

GLOBAL HR: LEADING PEOPLE WORLDWIDE 5.75 CPE CREDITS CF80103
9:00 AM-4:30 PM, (Check-in begins at 8:30 AM) June 12, 2008, Westin St. Francis, Union Square, San Francisco

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PAYMENT INFORMATION

- \$325 NCHRA Members \$395 General
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Early registration is encouraged. Walk-ins will be charged a \$20 late fee and cannot be guaranteed admittance. **Cancellation deadline is one week prior to program.** No refunds or credit will be given after this date. Membership will be verified. Non-members will be charged the general rate. Please photocopy this form for multiple attendees. This form is your invoice.



This program has met HRCI's criteria to be pre-approved for recertification credit. The use of this seal is not an endorsement by HRCI of the quality of the program.

With each shift in the global workplace, HR must adjust and flex to keep pace and anticipate future changes. One thing is certain, change is constant and companies will continue to explore ways of optimizing their worldwide workforces. Not too long ago, off-shore outsourcing was considered an ideal solution for U.S. companies; now overseas organizations are outsourcing their work to the U.S. What's next?

Spend a day focusing on the issues and latest information of particular importance to global HR and business professionals, those specializing in international HR and in-house counsel for multinational companies. Expand your knowledge of what's happening and what's on the horizon, as you extend your view of what global HR entails.

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www.nchra.org

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GLOBAL HR:

LEADING PEOPLE WORLDWIDE



Sessions

Top 10 Global HR Trends

LORELEI CAROBOLANTE, CHIEF PATHFINDER, *G2nd Systems*

“Managing talent globally” surfaced as the #1 trend among SHRM’s Global Special Expertise Panel last year. Start the conference by learning about each of the identified trends and considering the implications of those trends to you and your role. Knowledge of the trends will add context and set the tone for the rest of the conference.

Managing Talent with No Fixed Address

BRAD BOYSON, HEAD OF HR, *Hamptons International—Middle East*

Globalization and talent management have evolved far beyond assignment management and expatriate deployment. Knowledge work is no longer immune to the forces of globalization, American citizenship is increasingly a hindrance on the realm of transpatriate employment, and the depreciating U.S. dollar is impacting the attractiveness of U.S.-based employment. This session offers necessary tools to navigate talent management in these turbulent times. We’ll discuss who has the current competitive advantage in the global job market, how some nations are legally exporting their labor force, and how countries like China and India are positioning themselves to capitalize on current changes.

Successful Global Compensation Initiatives

MARIE BRINKMAN, VP and OLIVIER MAUDIERE, ASSISTANT VP, *Radford Surveys + Consulting*

With per capita income rising in countries where off-shoring and outsourcing have grown, companies are seeing low labor costs disappear. What was once an advantage is now rapidly declining. With that shift comes the need for HR professionals to assess the strengths and weaknesses of their retention strategies, calculate the cost and consequences of losing talented employees around the world, and seek talent with the unique skills to address globalization. Hear about successful initiatives in compensation—including trends in base salary increases, pay for performance and incentive plans—that are helping organizations secure and retain talent, develop leaders and meet rising expectations.

Lunch/Table Topics

Swap strategies and share insights with your peers with global HR responsibilities. Each table discussion will be facilitated by a practitioner or consultant with experience with the issue. Topics include: international business travel, global ethics and compliance, and doing business in China and India.

Ensuring Employee Commitment from Afar

JENNIFER GREEN, SENIOR DIRECTOR OF TOTAL REWARDS AND SYSTEMS, *Magellan Navigation*

As logistically challenging as surveying employees globally may be, the tough part begins afterwards, when it’s time to get the results out to the organization, enlist commitment from management to take action to make change, and implement action plans. The process of involving everyone impacted to improve the work environment results in engagement, with employees becoming a part of the solution. You’ll learn a practical, step-by-step process to use to ensure that employees are engaged and committed to the company’s improvement.

Managing Across Time Zones

CATHERINE MOORE, SENIOR HR DIRECTOR, *Nokia Research Center*

Organizations need global teams that can manage distances effectively and develop synergies among their far-flung members. Current data and trends indicate that re-defining work/life balance to fit today’s global workplace is key to keeping teams productive and motivated. Find out how HR is involved both in that re-definition process, and in balancing employee and company expectations to achieve objectives. Learn about best practices and successes with virtual meetings, disbursed team activities and other strategies for leveraging technology to improve time management, communication, knowledge transfer and product/service time to market.

International Tax, Immigration and Legal Issues

JASON FOX, *Deloitte Tax LLP*, SAMEER KHEDEKAR and CHRISTY NGUYEN, *Pearl Law Group*

Cross-border movement of employees brings tax risks to employers and employees alike. Find out which red flags to watch for and mitigate the risks involved. Learn about potential legislation to ensure that the U.S. continues to attract international talent and how to manage the H-1B Visa shortfall. Discover why the once-humble Form I-9 has a higher profile in 2008, especially regarding e-filing. Hear how progressive companies are handling the on-boarding and global immigration relocation process, and the tools they are using to keep immigration, travel, relocation and I-9 data aligned.

Speakers

Brad Boyson, Brad Boyson, SPHR, GPHR is an international expert in optimizing human capital and implementing global best practices. Along with being one of the first people worldwide to have earned professional HR certification in two international jurisdictions (USA & Canada), he earned the inaugural designation of Global Professional in Human Resources (GPHR). Currently, Brad is Head of HR for Hamptons International—Middle East. Hamptons International is a global premier realtor and property management consultant with more than 1,000 staff and sells, lets and manages over 15,000 properties every year. Based out of Dubai, Hamptons is a division of Emaar properties—best known for building the Burj Dubai, the world’s tallest building.

Marie Brinkman has worked with high technology and life sciences companies to develop compensation and benefit programs for more than 20 years. Her current assignments with Radford include market analyses of U.S. and international pay levels and practices; development of global job leveling and base pay structures; and design of variable cash and sales compensation plans.

Lorelei Carobolante, SCRP, GMS, GPHR and Conference Chair, founded G2nd Systems, a consulting group focused on providing tools that lead organizations and individuals to success in the global economy. Lorelei has worked extensively, domestically and globally for a wide range of start-up and established firms. She is an active member of SHRM’s Global Special Expertise Panel.

Jason Fox of Deloitte Tax LLP has nearly 12 years of well-rounded tax experience that includes a specialization in expatriate and foreign national taxation. His expatriate and foreign national expertise are balanced by his corporate tax experience in industry and his advanced technical tax knowledge and research skills with respect to flow-through entities and fiduciary taxation.

Jennifer Green, Senior Director of Total Rewards and Systems, Magellan Navigation, is a senior global human resource strategic leader, with a +25 year career in a variety of global human resource leadership and consulting roles involving designing and implementing global total rewards programs targeted to attract and retain key talent. Previously, she developed and ran a consulting practice, Green Global Resources.

Sameer Khedekar has handled a wide variety of immigration matters for clients in high-tech, start-ups, hospitals, universities, retail and investments. He has extensive experience in all aspects of business immigration. Prior to joining Pearl Law Group, Sameer worked for a full-service immigration law firm, successfully appearing on behalf of clients in naturalization and removal proceedings.

Olivier Maudiere manages the Radford International Survey. Olivier has more than 15 years of global business and human resources experience, including consulting positions with Bowker Consulting, Mercer, as well as corporate positions with Siebel Systems, Walt Disney Company, and Nordson Corporation. In his survey management role, Olivier’s focus is on expanding survey participation, improving the surveys, and acting as the liaison between the advisory committees for non-US surveys and the global Radford surveys team.

Catherine Moore oversees Global Strategic HR and organizational development initiatives for Nokia Research Center. Over the past 20 years she has held global roles involving Europe, Asia and the Americas where she has coached key executives, built global HR organizations, integrated multi-cultural teams, created global processes and managed both fast-growth situations and workforce reductions.

Christy Nguyen has been helping foreign nationals since 1997. Now with Pearl Law Group, she has been practicing business immigration law since 2001 and has extensive experience with corporate clients ranging from start-ups to Fortune 500 companies. Christy has been certified as a Global Mobility Specialist by the Employee Relocation Council.

For a detailed conference agenda go to www.nchra.org/global