a global talent review and assignment playbook as its work product. Dispersed operations, shifting skill shortages and rising assignment costs make consistent, well-judged talent decisions across borders a pressing concern. Jupiter Prime Training offers this multinational talent reviews course.

Why Multinational Talent Reviews and International Assignments Matter Now

Three forces shape this subject today: headquarters that want one view of talent across every subsidiary, local leaders who know their people but rate them by different yardsticks, and employees who expect international moves to build careers rather than stall them. An organisation that calibrates ratings consistently and selects assignees carefully fills critical roles faster and keeps returning talent. One that does not sees inflated ratings in some units, failed postings and returnees leaving soon after they come home. The course rests on widely used practice: shared rating definitions, calibration sessions, assignment business cases and structured repatriation planning.

Who Gains Most from Multinational Talent Reviews and International Assignments

- Regional people leads who run talent reviews for several subsidiaries
- Global mobility specialists who prepare and manage international postings
- Talent leads who maintain shared pools of high-potential employees
- Business unit leaders who nominate and host assignees
- Reward and policy owners who set assignment terms

A multinational gains most when a headquarters talent lead and two or three regional counterparts attend together.

Multinational Talent Reviews and International Assignments Capabilities

Participants turn scattered local judgements into a single, defensible picture of talent and mobility across the group.

- Design shared rating definitions — regional calibration panels
- Run calibration sessions that correct local leniency or severity — headquarters talent decisions
- Build a global talent pool — succession for cross-country roles
- Weigh assignment business cases against local hiring — business unit sponsors
- Assess assignee and family readiness before a posting — mobility specialists and host managers

- Specify repatriation plans that place returnees in roles using new skills — retention of mobile talent

Key Multinational Talent Reviews and International Assignments Terms

- Talent calibration — a structured discussion where leaders compare and adjust ratings so similar performance receives similar scores across units.
- Global talent pool — a named group of employees judged ready for roles beyond their home country or business.
- Long-term assignment — a posting abroad with full relocation support.
- Short-term assignment — a posting abroad of a few months, often for a project, without full relocation.
- Assignment business case — a written justification of purpose, expected benefit and total cost before a posting is approved.
- Repatriation — the planned return of an assignee to a home-country role that uses the experience gained abroad.

Multinational Talent Reviews and International Assignments Day by Day

Day 1: Talent Across Borders

- Group Talent Strategy Map — Linking Subsidiary Needs to Headquarters Priorities
- Cultural Differences in Rating Behaviour — Spotting Leniency and Severity Patterns
- Critical Cross-Country Role Inventory — Where Mobile Talent Matters Most
- Local Versus Global Talent Ownership — Agreeing Who Decides What
- Baseline Talent Data Audit Across Subsidiaries — Gaps and Inconsistencies

Day 2: Consistent Talent Reviews

- Shared Rating Definitions and Behaviour Anchors — One Language for Performance
- Performance and Potential Grid — Placing Employees on Common Criteria
- Calibration Session Facilitation — Challenging Ratings Without Losing Local Insight
- Virtual Calibration Across Time Zones — Keeping Remote Panels Rigorous
- Talent Review Outputs and Follow-Up Actions — Turning Ratings Into Moves

Day 3: Global Talent Pools

- Pool Entry and Exit Criteria — Transparent Rules for High-Potential Status
- Cross-Country Development Moves — Rotations, Projects and Virtual Roles
- Successor Slates for Regional Leadership Roles — Mixing Local and Mobile Candidates
- Talent Pool Dashboards — Tracking Readiness and Diversity of Origin
- Communicating Pool Membership to Employees — Managing Expectations Fairly

Day 4: International Assignments

- Assignment Business Case Template — Purpose, Benefit and Total Cost
- Assignment Type Selection — Long-Term, Short-Term, Commuter or Virtual
- Assignee and Family Readiness Interviews — Reducing Early Return Risk
- Host Manager Onboarding for Assignees — Faster Contribution in New Teams
- Repatriation Planning Six Months Ahead — Placing Returnees in Fitting Roles

Day 5: Practising the Global Talent Review and Assignment Playbook

- Live Calibration Simulation With Regional Ratings — Applying Shared Definitions
- Pool Nomination Debate for Cross-Country Roles — Testing Entry Criteria
- Assignment Business Case Peer Challenge — Weighing Cost Against Benefit
- Returnee Placement Scenarios — Rehearsing Repatriation Conversations
- Assembling the Global Talent Review and Assignment Playbook — Rules and Calendar

Applying Multinational Talent Reviews and International Assignments After the Course

- Lead a pilot calibration session for two subsidiaries using the shared rating definitions drafted during the course.
- Review every current international posting against the assignment business case template and start repatriation plans where missing.

Multinational Talent Reviews and International Assignments Questions FAQ

What are multinational talent reviews and international assignments, and why do they matter now?

They are the practices of rating talent consistently across subsidiaries and moving people between countries with clear purpose. They matter now because dispersed operations need a single view of talent, and poorly planned postings waste cost and lose returning employees.

Which roles gain most from multinational talent reviews and international assignments?

Regional people leads, global mobility specialists, talent pool owners and business unit leaders who host assignees gain most.

How do multinational talent reviews and international assignments differ from a cross-border hiring course?

This subject develops and moves people already in the organisation. A cross-border hiring course recruits new staff from abroad; this one covers calibration across subsidiaries, internal talent pools, assignment selection and repatriation.

What do you bring back from multinational talent reviews and international assignments?

You bring back a draft global talent review and assignment playbook. It holds shared rating definitions, a calibration calendar, pool criteria, an assignment business case template and a repatriation checklist.

Multinational Talent Reviews and International Assignments: The Way Forward

The global talent review and assignment playbook first informs how the next group-wide talent review is calibrated. Regional people leads, mobility specialists and business sponsors use it to align ratings, pool decisions and postings. After its first cycle, revisit whether returnees found fitting roles, since their experience shows whether assignments build careers or end them.