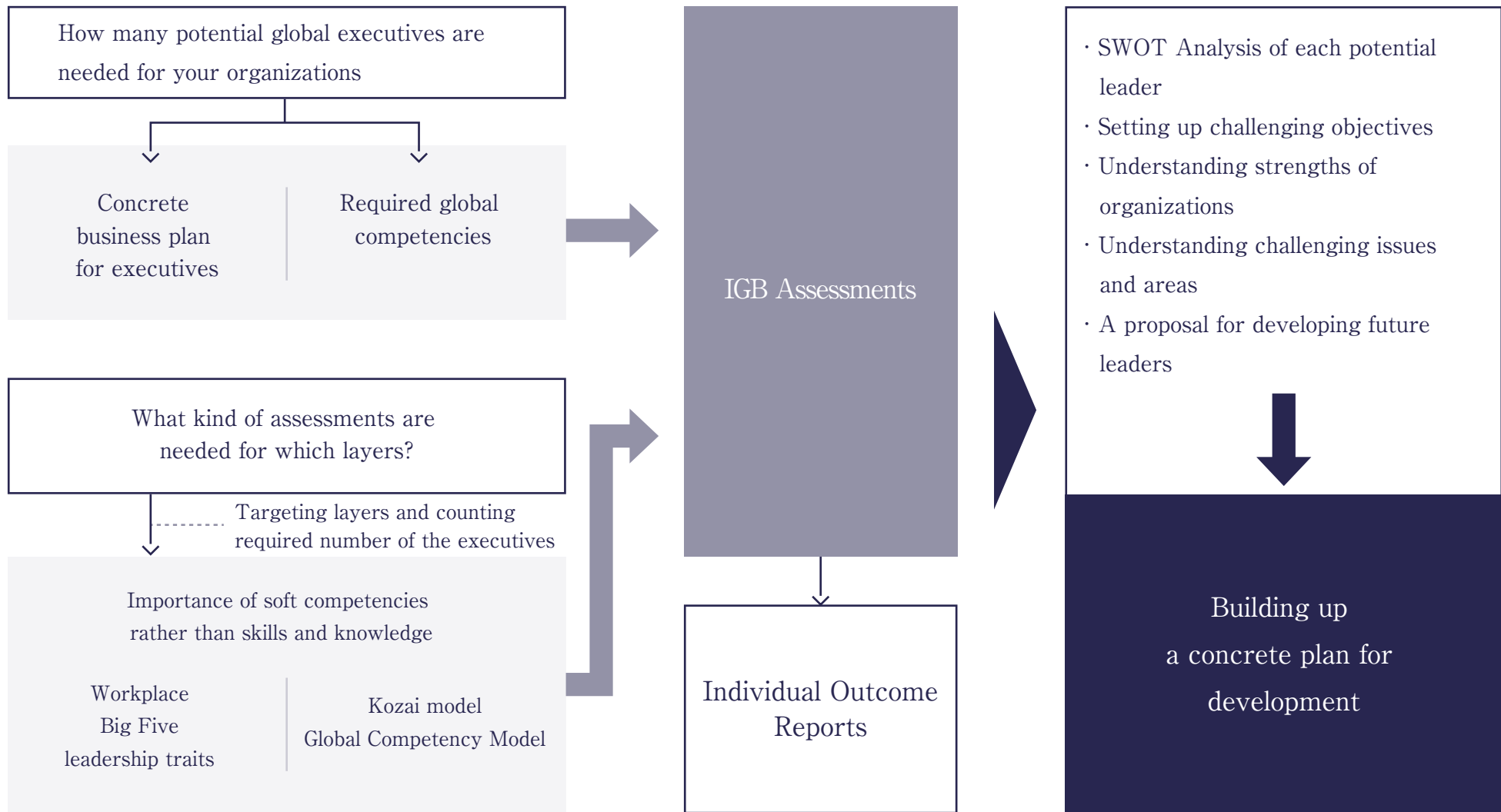


1 Selection of Future Global Executives engaged in Global Business



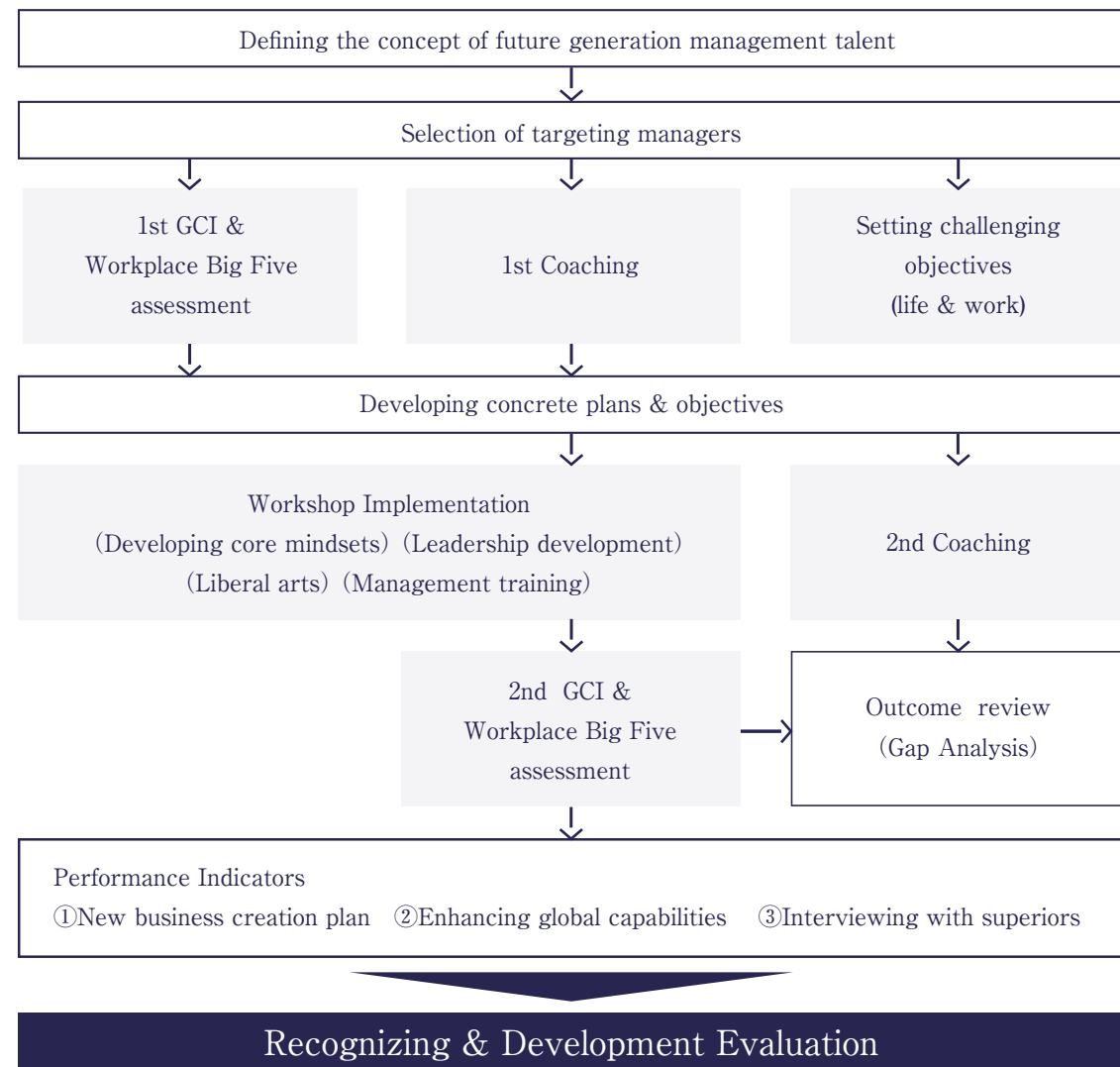
2 Framework of Developing Future Global Executives

Corporate Information

- Selecting senior level executives/managers and engaging them in developing their own global competencies.
- Recognizing the importance of developing global leaders in the entire organizations

Corporate Needs

- Through a longitudinal developing plan consisting of assessments, coaching, and training sessions, managers and leaders need to recognize their global roles, and their improving areas of global competencies.



3 Global Talent Development Model

- According to the outcomes of the past research studies, the most key human factors that are able to show high performance in global business appear to be human soft competencies. Despite of this fact, it is a reality that many MNCs tend to focus on developing technical knowledge and skills .
- Judging from the fact that many problems occurring in the global business environment are strongly embedded in a difference of “frame of reference” of individuals and organizations , it is vital to enhance the level of human soft competencies and socio-cultural coping skills.
- The table shown below is a path model . Literature shows that enhancing human soft competencies contribute to improving technical skills and knowledge as well as management capabilities.

