

# SPECIALIZED MBAS 2019-2020

- International Human Resources
- International Mobility
- Compensation & Benefits

## MAGELLAN INSTITUTE

TRAINING PROGRAMS FROM THE MAGELLAN NETWORK



**BUILD YOUR CAREER AS AN INTERNATIONAL HR PROFESSIONAL**

**MAGELLAN INSTITUTE** | International HR  
Accreditation &  
Training

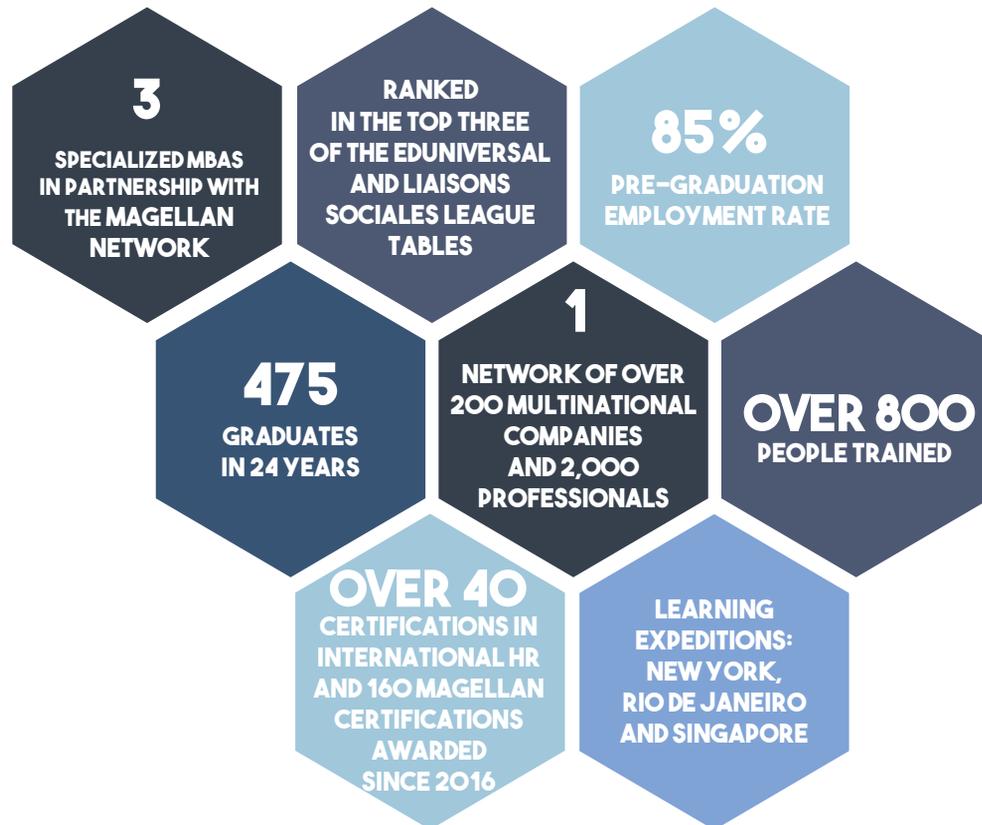
 **MAGELLAN**  
International HR Networking Group

**TOP 3**  
EDUNIVERSAL  
AND LIAISONS  
SOCIALES  
LEAGUE TABLES

## MAGELLAN INSTITUTE: TRAINING FROM THE MAGELLAN NETWORK



The **Magellan Institute** was started by the **Magellan Network**, a **professional network** of over **200 major multinational companies**, bringing together almost **2,000 professionals** from different HR specializations in France and around the world (international HR directors, international mobility managers, compensation & benefits managers and international talent managers).



**The Magellan Institute's role is to meet the needs of multinational companies by training professionals in areas of HR expertise** in high demand on the job market.

It is an **esteemed center for continuing education** for HR departments, designed to meet their immediate and long-term training needs, offering practical and operational training modules delivered by leading experts from the field. The synergies established between the network and our training courses allow us to offer programs that are always in step with constantly changing HR practices and companies' needs.





## A LITTLE HISTORY

Several of our Specialized MBAs were originally coordinated by the Ecole Normale Supérieure de Cachan (1995-2004), then by the Ecole Nationale Supérieure des Arts et Métiers (2004-2014), under the direction of Yves Girouard, director of the Specialized MBAs, in order to meet companies' need for experts in these fields. The importance of this training for companies in light of their skills needs in the specializations concerned led them to take charge of it directly through the Magellan Institute with its existing expertise in this field.

## SOLID SUPPORT FROM COMPANIES AND CONSULTANTS

Directed by the Magellan Network, a networking group for professionals, the Magellan Institute's Specialized MBAs enjoy the support of numerous companies and expert consultants. Companies' involvement extends to participating as faculty members, in conferences and international seminars, in the advisory board, and in oral examination panels. These companies and consultancies also welcome our students for site visits and placements in-company, and are major employers of our graduates for both their internships and their future careers.

### AMONG THE COMPANIES AND CONSULTANCIES INVOLVED IN OUR NETWORK ARE:

Accenture • Accorhotels • Actelion Pharmaceuticals • Ingenico • Ipsen • Kiabi • Legrand • Mercer • Michelin •  
 Air Liquide • Groupe Adeo - Leroy Merlin • Adpi • Alstom • Moët Hennessy • Nestlé France • Nestlé Waters • Nexans •  
 Amadeus • Arc International • Artelia • Assystem • Axa • Laboratoires Servier • Pernod Ricard • Plastic Omnium •  
 Bel • Biomérieux • Bonduelle • Canal+ • Capgemini • Pochet • PSA Peugeot Citroën • Pwc Société d'Avocats • Ratp  
 Carrefour • Cgg • Crédit Agricole • Crown Packaging Europe • Dev • Renault-Nissan • Richemont • Safran • Sagemcom •  
 Daher • Danone • Dassault Aviation • Dassault Systèmes • Saint-Gobain • Salomon • Sanofi • Schneider Electric • Scor •  
 Decathlon • Edenred • EDF • Engie • Eramet • Essilor • Siemens • SnCF • Société Générale • Sodexo • Suez • Systra •  
 Eutelsat • EY • Faurecia • Gefco • Groupe Lactalis • Groupe Taj • Technicolor • Thalès • Transdev Group • Ubisoft • Valeo •  
 Rocher • HappyChic Services • Havas • Hermès • Imerys • Vallourec • Veolia • Vinci • Willis Towers Watson

### WE ARE SUPPORTED BY THE FOLLOWING OFFICIAL BODIES:

Business France • Caisse des Français de l'Étranger • Centre • Centre de Crise du Ministère des Affaires Étrangères • Caisse  
 de Liaisons Européennes et Internationales de Sécurité Sociale • Caisse de Retraite des Expatriés (HUMANIS) • Mission Laïque Française

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Globalization and changes to companies' organization and ways of working have considerably enriched the roles of human resources professionals.

**Professor of international HR management**

There is currently very high demand for expert professionals with an international outlook and a leaning towards compensation and benefits and international mobility. Companies are also seeking well-prepared general HR professionals to practice their role at an international level, usually at head office.

**Co-founder and director of the Magellan Institute's Specialized MBA programs**

Our Specialized MBAs meet these needs. They are professional by design and offer focused, practical, concrete teaching. The programs' content and teaching methods are unique in Europe and have been updated each year for over 20 years, in line with companies' needs.

## OUR FELLOWS



## WHY CHOOSE A MAGELLAN SPECIALIZED MBA?



**"100% PROFESSIONAL  
AND 100% OPERATIONAL BECAUSE OUR GOAL IS TO GET YOU  
ON THE CAREER LADDER QUICKLY."**

### WHAT IS A SPECIALIZED MBA?



In contrast to a traditional MBA, which is by nature general and cross-cutting, Specialized MBAs qualify participants for a particular sector or occupation and focus on a field, a function, a sector or a region.

General teaching combines with more specialist studies to allow participants to acquire managerial culture along with operational competencies for their chosen sector.

The Magellan Institute chose this title for its courses given their international outlook and strength in preparing participants to further their careers.

A Specialized MBA is open to **recent graduates** and experienced **professionals** alike.

# 7 HIGH-LEVEL TRAINING COURSES RECOGNIZED AND DISPENSED BY PROFESSIONALS

Our courses are closely coupled to companies' needs. They respond to high demand for skills in our areas of expertise. For this reason, our Specialized MBAs are designed and managed by professionals. They have a strong focus on preparing participants for the world of work, and offer practical teaching oriented towards operational skills. These courses are taught mainly by experts in the field who enjoy strong peer approval.



"The training provides strong technical knowledge and develops the right instincts to deal with new or specific situations facing international HR professionals. The program, taught by professionals, teaches participants how to ask the right questions, enabling them to meet the needs of companies in these complex fields."

**Pascale McLachrie**  
International mobility manager,  
ADEO LEROY MERLIN

## RANKED IN THE TOP THREE IN THE EDUNIVERSAL AND LIAISONS SOCIALES LEAGUE TABLES

Each year, our programs are ranked among the best in HR. The league tables approve our methods and attest to a high level of satisfaction among participants, as well as recognition from the companies that employ our graduates.



**Eduniversal** has placed our Specialized MBAs in the top 20 best master's, MS and MBAs in human resources management since 2009. Our Specialized MBAs once again ranked very highly in the human resources management category and have been awarded places in the **top three for 2018!**



- **1<sup>st</sup>** place for the Specialized MBA in Human Resources and International Mobility Management - 2018 league table



- **2<sup>nd</sup>** place for the Specialized MBA in International Human Resources and Compensation & Benefits Management - 2018 league table



- **INNOVATION AWARD** for the Specialized MBA in Human Resources Management in International Companies - 2015 league table

Our MBAs also caught the attention of **Liaisons Sociales'** Triannual league table of the best human resources management training programs **2015**



- **1<sup>st</sup>** place in the league table of initial training programs with **best graduate employment rates**
- **1<sup>st</sup>** place in the league table of the most international **HR continuing education courses**
- **2<sup>nd</sup>** place in the league table of the most professional **HR continuing education courses**

# 2

## AN EFFECTIVE PROFESSIONAL NETWORK

The Magellan Institute has around **450 graduates** who show great solidarity with graduates from other years and who enjoy the benefits of a network of over **2,000 professionals** at the Magellan Network.

During their MBA, participants are welcomed into their **community** and the alumni network from the beginning. They meet speakers from the world of work, Magellan Network members and alumni, and can choose a tutor.



### FOCUS: STUDENT-COMPANY MEETINGS

To help participants develop their professional network, but also to aid them in finding an internship, we organize a student-company meeting at the beginning of each academic year. This generates numerous internship offers, lays the groundwork for contacting companies and kicks off exchanges in a professional and collegial setting.

**Companies present in 2018:** Abylsen • Air Liquide • Airbus Helicopters • Alstom • Axa • Canal+ • Ceva • Channel • Deloitte • EBA Clearing • Engie • Essilor • Europcar • Eutelsat • EY • Faurecia • FM Logistic • France Immigration • Helma • Hermès • Idemia • Mercer • Metro • Naval Group • Sanofi • Schneider Electric • Société Générale • Urgo • Servier • Tarkett • Thalès • Ubisoft

# 3

## HIGH GRADUATE EMPLOYMENT

**AVERAGE EMPLOYMENT RATE ON GRADUATION**

**AVERAGE EMPLOYMENT RATE 5 MONTHS LATER**

**AVERAGE GROSS SALARY ON GRADUATION**

85%

100%

42K

**OUR STUDENTS' ENTRY TO THE JOBMARKET, FACILITATED BY THE DEVELOPMENT OF THEIR PROFESSIONAL NETWORK, IS ONE OF OUR MAIN CONCERNS.**

In order to ensure that our students get on the career ladder, be that in France or abroad, our MBAs offer training in expert occupations highly sought-after around the world by multinational companies for their head offices and their international subsidiaries. They are key to finding a role in a company, and allow interesting and varied career paths within HR.



## AMONG THE COMPANIES TO HAVE RECRUITED OUR GRADUATES FROM 2016 TO 2018:

Actelion • Air Liquide • Airbus • Alstom • Atos • Axa • Bayer • Bel • BNP Paribas • Bureau Veritas • Chanel • Crédit Agricole • Christian Louboutin • Dassault Systèmes • Decaux • Dior Parfums • Eramet • EY • Engie • Essilor • HSBC • IBM • Ipsos • L'Oréal • Mercer • Moët Hennessy • Nespresso • Nexans • Renault-Nissan • Pochet • Publicis • Schneider Electric • Schlumberger • Scor • Safran • Servier • Société Générale • Sodexo • Systra • Thalès • Ubisoft • Valéo • Volitalia •

## AN OVERVIEW OF OUR GRADUATES' CAREER CHOICES:

### IN FRANCE

Compensation & benefits manager, **DASSAULT SYSTÈMES** • International Comp&Ben Specialist, **DISCOVERY CHANNEL** • Compensation coordinator, **GERFLOR** • Compensation & Benefits Specialist EMEI, **CHRISTIAN LOUBOUTIN** • Human resources manager international mobility, **ESSILOR** • Global transfers & performance management specialist, **BASF** • Global mobility manager, **IPSOS** • International mobility specialist, **AIR LIQUIDE** • Global mobility manager, **CRITEO** • International talent development manager, **MOËT HENNESSY** • Global communication/HR transformation manager, **NEXANS** • Junior HR generalist, **UBISOFT International**

### INTERNATIONALLY

Junior HRBP in EMEA, **INGERSOLL RAND**, Belgium • Talent manager & HRBP, **SCHNEIDER ELECTRIC**, Germany • Senior consultant, Talent analytics, **DELOITTE**, Australia • Senior HR business partner, **AIRBUS HELICOPTERS**, Ireland • Vice-president human resources, **CIRCOR**, Boston, USA • Region compensation & benefits specialist, **SODEXO**, Singapore • Compensation & benefits, HRIS, HR controlling executive, **Parfums Christian DIOR**, Dubai • International mobility manager, **ITX**, Switzerland • International mobility analyst, **SOCIÉTÉ GÉNÉRALE CIB**, New York, USA



## TESTIMONIAL



"A unique network that allows us both to efficiently keep up with news and compare our practices and policies, Magellan is an unrivaled talent pool for us, turning out a variety of motivated profiles (recent graduates or more experienced people changing careers) with a well-rounded approach to international mobility. By combining an internship of several months with solid theoretical training delivered by the highest-level specialists, for us the Magellan Institute remains a safe bet for professional credibility in an extremely complex and demanding field. For this reason we have recruited our interns from the Magellan Institute every year since 2015. Likewise, our three current international mobility managers are all Magellan Institute graduates."

Simon Lechantre, International mobility department manager, **ESSILOR**

# 4

## A UNIQUELY INTERNATIONAL OUTLOOK

At the crossroads of legal, tax, financial and employment issues, the three occupations for which we train reveal their richness and complexity through their support of companies around the world.

**Our Specialized MBAs all include this global and international dimension thanks to:**

- > a universal approach to topics: our graduates go on to work around the world
- > the use of English in numerous classes, round tables and specialized case studies
- > group projects on different countries or geographical areas
- > international learning expeditions in strategic regions
- > an international qualification: MBAs are recognized around the world



### + EDUCATIONAL PARTNERSHIPS WITH FOREIGN UNIVERSITIES

Firmly focused on international concerns, the Magellan Institute has international educational partnerships in Asia, Africa and Europe. Through these partnerships, our participants and students take part in seminars with foreign teaching staff, as well as working with them and their students on case studies.



### +LEARNING EXPEDITIONS: NEW YORK, RIO DE JANEIRO AND SINGAPORE

Our learning expeditions are an integral part of the course and tackle regional differences.

#### The benefits of our learning expeditions:

- > Duration: 4 to 5 days
- > Economic, social, managerial and cultural topics covered
- > Speakers: subsidiary directors, local and regional HR directors, compensation & benefits managers, lawyers, specialist experts, expatriates
- > Round tables offering opportunities to talk to local stakeholders
- > Industrial site visit in Singapore and Rio de Janeiro
- > Networking opportunities

#### Learning objectives:

- > Understand the specifics of HR management in the region and country visited
- > An approach based on realities on the ground
- > Understand regional and local technical practices in a given area of expertise (e.g. compensation & benefits or international mobility)
- > Develop knowledge of local legislation and regulations





### COMPANY VISITS ABROAD

Our learning expeditions to Singapore and Rio often include a visit to a company, usually Schneider Electric and Michelin.

These visits allow participants to gain a better understanding of industry and of human resources management in an international group through meetings with sitedirectors, HR directors, production managers, etc.

### + USE OF ENGLISH

Our graduates make use of English on a daily basis. Companies require knowledge of English for internships and as a pre-requisite for recruitment in our occupations. To reflect this our teaching methods require regular use of English in classes, round tables, exams, seminars, etc.

English is therefore essential and we ensure that our participants have operational knowledge of English upon admission to our programs. Technical and HR language is, however, taught during the course.



### TESTIMONIAL



*"I was an information systems engineer and wished to make a career change to the HR function, while still working internationally. I wanted to be operational quickly, yet have a solid technical grounding. That was why I chose the Magellan Institute, which also offered an opportunity to learn as part of a class made up of a variety of profiles, which was very stimulating. The course structure, the teaching and the solid reputation of the MBA meant that I was able to obtain a job before the end of my internship. Ten years later, I have achieved my goal of spending time in Japan and today I lead the C&B team of a multinational company. Without a doubt, the standard of the teaching staff, the very effective teaching approach and the quality of the professional network make this MBA a real career booster."*

**Julien De Weck, Group comp & ben and international mobility director, UBISOFT  
Specialized MBA in Human Resources and International Mobility Management, 2006-2007**

## **OUR APPROACH:** train experts and integrate them into an internationally focused professional network

### **+ TEACHING METHODS ADAPTED TO EXPERT OCCUPATIONS**

Classes are delivered as professional seminars with numerous real-life situations introduced and followed up with discussion. The diversity of the profiles that make up each year's class allow exceptionally broad-based discussion, in the image of that found in companies. Round tables and case studies with professionals allow a better understanding of practices on technical issues in different professional environments and sectors.

### **+ COURSE COORDINATORS FROM OUR OCCUPATIONS**

The course coordinators for each specialization are professionals who work or have worked in the field concerned. They have undertaken training in our teaching practices and classroom management. Their role is to support faculty members and speakers as well as participants, in particular in finding an internship and choosing a dissertation title.



### **+ TUTORING: PERSONALIZED PROFESSIONAL MENTORING WITH OUR ALUMNI**

Tutoring is the opportunity to engage in a different kind of cross-class bonding by asking our alumni to act as tutors for current students. The aim of tutoring is to allow students to enjoy personalized professional mentoring during their year-long course (and even beyond), in addition to teaching hours. The main aim of this is to support students in their choices throughout the year, with tutors questioning students' on their path, and offering their experience and perspective.



### + INTERNATIONAL LEARNING EXPEDITIONS

Our **learning expeditions** are an essential part of the teaching program. They constitute an immense wealth of knowledge transfer, exchange of experience, personal analysis and professional contacts thanks to:

- A themed program of talks from local and international professionals based in the region
- A company visit offering opportunities to exchange with management and HR

#### Our students have multiple objectives:

- Apprehend cross-cultural issues and the reality on the ground by meeting local stakeholders
- Gain an understanding of different types of management
- Build knowledge of different legislative and regulatory systems
- Increase the use of HR and financial language in English.

### + A HIGH ADDED-VALUE COMPANY INTERNSHIP

Teaching takes place in highly practical lessons and includes case studies and numerous role plays. A six-month immersion in-company complements this teaching method perfectly. Assignments completed can be highly operational or can relate to project development. They are an essential component in honing professional competencies. Numerous internships lead to a job offer. The Magellan Institute helps you find an internship through offers circulated exclusively within the Magellan Network.

### + RESEARCH DISSERTATION

Our students undertake a research dissertation on a topic related to their specialization. This professional assignment allows them to look in depth at a subject of their choice that goes to the heart of the issues faced by companies. This essential component of our programs is graded and assessed by professionals in the field both in writing and through an oral examination.

### + THOROUGH ASSESSMENT OF COMPETENCIES

Our Specialized MBAs are awarded following a thorough process of assessment that takes the form of:

- Group work
- Competency tests based on real life case studies
- A professional written dissertation subject to an oral examination before a panel of professionals
- Assessment of professionalism and participation

## TESTIMONIAL



*"I enrolled in the **MBA in International HR and Compensation & Benefits** to boost my career following a skills assessment. My career change has been a success thanks to a varied teaching staff made up of professionals who were able to share their technical know-how and their vision of the exciting world of Comp & Ben. The combination of lectures, case studies and round tables allows everyone to get to grips with the course content and choose their path depending on their priorities, affinities and career objectives. The course content, along with my prior work experience, meant that I was operational immediately, from the first day of my internship. In addition, this course stands out from the rest in the sense that it encourages participants to work together and share practical information, all in a supportive atmosphere."*

David Sok, SWP and compensation & benefits manager - RCI  
Specialized MBA in International Human Resources and Compensation & Benefits Management 2016-2017

## TESTIMONIAL



*“The teaching methods used on the Specialized MBAs stand out for their ever-present “applied” nature. The speakers are experienced and respected professionals, able to demonstrate the operational realities of their subject through their extensive experience. In addition, international learning expeditions help participants understand that a one-size-fits-all approach is inappropriate for the culturally and legislatively diverse world of international HR. Lastly, the dissertation is research-focused, a real plus in the world of work. Our company has hosted several interns in recent years and the operational side of the program helped them to get to grips with their duties quickly. Interns are also a potential high-quality low-risk talent pool, as they have already had a test-run in the real world.”*

**Ray Naylor, former Comp & ben manager, Group HR department – ENGIE**



*“I have been involved in the Magellan Institute’s Specialized MBAs as a speaker for nine years now. My classes give students an understanding of how compensation surveys work and teach them how to use the results by combining theory and practical thinking in small groups. The module is part of a series of lectures, complemented by discussion with seasoned professionals in the field of compensation & benefits. This blend of theory and practice allows students to prepare effectively for an expert function highly valued by companies today. I am most honored to be a part of this program, which is renowned for its relevance and its results.”*

**Bruno Rocquemont, Partner, Career business leader, MERCER**

### DID YOU KNOW?

The companies that host our interns generally offer a stipend of EUR 500 to 2,000 gross per month.



### + INTEGRATION SEMINAR

Our students spend two days on an integration seminar at the beginning of the academic year with their classmates and their course directors. This collegial seminar is a bonding experience for our future graduates.

# SPECIALIZED MBA:

## HUMAN RESOURCES MANAGEMENT IN INTERNATIONAL COMPANIES

Support the human resources side of company business strategy in international development



### KEY POINTS

- Starts October 2019
- Location: Paris
- Full-time
- 3 learning expeditions
- 5 months of classes and 6 months in-company
- Professional dissertation

### TRAINING OBJECTIVES

This course allows participants to acquire strategic and operational competencies for international HR management and organization.

### STRONG POINTS OF THE MBA

- Average graduate employment rate: **75% on graduation** and **100% after 5 months**
- Average gross salary on graduation **38 K**
- **1,450 hours' training** including **550 hours' classes** delivered by occupational experts and **900 hours in-company**
- **3 learning expeditions:**  
Singapore, Rio de Janeiro and New York

### COURSE DIRECTOR OF THE SPECIALIZED MBA



**José-Maria Aulotte**  
Former HR director,  
Groupe ARC International  
and HRD Asia, Groupe LAFARGE  
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### ADMISSIONS DAYS FOR 2019-2020

- 17 April 2019
- 23 May 2019
- 18 June 2019
- 04 July 2019

Admissions process and application form:  
[www.mba.magellan-institute.com](http://www.mba.magellan-institute.com)

### LEAGUE TABLES



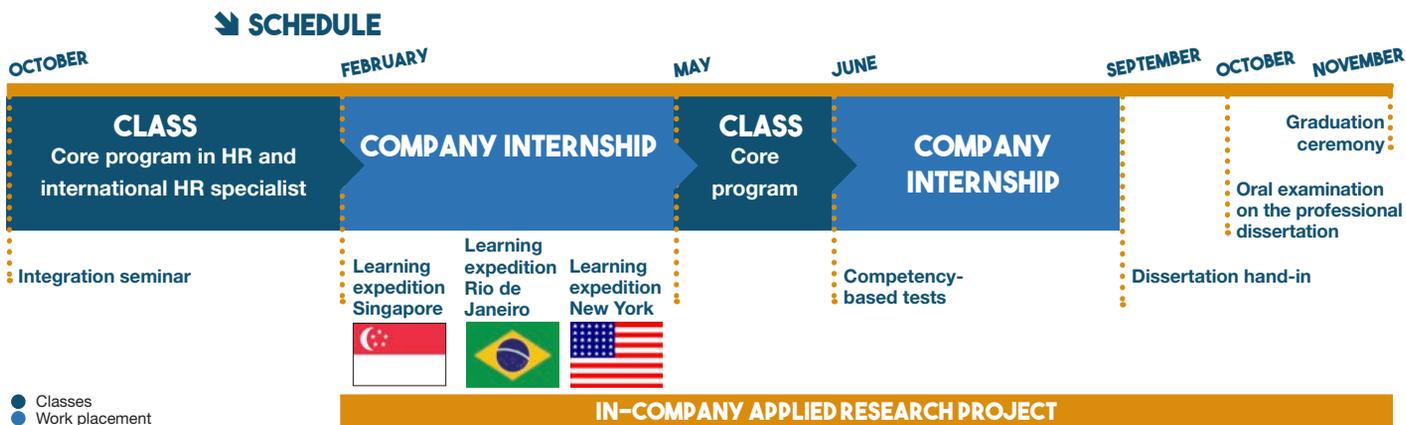
**Innovation Award** in the league table of the best master's, MS and MBAs in Human Resources Management  
*Eduniversal league tables 2015*

### OPEN TO

All graduates of a bac +4 qualification minimum (e.g. university, business school, engineering school, equivalent foreign qualification, HR, law, psychology, etc.)

### CAREER PATHS AND OPPORTUNITIES

- International HR manager
- HR generalist
- Talent manager
- International career manager
- Regional or country HR director or manager
- International HR consultant



## HUMAN RESOURCES IN AN INTERNATIONAL CONTEXT

International companies are subject to strong competition. The new global economic situation is leading them to seek growth areas in emerging countries. In addition, they are also localizing their decision-making and production centers to be closer to their markets.

In this context, good management of human resources worldwide constitutes a key success factor. As such, the concepts of global talent management and human capital have spread rapidly.

While local personnel management is often the responsibility of local employees, regional and global HR issues are important, as is the management of international projects (setup of subsidiaries for example).

### Four HR environments where such roles exist:

- General HR management in a company with an international presence
- International HR managers (e.g. HR directors of international entities, regional HR directors, global HR directors for a certain occupation)
- Global or regional HR managers for learning & development, school relations, etc.
- International HR consultant
- Global talent management

Therefore, HR managers in an international context must have particular abilities, knowledge and competencies (business approach, finance, HR strategy, methods and processes, techniques, regional knowledge, etc.).

Companies need internationally focused, operational HR professionals.

This high-level specialized course provides a grounding in all three areas: abilities, knowledge and competencies.

A large number of teaching modules and case studies are taught in English.

## TRAINING PATHWAY

### + INTEGRATION SEMINAR + CORE HR MODULES

#### HR environment

- HR functions
- Financial and employment approaches
- Sociological and psychological approaches
- Managerial policy

#### HR administration methods and techniques

- Organization and classification mapping
- Employment law
- Social relations and negotiation
- Compensation policies and techniques
- Workforce and talent management
  - > **RECRUITMENT AND DIVERSITY**
  - > Career and skills management
  - > High potentials and key competencies
  - > Performance management
  - > Professional training
  - > Internal mobility
  - > Knowledge management
- Administration (payroll, administrative procedures)
- Internal communication
- Management control
  - > Budget and payroll
  - > Employment audits and dashboards

#### Management & tools

- Project management
- Change management
- Remote teamwork
- HRIS
- Digitization

**+ SPECIALIST MODULES: INTERNATIONAL HR****Globalization and HR issues****International companies**

- Governance
- Business and HR strategy

**International HR management**

- International HR strategies and policies
- Cross-cultural management
- Corporate social responsibility
- Social marketing

**International management of organizations, management of HR processes****Global HR and talent management**

- Strategic workforce planning
- Global rewards
- Learning & development
- International recruitment and on-boarding
- Diversity and inclusion
- Higher education relations and partnerships
- International mobility
- International social relations
- Managing executives
- Internal communication

**Legal fundamentals and employer obligations****International HR and risk management, crisis management****Financial methods and techniques**

- Accounting/financial analysis
- Financial indicators and HR management control, setting and managing budgets
- Payroll and headcount + HR management and consequences

**Social policy****HR management of international mergers and acquisitions and setup of subsidiaries****Regional HR specifics: Europe, Africa, Middle East, Asia Pacific, North and South America****Case studies and role plays****Round tables with group and international HR directors, and experts from the function****+ LEARNING EXPEDITIONS TO SINGAPORE, RIO DE JANEIRO AND NEW YORK****+ GROUP WORK DURING MONTHS SPENT IN CLASS****+ COMPANY INTERNSHIP****+ DISSERTATION HAND-IN AND ORAL EXAMINATION****SPEAKERS INCLUDE**

**Florence Bequet-Abdou**, Lawyer, **PwC AVOCATS ET ASSOCIÉS** • **Valérie Blasco**, Talent acquisition director, **SGS** • **François Bruley**, former Global compensation manager, **MICHELIN** • **Bertrand Coutier**, former International HR director, **AIRBUS HELICOPTERS** • **Laurent Doucet**, Group HR director, **Cognac CAMUS** • **Xavier Durochat**, Digital transformation director, **BNP PARIBAS** • **Marc Francois-Brazier**, Group HR director, **CASINO** • **Frank Horwitz**, Lecturer, **Cranfield University**, UK • **Fabienne Langlet**, Executive HRBP functions, **GE RENEWABLE ENERGY** • **Alain Kirsch**, former Group HR director, **Laboratoire GALDERMA** • **Sandrine Martin**, HRD, **AIG EUROPE** • **Anne-Catherine Ropers**, HRD, **SG CIB** • **Nicolas Seguin**, HRD, Middle East, Africa, Asia, **SIDEL** • **Thierry Smagghe**, former Group HR director, **SPIE** • **Antoine Tirard**, Expert talent management consultant, author • **Marie Vézy**, Global HR business partner & HR community VP, **SCHNEIDER ELECTRIC**

**TRAINING FEES**

EUR 21,240 including tax

EUR 17,700 excluding tax

**This includes:**

- 1,450 hours' training of which 550 hours' classes delivered by occupational professionals and experts
- Support from our teaching team
- Professional events
- Teaching materials
- Learning expeditions to Singapore, Rio de Janeiro and New York:
  - Flights
  - Airport transfers in Singapore, Rio de Janeiro and New York
  - 4\* hotel accommodation with breakfast included
  - Company visits in Singapore and Rio de Janeiro
  - Assistance and cancellation insurance premiums
- Exclusive access to the Magellan Network's database of legal guides and HR publications
- Access to the Magellan Institute's HR library
- A copy of the Competency Framework for the relevant area of expertise

**The price does not include:**

- Visa fees, meals and personal expenses during the learning expeditions in Singapore, Rio de Janeiro and New York

**TESTIMONIAL**

“After business school in France and Canada, I wanted to orient my career towards HR. I took the opportunity to join a recruitment firm specializing in sales and marketing positions. This experience confirmed my interest in HR. So after a two-year expatriation in Central Asia I chose the **Magellan Institute's MBA in HR Management in International Companies** as I was looking for an international and professional high-level program with a strong grounding in-company. This year, my studies have allowed me to make my career plans a reality. All the speakers shared their knowledge, and their companies' concerns, with great generosity. My internship allowed me to put my learning into practice, building on my capacity in numerous subjects.”

Caroline Rebrion-Brochard, International talent development manager, **MOËT HENNESSY – LVMH**  
Specialized MBA in Human Resources Management in International Companies 2015-2016

# SPECIALIZED MBA:

## HUMAN RESOURCES AND INTERNATIONAL MOBILITY MANAGEMENT

Support companies' needs on international mobility of employees

QUALIFICATION  
AWARDED:  
Bac + 5

### KEY POINTS

- Starts October 2019
- Location: Paris
- Full-time
- 2 learning expeditions
- 5 months of classes and 6 months in-company
- Professional dissertation

### TRAINING OBJECTIVES

In a changing and ever-more demanding geopolitical and legal environment, the security of all aspects of international assignments has become a major concern for companies. This course is taught by practicing professionals and well-reputed experts. With teaching methods that have been proven to work over the course of 23 years, the MBA allows participants to gain a full understanding of policy on international assignments as well as the entire process of managing an international transfer in multidisciplinary and operational terms.

### STRONG POINTS OF THE MBA

- Average graduate employment rate: **88% on graduation** and **100% after three months**
- Average gross salary on graduation **41 K**
- **1,350 hours' training** of which **450 hours' classes** delivered by occupational experts and **900 hours in-company**
- **2 learning expeditions:** Singapore and Rio de Janeiro

### COURSE DIRECTOR OF THE SPECIALIZED MBA



**Yves Girouard**

Professor of International HR  
Management

yves.girouard@magellan-network.com  
+33 (0)1 42 34 75 75

### ADMISSIONS DAYS FOR 2019-2020

- 17 April 2019
- 23 May 2019
- 18 June 2019
- 04 July 2019

Admissions process and application form:  
[www.mba.magellan-institute.com](http://www.mba.magellan-institute.com)

### LEAGUE TABLES



**1<sup>st</sup> place** in the league table for the best master's, MS and MBAs in Human Resources Management

*Eduniversal league tables 2018*

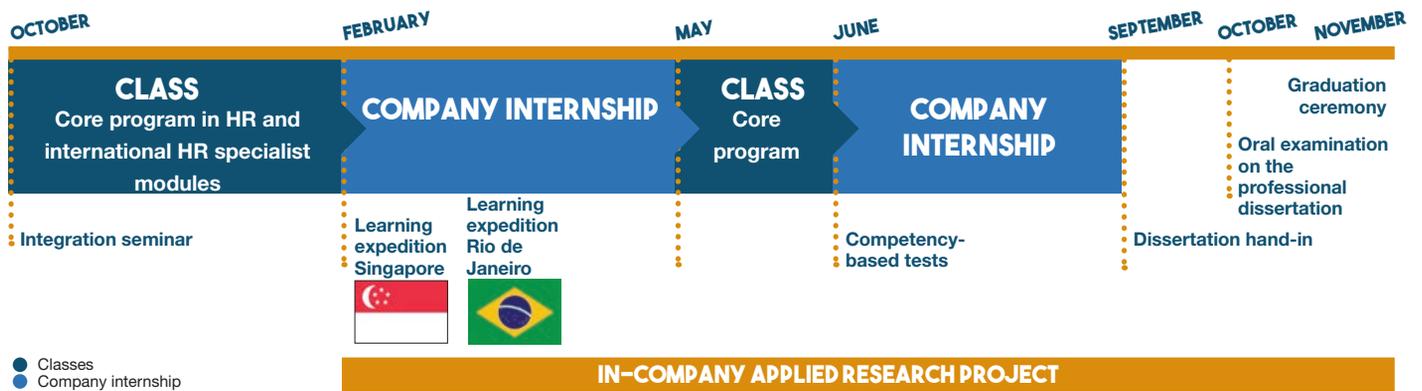
### OPEN TO

All graduates of a bac +4 qualification minimum (e.g. university, business school, engineering school, equivalent foreign qualification, HR, law, psychology, etc.)

### CAREER PATHS AND OPPORTUNITIES

- International mobility project manager
- International mobility manager
- Career manager

## SCHEDULE



### INTERNATIONAL MOBILITY MANAGERS' DUTIES

International mobility managers are responsible for setting and deploying policy and procedures for international staff transfers, from mobility strategy to employees' return from assignment. They monitor the international mobility cycle and are a point of contact for teams responsible for the different stages of:

- international mobility policy (design, review and update)
- Compensation for international transfers (e.g. transforming gross salary in France into gross salary in Brazil)
- Social protection of employees on international assignments
- Taxation of employees on international assignments;
- Secondment, expatriation or local contracts;
- Immigration procedures
- Career management for international staff.

International mobility is a specific field within human resources. **It is a demanding occupation which requires professionalism, technical skills, an open mind and adaptability.** Professionals in the field face a specific environment due to international employment contracts, immigration, and varying regulations. They must be familiar with techniques for international compensation, social protection, and taxation. They must also deploy international personnel management practices, including on career management, returns, family-related issues, and cross-cultural issues. Lastly, they must adapt to the vagaries of the international environment in the fields of safety and security, in terms of both prevention and crisis management. International mobility often concerns high-ranking posts, and as such is by nature strategic.

With transfers increasingly being made in all directions, many groups are choosing to set up shared services centers, from which experts assist subsidiaries and expatriates. International mobility plays an important role in companies' growth in regional and international markets. The international mobility function is the development of an understanding of the different technical and strategic elements of administration and human resources.

**As such, companies need operational, well-trained staff. This high-level, specialized program prepares participants to meet this demand.**

### TRAINING PATHWAY

#### + INTEGRATION SEMINAR + CORE HR MODULES

##### HR environment

- HR functions
- Financial and employment approaches
- Sociological and psychological approaches
- Managerial policy

##### HR administration methods and techniques

- Organization and classification mapping
- Employment law
- Social relations and negotiation
- Compensation policies and techniques
- Workforce and talent management
  - > **RECRUITMENT AND DIVERSITY**
  - > Career and skills management
  - > High potentials and key competencies
  - > Performance management
  - > Professional training
  - > Internal mobility
  - > Knowledge management
- Administration (payroll, administrative procedures)
- Internal communication
- Management control
  - > Budget and payroll
  - > Employment audits and dashboards

##### International HR management

- International HR strategies and policies
- Fundamentals of global rewards
- Cross-cultural management
- Corporate social responsibility
- International mergers, acquisitions and restructuring

##### Management & tools

- Project management
- Change management
- Remote teamwork
- HRIS
- Digitization

## + SPECIALIST MODULES: INTERNATIONAL MOBILITY

### International mobility policies and principles

#### Calculation techniques in compensation for international transfers

- Compensation structure
- Calculation methods
- Payment techniques and their legal and tax implications
- International chargebacks

#### Social protection and international assignments

- Cover for health, maternity, disability, death, pensions, unemployment, family benefits, assistance
- International agreements

#### Taxation of employees on international assignments

- International taxation fundamentals
- International agreements
- Tax compensation methods

#### Legal fundamentals and international employment contracts

- Employer obligations
- Immigration regulations and practice (entry, stay, work)
- International labor law and legal statuses
- Types of contract and content (clauses)
- Modification and termination of international employment contracts

#### Health and safety: risk and crisis management

#### Support for international transfers

- Expatriate partners and families
- Policy and practices for travel and housing
- Preparation for international mobility

#### HR administration for expatriates

- Selecting expatriates
- Expatriate career management
- Mentoring
- Managing returns

#### Case studies and role plays

#### Round tables with international mobility managers and experts from the function

## + LEARNING EXPEDITIONS TO SINGAPORE, AND RIO DE JANEIRO

## + GROUP WORK DURING MONTHS SPENT IN CLASS

### + COMPANY INTERNSHIP

### + DISSERTATION HAND-IN AND ORAL EXAMINATION

## SPEAKERS INCLUDE

Béregère Beudin, Taxation attorney-at-law, LEXabb • Florence Bequet-Abdou, Lawyer, PwC AVOCATS ET ASSOCIÉS • Xavier DUROCHAT, Digital transformation director, BNP PARIBAS • Eric Guillemet, Lawyer, TAJ • Vincent Goudot, Expert consultant, GLOBE KEYS • Stéphane Halimi, Lawyer, immigration expert, Cabinet HERITIER HALIMI • Sandrine Martin, HRD, AIG EUROPE • Emmanuel Morisson-Couderc, Law practice consultant, French tax partner, EY • Catherine Muller-Chambert, Lawyer specializing in employment law, PwC AVOCATS ET ASSOCIÉS • Sylvia O'Higgins, International mobility manager, ADEO LEROY MERLIN • Jean Pautrot, Magellan International Board chairman, former International HR director, EDF • Agnès Pébarthe, International mobility director, SAINT-GOBAIN • Olivier Picquerey, Expert lawyer, OLERION • Anne-France Tremeau, Consultant, OPTIM'EASE and former International mobility manager, AIRBUS DEFENSE & SPACE

## TRAINING FEES

EUR 19,980 including tax

EUR 16,650 excluding tax

#### This includes:

- 1,350 hours' training of which 450 hours' classes delivered by occupational professionals and experts
- Support from our teaching team
- Professional events
- Teaching materials
- Learning expeditions to Singapore and Rio de Janeiro:
  - Flights
  - Airport transfers in Singapore and Rio de Janeiro
  - 4\* hotel accommodation with breakfast included
  - Company visits in Singapore and Rio de Janeiro
  - Assistance and cancellation insurance premiums
- Exclusive access to the Magellan Network's database of legal guides and HR publications
- Access to the Magellan Institute's HR library
- A copy of the Competency Framework for the relevant area of expertise

#### The price does not include:

- Visa fees, meals and personal expenses during the learning expeditions in Singapore and Rio de Janeiro

## TESTIMONIAL



Pierre Vescovi, BG talent development manager - VALEO COMFORT & DRIVING ASSISTANCE SYSTEMS  
Specialized MBA in Human Resources and International Mobility Management, 2014-2015

"A year filled with enriching professional and personal encounters, which allowed me to gain a full outlook on the world through the learning expeditions and our multicultural class. Thanks to the theoretical and practical sides of the course, taught by professionals, the Specialized MBA in international mobility allowed me to be operational from my first days in-company. Through the testimonials and tools presented in class, I was also able to offer real added-value to the company where I was interning right from the start. After the course, close links to the Magellan Network, which brings together international mobility managers from the largest international groups, allow you to keep up with changes in the field and to build bridges with the profession as a whole."

# SPECIALIZED MBA:

## INTERNATIONAL HUMAN RESOURCES AND COMPENSATION & BENEFITS MANAGEMENT

Ensure that the company is competitive and attractive on compensation and benefits  
An occupation at the crossroads of HR and finance.



### KEY POINTS

- Starts October 2019
- Location: Paris
- Full-time
- 2 learning expeditions
- 5 months of classes and 6 months in-company
- Professional dissertation

### TRAINING OBJECTIVES

Taught by practicing professionals and well-reputed experts from the Comp & Ben community, this course allows participants to acquire, develop and update the competencies and practices specific to this occupation, as well as to master the processes for managing compensation and benefits in multidisciplinary and operational terms.

### STRONG POINTS OF THE MBA

- Average graduate employment rate: **82% on graduation** and **100% after three months**
- Average gross salary on graduation: **47 K**
- **1,410 hours' training** including 510 hours' classes delivered by occupational experts and **900 hours in-company**
- **2 learning expeditions:** Singapore and New York

### COURSE DIRECTOR OF THE SPECIALIZED MBA



**Jean-Luc Breysach**  
International Comp & Ben Club director,  
Magellan Network  
jean-luc.breysach@magellan-network.com  
+33 (0)1 42 34 75 75

### ADMISSIONS DAYS FOR 2019-2020

- 17 April 2019
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- 18 June 2019
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Admissions process and application form:  
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### LEAGUE TABLES



**2<sup>nd</sup> place** in the league table for the best master's, MS and MBAs in Human Resources Management  
*Eduniversal league tables 2018*

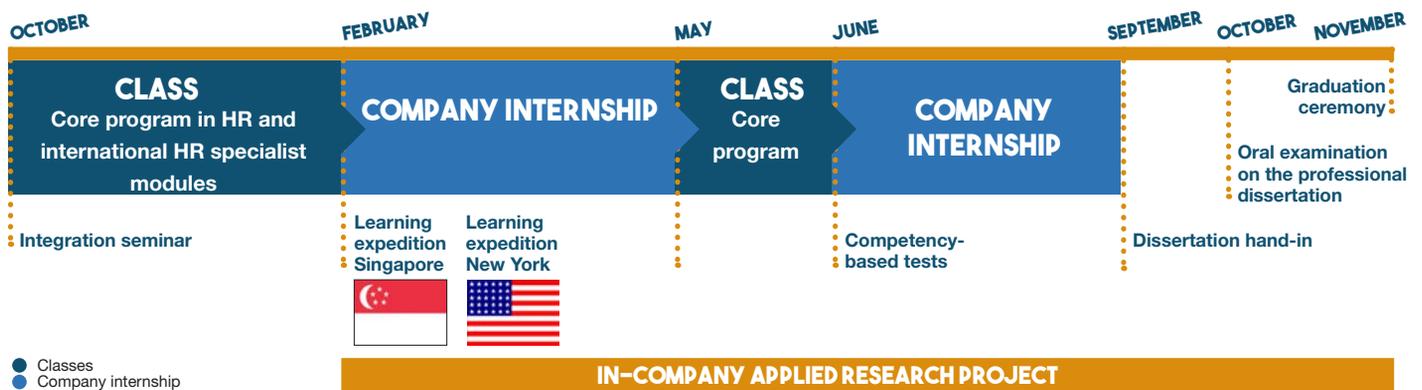
### OPEN TO

All graduates of a bac +4 qualification minimum (e.g. university, business school, engineering school, equivalent foreign qualification, economics, HR, law, psychology, actuarial studies, etc.)

### CAREER PATHS AND OPPORTUNITIES

- Comp & Ben manager
- Compensation survey coordinator
- Consultant in HR or compensation and benefits
- Regional or country HR director or manager

**SCHEDULE**



**DUTIES OF COMPENSATION & BENEFITS MANAGERS**

Comp & ben is a term that covers an area of human resources which has become increasingly important in the last 10 years. The role of **compensation & benefits manager** originated in a small number of corporations in English-speaking countries without a public welfare system. As such, companies had to develop and manage their employees' benefits (health, pensions, death & disability cover, etc.). The increasing complexity of compensation, with the advent of variable pay, deferred compensation, stock options, etc., made the role itself more complex.

Recently, the internationalization of companies, the talent war, the development, diversification and greater complexity of regulation, plus the quest for short-term and long-term financial optimization have led company directors to consider total rewards policy as part of their strategic arsenal, allowing them to ensure the attractiveness and sustainable development of their company.

**Comp & Ben experts' duties include:**

- Proposing compensation policies and systems which meet recruitment, engagement and loyalty targets for the company's human capital, and which represent the best fit with the company's human resources policies as a whole (recruitment, career management and development, national and international mobility)
- Design, implement and develop compensation and benefits programs: compensation structures, short- and long-term variable pay, executive compensation, health, death & disability cover, pensions, employee savings, etc.
- Carry out studies and monitoring of practices observed in competitor companies
- Organize pay review processes
- Check and control the financial and accounting impact of compensation schemes
- Run and administer compensation systems in liaison with in-house and external stakeholders (advisers, brokers, banks, insurance companies, public administrations, social security)
- Provide support and advice for decisions related to compensation
- Organize in-house and external communication in order to promote schemes and increase their impact.

As such, companies need operational, well-trained staff. This high-level, specialized program prepares participants to meet this demand.

**TRAINING PATHWAY  
+ INTEGRATION SEMINAR  
+ CORE HR MODULES**

**HR environment**

- HR functions
- Financial and employment approaches
- Sociological and psychological approaches
- Managerial policy

**HR administration methods and techniques**

- Organization and classification mapping
- Employment law
- Social relations and negotiation
- Compensation policies and techniques
- Workforce and talent management
  - RECRUITMENT AND DIVERSITY
  - Career and skills management
  - High potentials and key competencies
  - Performance management
  - Professional training
  - Internal mobility
  - Knowledge management
- Administration (payroll, administrative procedures)
- Internal communication

**International HR management**

- International HR strategies and policies
- Fundamentals of global rewards
- Cross-cultural management
- Corporate social responsibility

**Management & tools**

- Project management
- Change management
- Remote teamwork
- HRIS
- Digitization

## + SPECIALIST MODULES: COMPENSATION & BENEFITS

### Environment and policy

- International environment and company strategy/Business, strategy and compensation policy
- Corporate law

### Principles and techniques for total rewards

- Deployment of a C&B policy
- Compensation structures
- Grading, market analysis and compensation surveys
- Short- and long-term variable pay
- Executive compensation
- Employee shareholding and savings
- Features of international compensation
- Compensation policy communication

### Employee benefits

- Introduction to social protection
- Benefits management: risks, financing mechanisms and insurance systems
- Pensions
- Healthcare costs
- Cover for death, disability and work injury
- Other benefits
- Roles of different service providers
- Country-based and comparative approaches

### Compensation & benefits and international mobility

- Compensation for international assignments
- International social protection and taxation

### Financial methods and techniques

- Accounting/financial analysis
- Financial indicators and management control
- Setting and managing budgets (budgetary technique and operational management)
- Payroll and headcount + HR management and consequences, auditing and employment dashboards
- Understanding of financial risks and accounting for employee-related liabilities
- Social policy and governance

### C&B tools

- Statistical tools
- Excel for Comp & Ben
- Comp & Ben software

### Case studies and role plays

### Round tables with compensation & benefits directors and experts from the function.

## + LEARNING EXPEDITIONS TO SINGAPORE AND NEW YORK

### + GROUP WORK DURING MONTHS SPENT IN CLASS

### + COMPANY INTERNSHIP

### + DISSERTATION HAND-IN AND ORAL EXAMINATION

## SPEAKERS INCLUDE

**Florence BEQUET-ABDOU**, Lawyer, **PwC AVOCATS ET ASSOCIÉS** • **François BRULEY**, Global compensation manager, **MICHELIN** • **Vincent GOUDOT**, Expert consultant, **GLOBE KEYS** • **Nicolas HUBÉ**, Comp & ben director, **AKDN** • **Béregère de LESTAPIS**, Compensation & benefits VP, **FAURECIA** • **Ray NAYLOR**, former Comp & ben manager, Group HR, **ENGIE** • **Dominique PARIS**, Consultant, former director of strategic studies and HR policy, **AREVA**, **MAGELLAN NETWORK** associate expert • **Frank POTARD**, Consultant, former Compensation & benefits director, **AXA** • **Sylvie REY**, Consultant, former compensation & benefits manager, **Groupe LAFARGE**, Associate expert, **MAGELLAN NETWORK** • **Bruno ROCQUEMONT**, Information services and compensation surveys director, **MERCER** • **Sandra ROUARD**, Comp & ben director, **HERMÈS International** • **Aurélié STEPHAN**, Benefits manager, **LEGRAND** • **Florent VICAINÉ**, Compensation & benefits actuary, **NATIXIS**

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- Exclusive access to the Magellan Network's database of legal guides and HR publications
- Access to the Magellan Institute's HR library
- A copy of the Competency Framework for the relevant area of expertise

### Not included:

- Any visa fees, meals and personal expenses during the learning expeditions in Singapore and New York

## TESTIMONIAL



"I studied law, and already had some 20 years' experience in human resources in major international companies such as Schlumberger, Areva T&D and Alstom Grid when I joined the MBA class of 2017. This year of learning, sharing and exchange allowed me to reinforce and consolidate my knowledge of international human resources. I also gained new knowledge and skills in C&B, notably in management of short- and long-term compensation policy and in introducing a means of monitoring the wage bill. The course and the strength of the Magellan network offered me a new challenge just a few weeks after I obtained the qualification, through my current role."

Nathalie Giret, Global rewards and HR performance director - Groupe DAHER  
Specialized MBA in International Human Resources and Compensation & Benefits Management 2016-2017

# ADMISSIONS AND FUNDING

## + CONDITIONS FOR ADMISSION

- Hold a qualification at a level of bac +4 minimum (from a university, a business or management school with accreditation to award master's degrees or an engineering school approved by the *Commission des Titres de l'Ingénieur*, in the fields of HR, law, psychology, economics, actuarial studies, or an equivalent foreign qualification).
- Knowledge of English and French

*We remain at your disposal to examine your application and situation and to guide you.*

## + ADMISSION TESTS

- Submission of an application form and detailed CV, plus a covering letter
- After examination of the application form, selected candidates will be invited to a half-day session including:
  - Reception with alumni and the director of the Specialized MBAs
  - Interview in French with a panel of teaching staff and HR professionals
  - Written and oral English tests

## + FINANCING AND FUNDING

Depending on your situation, your course can be financed as follows:

### PERSONAL FINANCING OR BANK LOAN

Fees are paid in several installments over the duration of the course, from October to August.

**COMPANY TRAINING PLAN**, for employees, at their employer's initiative only

The program can be followed as part of a company training plan. In this case, a multi-year training agreement will be drawn up with the employee's company, which will finance all or part of the fees.

**INDIVIDUAL TRAINING LEAVE**, for employees on permanent or fixed-term contracts, at their own initiative

You are invited to contact your employer or the body responsible for training leave for information on financing conditions.

**PÔLE EMPLOI**, for registered job seekers

Jobseekers on the back-to-work allowance (*Allocation Retour à l'Emploi*, ARE) continue to receive benefits for the duration of the course.

Regardless of whether or not you receive benefits, you must submit your training plan to your Pôle Emploi adviser as soon as possible (as a *Projet Personnalisé d'Accès à l'Emploi*, PPAE).

At the same time, the training body must submit an application for a statement of enrollment in a training course (*Attestation d'Inscription à un Stage de Formation*, A.I.S.F) on the Pôle Emploi KAIROS platform.

For registered jobseekers who do not receive benefits, the training body must submit an application for a statement of enrollment in an unpaid training course (*Attestation d'Inscription à un Stage de Formation non rémunéré*) on the Pôle Emploi KAIROS platform.

You are invited to contact your Pôle Emploi adviser regarding Pôle Emploi financing (AIF form).

Regardless of status, in the event that partial funding is provided by any organization or company, the remaining fees remain payable by the course participant.

## + YOUR INTERNSHIP

Participants in our programs spend a total of six months on a placement in-company.

Companies usually pay a stipend for this placement, which in previous years has ranged from EUR 500-2,000 gross, pro-rata to time spent in-company.

## INFORMATION

[contact@magellan-institute.com](mailto:contact@magellan-institute.com)

Tel: +33 (0)1 45 38 50 51

Download the application form at:  
[www.mba.magellan-institute.com](http://www.mba.magellan-institute.com)

# MAGELLAN INSTITUTE

International HR  
Accreditation  
& Training

## MAGELLAN INSTITUTE

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**A UNIQUE INTERNATIONAL OUTLOOK  
PARIS, NEW YORK, RIO DE JANEIRO, SINGAPORE**