



## Global Leadership Training Course: Leading Multinational Teams and Subsidiaries



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### **Introduction:**

Global Leadership Training Course: Leading Multinational Teams and Subsidiaries is a 5-day course for senior leaders of country, regional and global units that ends with a Global Leadership Development Plan and a team charter for a case multinational team. Multinational organisations lose speed and talent when decision rights between headquarters and subsidiaries are blurred, matrix reporting lines compete and expatriate leaders fail in post. Nominees already lead managers in more than one country and work through case studies drawn from manufacturing, services and energy groups. CoreConcept Training Center delivers this global leadership course.

### **Course Objectives:**

- Profile global leader competencies and a personal global mindset baseline against the demands of country, regional and global posts
- Apply GLOBE culturally endorsed leadership dimensions to judge which leader behaviours will carry authority across subsidiaries
- Allocate decision rights between headquarters and subsidiaries and lead through solid-line and dotted-line matrix reporting
- Launch and lead a mixed-nationality leadership team with clear purpose, roles, inclusion practices and decision rules
- Design global talent reviews, cross-border succession and expatriate, inpatriate and flexpatriate leader assignments
- Resolve global-local tension, ethical dilemmas and reputation exposure across markets while sequencing global change through local leaders

### **Target Audience:**

- Leaders accountable for a country operation or subsidiary reporting to a distant headquarters
  - Regional heads responsible for several national units and their leadership teams
  - Global function leaders who direct finance, operations, HR or technology staff across borders through matrix lines
  - Executives preparing for or returning from an international leadership assignment
  - Senior HR and talent leaders who own global succession and leader mobility decisions
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## **Course Outline:**

### **Day 1: Global Leadership Foundations and the Global Mindset**

- Global Leadership Definition and Scope Beyond Domestic Management
- Global Leader Competency Profile With Cognitive Flexibility and Self-Efficacy
- Global Mindset Self-Assessment and Personal Development Baseline
- Tolerance of Uncertainty and Emotional Regulation in Complex Settings
- Global Leadership Role Mapping for Country, Regional and Global Posts

### **Day 2: Global Leadership Models and Multinational Organisation Design**

- GLOBE Culturally Endorsed Leadership Dimensions and Leader Profiles
- Global-Local Matrix With Solid-Line and Dotted-Line Reporting
- Headquarters and Subsidiary Decision Rights Allocation Grid
- Accountability Without Direct Control in Matrix Leadership Roles
- Strategy, Structure, Processes, Rewards and People Alignment Check

### **Day 3: Leading Multinational Teams and Global Talent**

- Multinational Team Launch Plan With Purpose, Roles and Norms
- Inclusive Leadership Practices for Mixed-Nationality Leadership Teams
- Global Talent Review and Cross-Border Succession Pipeline Design
- Expatriate, Inpatriate and Flexpatriate Leader Assignment Selection
- Expatriate Family Adjustment Support and Repatriation Planning

### **Day 4: Global-Local Tension, Ethics, Reputation and Global Change**

- Global-Local Tension Diagnosis for Standardisation Versus Local Discretion
- Subsidiary Escalation Protocol for Contested Headquarters Directives
- Ethical Dilemma Triage Across Divergent Market Norms and Practices
- Corporate Reputation Exposure Mapping Across Markets and Stakeholders
- Global Change Rollout Sequencing Through Subsidiary Leadership Teams

### **Day 5: Case Study: Global Leadership Development Plan and Multinational Team Charter**

- Case Multinational Team Briefing and Leadership Challenge Diagnosis
  - Decision Rights Redesign Between Headquarters and Case Subsidiaries
  - Talent and Succession Actions for the Case Leadership Team
  - Multinational Team Charter Drafting With Norms and Decision Rules
  - Global Leadership Development Plan Completion and Peer Review
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## **Skills You Will Gain:**

- Global Mindset Development
- Matrix Leadership
- Decision Rights Allocation
- Multinational Team Leadership
- Global Succession Planning
- International Assignment Management
- Global-Local Trade-Off Judgement
- Cross-Market Ethical Judgement

## **Why Attend This Course:**

- Deliver a Global Leadership Development Plan and multinational team charter to the regional or group leadership team and the head of talent for adoption
- Decide which decisions headquarters keeps and which subsidiaries own, and when a local leader should challenge a global directive
- Avoid failed expatriate postings, stalled matrix decisions and reputation damage caused by inconsistent conduct across markets
- Share the decision rights grid, team launch plan and succession review template with fellow country and function leaders

## **Conclusion:**

Back at work, the participant gives the regional or group leadership team a Global Leadership Development Plan and a charter for the multinational team they lead. Senior leaders use the charter to settle decision rights, escalation routes and team norms, while the head of talent uses the plan to shape succession slates and international assignments. After the first quarterly business review, the organisation should check whether escalations fell, whether subsidiary decisions moved faster and whether assignment and succession actions were taken as planned.

## **Frequently Asked Questions FAQ:**

### **What should participants know before a global leadership course on leading multinational teams?**

Participants should already lead managers in more than one country, subsidiary or global function. Bringing a current organisation chart, a recent cross-border decision that stalled and the profile of the multinational team they lead helps them apply the case work directly.

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## **How does global leadership differ from cross-cultural communication or international business strategy courses?**

Global leadership covers how senior leaders exercise authority across subsidiaries: decision rights, matrix roles, talent, ethics and change. Cross-cultural communication courses focus on interpersonal frameworks and feedback styles, and international strategy courses on market choice and entry, which this course touches only as context.

## **Why do global leadership roles in matrix organisations stall decisions?**

Decisions stall because solid-line and dotted-line managers each believe they own the call and nobody has agreed decision rights. Leaders who map which decisions sit with headquarters, region or subsidiary, and set escalation routes, keep the matrix moving.

## **What do participants take back from the global leadership course on multinational teams?**

Participants take back a Global Leadership Development Plan and a multinational team charter for a case team, plus a decision rights grid, team launch plan, succession review template and expatriate assignment checklist they can adapt to their own organisation.

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