Course: Global Talent Management — credits: 5

Course code	LBVP26GTM1C
Name	Global Talent Management
Study year	2026-2027
ECTS credits	5
Language	English
Coordinator	R.A. Gibson
Modes of delivery	Education
Assessments	Other assessment - Other assessment

Learning outcomes

PLO1: International Business Opportunities
This course equips students with talent-management competencies that enable firms to identify and act on international business opportunities. Specifically, students will build HR and intercultural capabilities that support evidence-based people decisions across borders.
In this course, students are expected to develop the following competencies in the field of talent management:

Learning Line 1: Management
CLO1: Students can develop an understanding of Human Resource (HR) processes in international contexts.
Learning Line 2: Management + Global Mindset & Professional Development
CLO2: Students can demonstrate knowledge and skills in the areas of cultural management and business communication, contributing to HR-related decisions.

PLO2: Business Transformation
This course focuses on talent management as a key factor of sustainable organisational change. Accordingly, students will build competencies that translate transformation principles into practice through the following learning lines and module learning outcomes:

Learning Line 1: Management
CLO1: Students can put theory into practice and produce an actionable talent management plan for a fictional or actual company.
Learning Line 2: Management + Global Mindset & Professional Development
CLO2: Students can demonstrate the ability to manage the impact of culture on HR-related decisions.

Content

This course explores talent management in international business contexts, emphasising how organisations attract, develop, and retain talent across cultures to drive sustainable growth.
Students develop a global mindset through analysing HR processes, ensuring diversity and inclusion, integrating intercultural awareness, and creating strategic workforce planning in multinational settings.
By translating theory into actionable talent management plans, the course aligns with SDG 8 (Decent Work and Economic Growth), cultivating responsible, inclusive, and sustainable people practices in global organisations.

Included in programme(s)

International Business 3 Year

School(s)

Business & Law

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