



TOP 3
Eduniversal
France 2019
league table



**INSTITUT
MAGELLAN**
International HR
Accreditation & Training

SPECIALIZED MBAS 2020-2021

BUILD YOUR CAREER AS AN INTERNATIONAL HR PROFESSIONAL

- International Human Resources
- International Mobility
- Compensation & Benefits

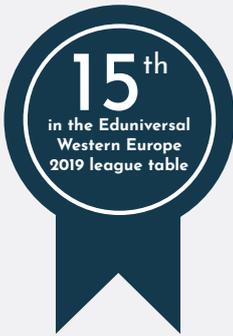
YEAR-LONG COURSES



3 SPECIALIZED
MBAS
IN INTERNATIONAL HR

TOP 3

Eduniversal
France 2019
league table



484
GRADUATES
IN 24 YEARS



85%
average employment
rate pre-graduation

2 LEARNING
EXPEDITIONS
NEW YORK
SINGAPORE

INSTITUT MAGELLAN

A Cercle Magellan brand.

Training from the international human resources network of
250 member companies and over **1,500** HR professionals

SHORT COURSES



over 30
short and certificate
courses

over 1,500
PEOPLE
TRAINED



5 AREAS
OF TRAINING

INTERNATIONAL HUMAN RESOURCES

INTERNATIONAL MOBILITY

COMPENSATION

BENEFITS

TALENT MANAGEMENT

41
international HR
certifications

INSTITUT MAGELLAN

TRAINING FROM THE CERCLE MAGELLAN

For over 20 years, the **Institut Magellan** has been training multinational companies' future HR executives and directors with **three Specialized MBAs** in international mobility, compensation and benefits and international human resources.

Open to graduates of four-year programs of study (minimum) or to professionals who wish to specialize or switch careers, what makes our programs stand out is their resolutely operational foundation, with teaching dispensed by experts from the field, numerous case studies and company internships.

The Institut Magellan is part of the **Cercle Magellan**, the **international human resources network** of **250 member companies** and over **1,500 professionals**.

The close ties between the Institut Magellan and the Cercle Magellan allow our students to build a professional network and help them enter the world of work.





Yves Girouard

Specialized MBA programs co-founder and director
Professor of international HR management

WELCOME

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

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

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. This is why they enjoy high employability."

CONTENTS

- Why choose an Institut Magellan Specialized MBA?.....05
 - 1. Professionally-focused teaching methods06
 - 2. A uniquely international outlook08
 - 3. An effective professional network10
- Our Specialized MBAs12
- Human Resources Management in International Companies**.....12
 - How can HR support company strategy for international expansion?
 - **Innovation award** in the **Eduniversal France 2015** league table of the best master's, MS and MBAs in human resources management.
- Human Resources and International Mobility Management**.....15
 - Managing and safeguarding international employee transfers.
 - **1st place** in the **Eduniversal France 2019** league table of the best master's, MS and MBAs in human resources management.
- International Human Resources and Compensation & Benefits Management**.....18
 - Ensure that the company is competitive and attractive on compensation and benefits. A strategic occupation at the crossroads of human resources and finance.
 - **2nd place** in the **Eduniversal France 2019** league table and **15th place** in the **Eduniversal Western Europe 2019** league table for the best master's, MS and MBAs in human resources management.
- Enrollment form21
- Admissions and funding23

OUR FELLOWS



WHY CHOOSE AN INSTITUT MAGELLAN SPECIALIZED MBA?



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 operational competencies for their chosen sector.

Institut Magellan Specialized MBAs are open both to **recent graduates** and to **professionals** with previous work experience.

“100% professional and 100% operational because our goal is to get our students on the career ladder quickly.”

PROFESSIONALLY-FOCUSED TEACHING METHODS

Our Specialized MBA programs are intended to prepare participants for the workplace and offer teaching focused on the acquisition of operational competencies, dispensed by experts in the field.

APPLIED TEACHING FOR EXPERT PROFESSIONS:

In lockstep with companies' needs, our programs respond to a growing demand in the expert fields of international mobility, international human resources and compensation and benefits.

The five months of teaching on each of our MBAs are dispensed by professionals and include a core human resources program, complemented by specialist modules.

In addition, numerous round tables and case studies with experts allow a better understanding of technical issues in different professional environments and sectors.

NOTE:

Companies hosting our students usually pay a gross stipend of EUR 500 to EUR 2,000 a month.



A HIGH ADDED-VALUE INTERNSHIP:

Six months' immersion in-company is essential for students to consolidate their learnings. Assignments completed can be highly operational or can relate to project development. Numerous internships lead to a job offer. The Institut Magellan helps you find an internship through offers circulated exclusively within the Cercle Magellan.

PROFESSIONAL DISSERTATION:

Our students carry out research related to their specialist field, which allows them to learn in depth about a subject of their choice that goes to the heart of the challenges 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.

Rigorous assessment

Our Specialized MBAs are awarded following an assessment process that includes:

- 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

Close supervision throughout the year

Integration seminar:

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



Individual tutoring with course directors:

Each MBA course director is a professional who has worked in industry. They have undertaken training in our teaching and classroom management practices. Their role is to support faculty members, speakers and participants individually, in particular in finding an internship and choosing a dissertation title.

Mentoring: personalized professional mentoring with our alumni:

Mentoring is an opportunity to build solidarity between alumni and students. The aim of mentoring is to allow personalized professional support during the course (and even beyond) in addition to teaching hours. Among other things, it offers students support in their choices by offering experience and perspective.

TESTIMONIAL Speaker



Since 2016, I have been teaching the legal side of international mobility and applicable rules on unemployment in a transnational context at the Institut Magellan. The subject is complex and requires practical application to be relevant. In my opinion, the method offered by the Institut in its Specialized MBAs allows the acquisition of both solid technical grounding through a day's training from a practitioner, and consolidation through highly practical case studies. As such, the round tables organized with professionals allow students to discuss and take a step back. The case studies allow them to reflect on the situations that they will come across on a daily basis in their work as experts and will help them adopt good habits.

In addition, students' diversity and their range of backgrounds contribute to fruitful exchange beneficial to all. To sum up, the Institut Magellan's MBAs offer all-round training that set students on the best path to their future role.

Eric Guillemet, Associate, TAJ - Société d'avocats, a Deloitte company

TESTIMONIAL Graduate and mentor



Following academic studies in finance and several years' work experience in payroll and HR management control, I decided to specialize in compensation and benefits by completing the Institut Magellan MBA.

I decided last year that I wanted to act as a mentor for students, in order to share my own experience with my two wonderful mentees and to be there for them, offering perspective and some advice to help them assimilate and undertake their learning and practical assignments in the greatest possible calm. It is a very enriching experience, both personally and intellectually, and I am delighted to continue this year.

Sébastien Perrin, Assistant compensation and benefits director, Keolis

Specialized MBA in International Human Resources and Compensation & Benefits Management 2014-2015

A UNIQUELY INTERNATIONAL OUTLOOK

International human resources professionals and the three rich and complex occupations for which we train them stand at the crossroads of legal, tax, financial and employment issues faced by 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 case studies
- > group projects on different countries or geographical areas
- > learning expeditions (professional seminars abroad) in strategic regions

LEARNING EXPEDITIONS:

Our learning expeditions are an integral part of the course. These four- or five-day seminars aim to tackle economic, employment, managerial, cultural and professional issues on different continents.

Learning objectives:

- > Understand the specifics of HR management in the region and country concerned
- > A real-life approach
- > Get to grips with regional and local technical practices in a field of expertise (e.g. comp & ben or international mobility)
- > Develop knowledge of local legal systems and key regulations

The advantages of our learning expeditions:

- > Speakers: high-level professionals (subsidiary directors, local and regional HR directors, compensation & benefits managers, lawyers, specialist experts, expatriates)
- > Round tables encouraging discussion with local stakeholders
- > A visit to a local industrial site (in Singapore)
- > Development of each participant's professional network



Company visits abroad

Our learning expedition to Singapore includes a company visit allowing a better understanding of industry and HR management in a multinational company through meetings with site directors, HR directors, production managers, etc.



Teaching partnerships

The Institut Magellan has teaching partnerships with universities and business schools in Asia, Africa and Europe. Through these partnerships, our participants and students have the opportunity to take part in seminars with foreign teaching staff, and work with them and their students on case studies.

Focus on 2019: video-conference on HR management in India with Xavier University.



Use of English

Our teaching methods require, like in companies, 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.

HIGH-LEVEL PROGRAMS

Eduniversal league table

Since 2009, Eduniversal has awarded our Specialized MBAs places in the top 20 best master's, MS and MBAs in human resources management. They feature in the **top 3 of the 2019 league table for France**, and are in **15th place in Western Europe**.

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.

- Specialized MBA in Human Resources and International Mobility Management



1st place in the France 2019 league table

- Specialized MBA in International Human Resources and Compensation & Benefits Management



2nd place in the France 2019 league table



15th place in the Eduniversal Western Europe 2019 league table

- Specialized MBA in Human Resources Management in International Companies



Prize for innovation in the 2015 France league table

94%: student satisfaction rate - class of 2019

Among the criteria assessed: teaching staff, international reputation, integrated network after the course, assistance with finding an internship or job.

Source: Eduniversal 2019 satisfaction survey

AN EFFECTIVE NETWORK

Our students' entry to the job market, facilitated by the development of their professional network, is one of our main concerns.

The Institut Magellan has around 500 graduates who enjoy the benefits of a network of over 1,500 professionals at the Cercle Magellan.

As soon as they start their MBA, our students are welcomed into their expert community (alumni, professional speakers, Cercle Magellan members, etc.).

Involvement in a professional network, side-by-side with training for sought-after expert professions, allows our students to find contacts in multinational companies. The latter participate throughout the year in teaching, case studies, round tables, mentoring, company meetings, learning expeditions or dissertation assessment panels.



Focus on student-company receptions

To help our students develop their professional network and to aid them in finding an internship, we organize a student-company reception at the beginning of each academic year. This lays the groundwork for contacting companies and kicks off exchange in a professional and collegial setting, generating numerous internship offers.

AMONG THE COMPANIES TO HAVE RECRUITED OUR STUDENTS IN RECENT YEARS:

Actelion • Air Liquide • Alstom • Aon • Axa • Bolloré Transport • Chanel • Christian Louboutin • Continental • Daher • Dassault Systèmes • Engie • EY • Faurecia • Gerflor • HSBC • JCDecaux • Lactalis • Mercer • Natixis • Pochet • Renault-Nissan • Sanofi • Schneider Electric • Scor • Servier • Société Générale • Systra • Technicolor • TechnipFMC • Thalès • Total • Ubisoft • Valéo • Volitalia

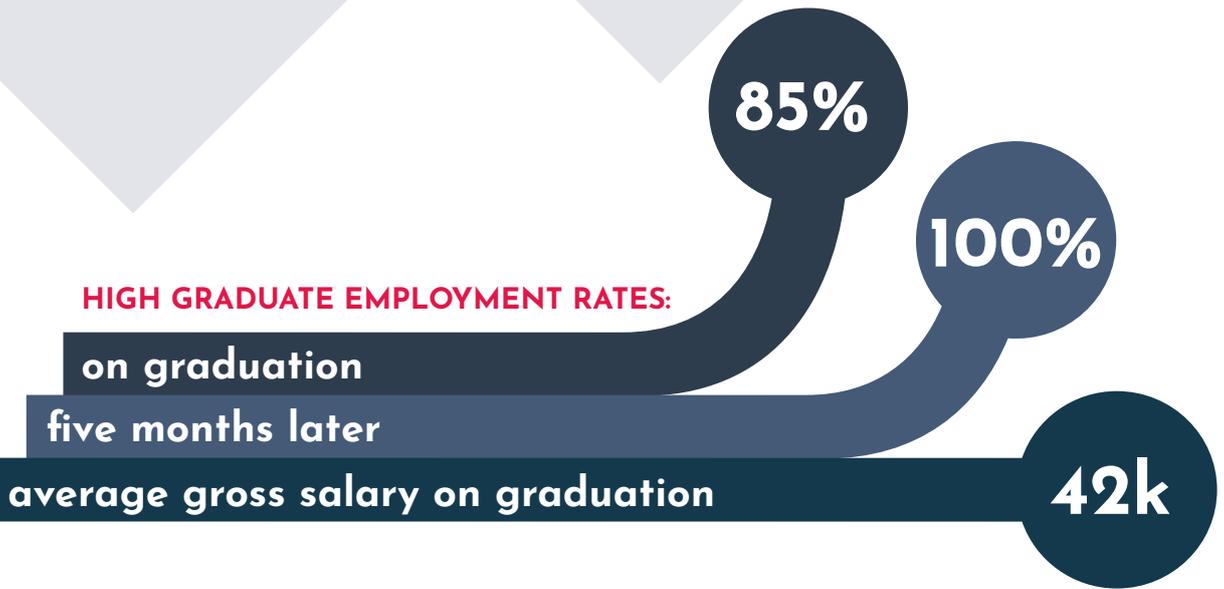
A FEW EXAMPLES OF OUR GRADUATES' ROLES:

In France:

- International mobility project manager, Air Liquide
- Global transfers & performance management specialist, BASF
- Compensation & benefits specialist EMEI, Christian Louboutin
- International global mobility manager, Criteo
- Compensation and benefits manager, Dassault Systèmes
- International comp & ben specialist, Discovery Channel
- HR international mobility manager, Essilor
- Global mobility manager, IPSOS
- Compensation coordinator, Gerflor
- International talent development manager, Moët Hennessy
- Global communication/ HR transformation manager, Nexans
- Junior HR generalist, Ubisoft

Internationally:

- Senior HR business partner, Airbus Helicopters (Ireland)
- Vice-president human resources, CIRCOR (Boston, USA)
- Senior consultant, Talent analytics, Deloitte (Australia)
- Junior HRBP in EMEA, Ingersoll Rand (Belgium)
- International mobility administrator, ITX, Switzerland
- Talent manager & HRBP, Schneider Electric (Germany)
- International mobility analyst, Société Générale CIB (New-York, USA)
- Region compensation & benefits specialist, Sodexo (Singapore)
- Compensation & benefits, HRIS and HR controlling executive, Parfums Christian Dior (Dubai)



COMPANIES INVOLVED IN OUR PROGRAMS:

- Actelion • Adeo - Leroy Merlin • Air Liquide • Albéa • Alstom • Assystem • Axa • BNP Paribas • Bolloré • Caisse des Français de l'Étranger • Canal+ • Carrefour • Centre de Crise du Ministère des Affaires Étrangères • Chassis Brakes International • CLEISS • Crédit Agricole • Daher • Danone • Dassault Aviation • Dassault Systèmes • Engie • Essilor • EY • Faurecia • Gefco • Groupe Lactalis • Groupe Rocher • Hermès International • Humanis • Ipsen • Legrand • Linxens • Mercer • Mission Laïque Française • Mobilis • Murex • Nestlé France • Nestlé Waters • Nexans • Laboratoires Servier • Limagrain • Otis • Pernod Ricard • Pochet • PSA Peugeot Citroën • PwC Société d'avocats • RATP Dev • Renault-Nissan • Richemont • Safran • Saint-Gobain • Sanofi • Schneider Electric • Schlumberger • Scor • Setec • Siemens • SNCF • Société Générale • Sodexo • Suez • Systra • Taj - Société d'avocats • Tarkett • Technicolor • Thalès • Ubisoft • Unilever • Valeo • Vallourec • Veolia • Vinci • Willis Towers Watson • Worldline

TESTIMONIAL
Graduate



What could be more satisfying professionally than a successful career change! The Institut Magellan's Human Resources and International Mobility Management course was a real springboard for my career change. With experience in very operational roles and international management, and after a skills assessment, I wanted to direct my career towards the field of human resources. I wanted to keep that international dimension and I could not imagine making the switch without solid training in HR.

This MBA really prepares you for the workplace. Speakers who are both fascinating and impassioned enjoy sharing their area of expertise. It allows you to quickly become operational, right from the start of the internship.

The seminars abroad are the opportunity to immerse oneself in understanding HR contexts and challenges in diverse areas around the world. The group is international itself and made up of a diverse range of students, making for very enriching discussion.

Marie-Pierre Lamblin, HR expert - international mobility, Sanofi
Specialized MBA in Human Resources and International Mobility Management, 2014-2015



SPECIALIZED MBA

HUMAN RESOURCES MANAGEMENT IN INTERNATIONAL COMPANIES

How can HR support company strategy for international expansion?

■ KEY POINTS

- Starts October 2020
- Location: Paris
- Full-time
- 2 learning expeditions
- Five months of classes and six months in-company
- Professional dissertation

Qualification
awarded:
Bac + 5

■ 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 five months**
- Average gross salary on graduation **EUR 38k**
- **1,440 hours' training** including **540 hours' classes** delivered by occupational experts and **900 hours in-company**
- **2 learning expeditions:** **Singapore and New York**

■ COURSE COORDINATOR

José-Maria Aulotte



Former HR director,
Groupe ARC International
and HRD Asia at Groupe Lafarge
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■ ADMISSIONS DAYS FOR 2020-2021

- 28 April 2020
- 19 May 2020
- 18 June 2020
- 2 July 2020

■ LEAGUE TABLES



Innovation award for 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

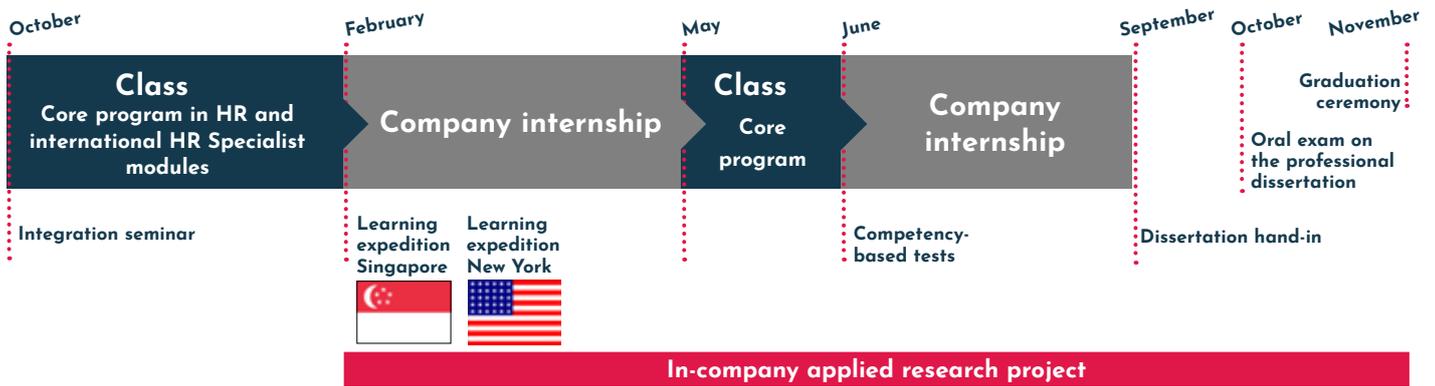
TESTIMONIAL Graduate



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 Institut Magellan 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 of study allowed me to make my career plans a reality. All the speakers shared their knowledge and their companies' challenges with great generosity. My placement allowed me to put my learning into practice and build on my capacity in numerous subjects.

**Caroline Rebrioux-Brochard, International talent development manager, Moët Hennessy - LVMH
Specialized MBA in Human Resources Management in International Companies 2015-2016**

Schedule



Human resources in an international context

International companies are subject to strong competition. The new global economic status quo is leading them to seek growth areas in other developed countries and 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 (HR directors of international entities, regional HR directors, global HR directors for a certain occupation, etc.)
- Global or regional HR managers for learning & development, school relations, etc.
- Consultant in global HR, talent management, etc.

Therefore, international HR managers must have particular aptitudes, knowledge and competencies (business approach, finance, HR strategy, methods and processes, techniques, regional practices, etc.) and must be open and operational internationally.

Complementing the core program for all three of our HR MBAs, this high-level specialized course provides a grounding in three dimensions: **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
- Internal mobility
- High potentials and key competencies
- Performance management
- Professional training
- Knowledge management
- Administration (payroll, administrative procedures)
- Internal communication
- Management control
- Budget and payroll
- Employment audits and dashboards

Management & tools

- Digitization and HR transformation
- HRIS
- Project management
- Change management
- Remote teamwork

+ Specialist modules

International HR

Globalization and HR issues

Companies on the international stage

- 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

- Global rewards
- Learning & development
- International staffing
- International recruitment
- Diversity and inclusion
- School relations and partnerships
- International mobility
- International social relations
- Managing executives
- Internal communication

Legal regulations 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 (budgetary technique and operational management)
- 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 and New York
- + Group work during months spent in class
- + Company internship
- + Professional dissertation

Speakers include

- **Lysiane Beaujard**, Director of the HR Academy, **Danone**
- **François Bruley**, Former head of compensation - **Michelin**
- **Olivier Burger**, Group HR director, **Worldline**
- **Bertrand Coutier**, Former international HR director, **Airbus Helicopters**
- **Laurent Doucet**, Group HRD, **Cognac Camus**
- **Xavier Durochat**, Digital transformation director, **BNP Paribas**
- **Marc Francois-Brazier**, Former HRD, **Groupe Casino**
- **Frank Horwitz**, Lecturer, **Cranfield University**, UK
- **Fabienne Langlet**, Group HR development director, **SBM Offshore**
- **Sophie Laurencin**, Talent director, **La Banque Postale**
- **Alain Kirsch**, Former group HRD, **Laboratoire Galderma**
- **Sandrine Martin**, HRD, **AIG Europe**
- **Nicolas Seguin**, C&B director, **Sidel**
- **Thierry Smagghe**, Former group HRD, **SPIE**
- **Antoine Tirard**, Talent management expert consultant, author
- **Marie Vézy**, Global HR business partner & HR community VP, **Schneider Electric**
- **François Vivier**, Social relations director, **OTIS**

Training fees

EUR 20,040 including tax

EUR 16,700 excluding tax

The price includes:

- 1,440 hours' training of which 540 hours' classes delivered by occupational professionals and experts
- Support from our teaching team
- Professional events
- Teaching materials
- Learning expeditions planned in Singapore and New York:
 - > Flights
 - > Airport transfers in Singapore and New York
 - > 4* hotel with breakfast included
 - > Company visit in Singapore
 - > Assistance and cancellation insurance premiums
- Exclusive access to the Cercle Magellan's database of legal guides and HR publications
- Access to the Institut Magellan'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 planned learning expeditions to Singapore and New York

SPECIALIZED MBA

HUMAN RESOURCES AND INTERNATIONAL MOBILITY MANAGEMENT

Managing and safeguarding international employee transfers.

■ KEY POINTS

- Starts October 2020
- Location: Paris Full-time
- 2 learning expeditions
- Five months of classes and six months in-company
- Professional dissertation

Qualification awarded:
Bac + 5

■ 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 24 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 **EUR 41k**
- **1,430 hours' training** including **530 hours' classes** delivered by occupational experts and **900 hours** in-company
- **2 learning expeditions:** **Singapore and New York**

■ COURSE COORDINATOR



Yves Girouard

Professor of international HR management
yves.girouard@magellan-network.com
+33 (0)1 42 34 75 75

■ ADMISSIONS DAYS FOR 2020-2021

- 28 April 2020
- 19 May 2020
- 18 June 2020
- 2 July 2020

■ LEAGUE TABLES



1st place in the league table for the best master's, MS and MBAs in human resources management
Eduniversal league tables 2019

■ 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
- Regional or country HR director or manager

TESTIMONIAL Graduate

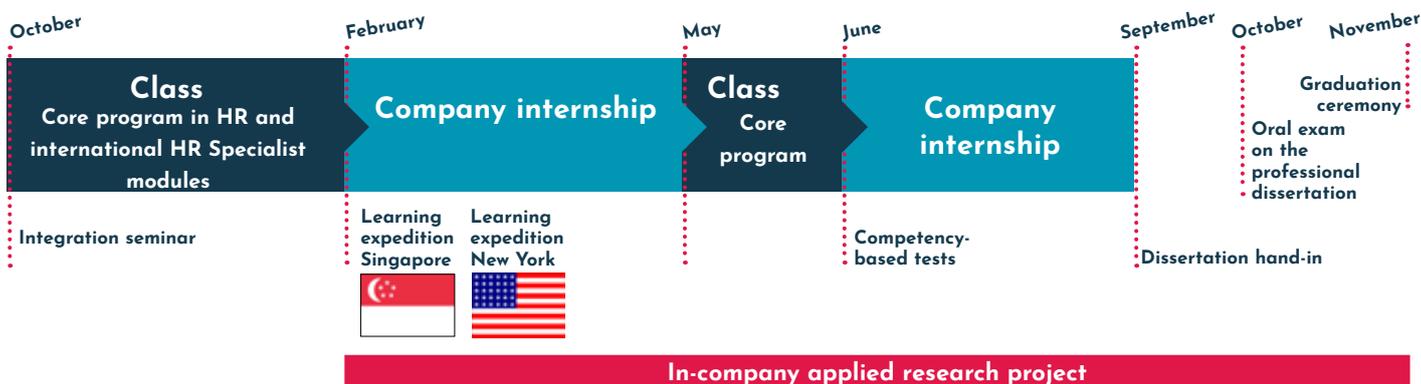


After initial experience in HR in the audiovisual sector, I wanted to focus my career internationally. The MBA in Human Resources and International Mobility Management met my expectations and turned them into opportunities: the course allowed me to acquire the technical knowledge inherent to international mobility, legitimacy with professionals even before I graduated, and a valuable network to interact with on a daily basis. The MBA year is a real adventure allowing you to build strong relationships with classmates, which enriches discussions that take place throughout the course and beyond.

**Alix Gremillet, Compensation and international mobility coordinator, Ubisoft,
Specialized MBA in Human Resources and International Mobility Management, 2017-2018**



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 pay in France into gross pay 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.

As such, companies need operational 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
 - Internal mobility
 - High potentials and key competencies
 - Performance management
 - Professional training
 - Knowledge management
- Administration (payroll, administrative procedures)
- Internal communication
- Management control
 - Budget and payroll
 - Employment audits and dashboards

Management & tools

- Digitization and HR transformation
- HRIS
- Project management
- Change management
- Remote teamwork

+ 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

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 relocation (travel, housing, etc.)
- Preparation for international mobility

Expatriate HR administration

- 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 New York

+ Group work during months spent in class

+ Company internship

+ Professional dissertation

Speakers include

- **Lysiane Beaujard**, Director of the HR Academy, **Danone**
- **Bérengère Beudin**, Taxation attorney-at-law, **LEXabb**
- **Florence Bequet-Abdou**, Lawyer, **PwC Avocats et Associés**
- **Xavier Durochat**, Digital transformation director, **BNP Paribas**
- **Jean-Nicolas Gauthier**, Regional security director, **Siemens**
- **Eric Guillemet**, Lawyer, **TAJ**
- **Vincent Goudot**, Expert consultant, **Globe Keys**
- **Stéphane Halimi**, Lawyer, immigration expert, **Héritier Halimi**
- **Sandrine Martin**, HRD, **AIG Europe**
- **Emmanuel Morisson-Couderc**, Law practice consultant, French tax partner, **EY**
- **Sylvia O'Higgins**, International mobility manager, **ADEO Leroy Merlin**
- **Jean Pautrot**, President of the Conseil Magellan de l'International, French foreign trade advisor, former international HRD, **EDF**
- **Agnès Pébarthe**, HR development director HPS, **Saint-Gobain**
- **Olivier Picquerey**, Expert lawyer, **Olerion**
- **Sophie Pit**, International mobility consultant
- **Anne-France Tremeau**, Consultant, **Expat Optim'ease** and former international mobility manager, **Airbus Defense & Space**

Training fees

EUR 20,040 including tax

EUR 16,700 excluding tax

The price includes:

- 1,430 hours' training of which 530 hours' classes delivered by occupational professionals and experts
- Support from our teaching team
- Professional events
- Teaching materials
- Learning expeditions planned in Singapore and New York:
 - Flights
 - Airport transfers in Singapore and New York
 - 4* hotel with breakfast included
 - Company visit in Singapore
 - Assistance and cancellation insurance premiums
- Exclusive access to the Cercle Magellan's database of legal guides and HR publications
- Access to the Institut Magellan'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 planned learning expeditions to Singapore and New York

SPECIALIZED MBA

INTERNATIONAL HUMAN RESOURCES
AND COMPENSATION & BENEFITS MANAGEMENT

Ensuring that your company is competitive and attractive on compensation and benefits. A strategic occupation at the crossroads of human resources and finance.

■ KEY POINTS

- Starts October 2020
- Location: Paris
- Full-time
- 2 learning expeditions
- Five months of classes and six months in-company
- Professional dissertation

Qualification
awarded:
Bac + 5

■ TRAINING OBJECTIVES

Taught by practicing professionals and well-reputed experts from the compensation and benefits community, this course allows participants to acquire, develop and update the competencies and practices specific to this occupation, as well as to master methods 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 **EUR 47k**
- **1,490 hours' training** including **590 hours' classes** delivered by occupational experts and **900 hours in-company**
- **2 learning expeditions:** **Singapore and New York**

■ COURSE COORDINATOR



Jean-Luc Breysach

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

■ ADMISSIONS DAYS FOR 2020-2021

- 28 April 2020
- 19 May 2020
- 18 June 2020
- 2 July 2020

■ LEAGUE TABLES



2nd place in the league table for the best master's, MS and MBAs in human resources management
Eduniversal league tables 2019

■ 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

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

TESTIMONIAL Graduate

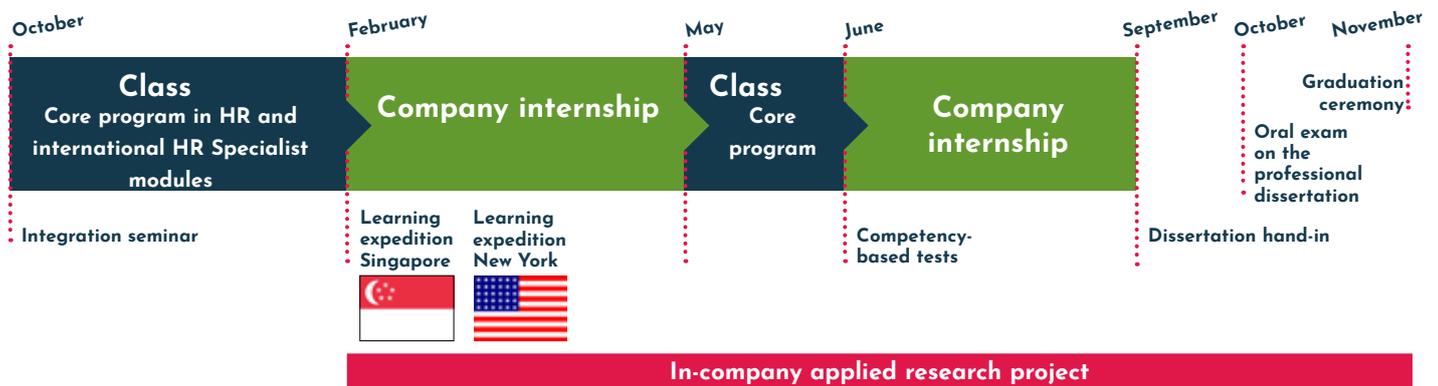


I studied law, and already had some 20 years' experience in human resources in major international companies such as Schlumberger, Areva T&D and Alstom Grid when I joined the MBA class of 2017. This year of learning, sharing and exchange allowed me to reinforce and consolidate my knowledge of international 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 Cercle Magellan's network offered me a new challenge just a few weeks after I obtained the qualification, in the form of 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



Schedule



Duties of compensation & benefits managers

Comp & ben is an area of human resources that 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' social protection (health, pensions, death & disability cover).

The increasing complexity of compensation, with the advent of variable pay, deferred compensation, stock options, etc., made the role itself more complex.

Companies' internationalization, 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 rewards policy as part of their strategic arsenal, allowing them to attract, engage and retain talents, thereby ensuring their company's sustainable development.

Duties of compensation & benefits managers:

- 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.
- Studies and monitoring of the competition
- 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 (advisors, brokers, banks, insurance companies, social security and other bodies)
- Provide support and advice for decisions related to compensation
- Organize in-house and external communication in order to promote schemes and increase their impact

The MBA trains immediately operational experts and strategists, able to handle these duties.

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 management and talent management
 - Recruitment and diversity
 - Skills and career management
 - Internal mobility
 - High potentials and key competencies
 - Performance management
 - Professional training
 - Knowledge management
- Administration (payroll, administrative procedures)
- Internal communication
- Management control
 - Budget and payroll
 - Employment audits and dashboards

Management & tools

- Digitization and HR transformation
- HRIS
- Project management
- Change management
- Remote teamwork

+ Specialist modules Compensation & Benefits

Environment and policy

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

Compensation principles and techniques

- 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 (corporate and global approach)
- Compensation policy communication and marketing

Employee benefits

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

Compensation and benefits and international mobility

- Compensation of international assignments and case studies
- International taxation

Financial methods and techniques

- Accounting and accounting analysis
- Financial indicators and management control
- budget preparation and manager
- Payroll and workforce management
- Employment audits and dashboards
- Understanding of financial risks and accounting for employee-related liabilities
- Social measures and CSR

People analytics applied to comp & ben

- Maths: basics - analysis, algebra, statistics and probabilities
- Advanced Excel
- Data analysis software
- 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
- + Professional dissertation

Speakers include

- **Florence Bequet-Abdou**, Lawyer, **PwC Avocats et Associés**
- **François Bruley**, former head of global compensation - **Michelin**
- **Agnès Drean-Lepage**, Global compensation director, **Siaci Saint Honoré**
- **Nicolas Hubé**, Comp & ben director, **AKDN**
- **Bérengère de Lestapis**, Former compensation & benefits VP, **Faurecia**
- **Nicolas Meurant**, Associate, **TAJ société d'avocats, Deloitte**
- **Ray Naylor**, Former comp & ben manager, Group HR department, **Engie**
- **Dominique Paris**, Consultant, former director of strategic studies and HR policy, **Areva**
- **Frank Potard**, Consultant, former compensation and benefits director, **AXA**
- **Yves-Emmanuel Prigent**, Group C&B manager, **SCOR**
- **Sylvie Rey**, Consultant, former compensation & benefits manager, **Lafarge**
- **Bruno Rocquemont**, Partner career business leader, **Mercer**
- **Sandra Rouard**, Comp & ben director, **Hermès International**
- **Jean-Arnaud Thai**, VP Corporate compensation & benefits, **Essilor**
- **Florent Vicaine**, Compensation & benefits actuary, **Natixis**

Training fees

EUR 20,040 including tax

EUR 16,700 excluding tax

This includes:

- 1,490 hours' training of which 590 hours' classes delivered by occupational professionals and experts
- Individual support from our teaching team
- professional events and meetings
- Teaching materials
- Licenses for two data analysis software programs
- Learning Expeditions planned in Singapore and New York :
 - > Flights
 - > Airport transfers in Singapore and New York
 - > 4* hotel accommodation with breakfast included
 - > Company visit in Singapore
 - > Assistance and cancellation insurance premiums
- Exclusive access to the Cercle Magellan's database of legal guides and HR publications
- Access to the Institut Magellan's HR library
- A copy of the Competency Framework for the relevant area of expertise

Not included:

- Visa fees, meals and personal expenses during planned learning expeditions to Singapore and New York

Application form

Specialized MBA: 2020/2021 admissions *

For the use of the
Institut Magellan

PHOTO

- Human Resources Management in International Companies
- Human Resources and International Mobility Management
- International Human Resources and Compensation & Benefits Management

Mr Ms

Name

First name

Address

Nationality

.....

Date of birth

.....

Place of birth

Postcode City

Social security n°

Phone number

Email

Family situation: Single Living with a spouse or partner Number of dependent children:

CURRENT STATUS

Student

Employee

Permanent contract

Fixed-term contract

Training contract
(*contrat de professionnalisation*)

Apprenticeship

Company name

Contract end date (if applicable)

Jobseeker

Pôle Emploi branch address

Enrollment date

Reasons for enrollment

Contract expiry

Dismissal

Resignation

Other (please give details)

Type of benefits received

A.R.E (back-to-work allowance)

R.S.A (basic unemployment benefit)

Allocation Spécifique de Solidarité (solidarity allowance)

No allowance

Other (please give details)

Other (please give details)

TRAINING

Year

Qualification

Establishment

.....

.....

.....

.....

.....



* Tick the Specialized MBA of your choice.

WORK EXPERIENCE

(state the type of contract)

Period	Job title	Company
.....
.....
.....
.....
.....
.....

PERIODS SPENT ABROAD

Duration	Location	Purpose of the stay
.....
.....
.....
.....
.....

ADDITIONAL INFORMATION

Languages

.....

Do you have or have you had responsibilities other than in a work or family context?

.....

.....

How did you hear about this program (please give details)?

Website

Print media

Course fair

Other

EMAIL YOUR APPLICATION TO contact@magellan-institute.com

- Copy of an ID photo
- CV (maximum 2 pages)
- Copy of an ID document
- Cover letter (maximum 2 pages)
- Application fee of EUR 80 payable to Cercle Magellan

We will send you instructions for payment of the application fee (via bank transfer) on receipt of your application.

ADMISSIONS

Invitations to interviews will be sent out on a first come first served basis.

As such, you are advised to send us your application at the earliest date possible.

The application must reach the Institut Magellan at the latest three working days before the chosen admissions day.

PLANNED ADMISSIONS DAYS

- 1st session: 28 April 2020
- 2nd session: 19 May 2020
- 3rd session: 17 June 2020
- 4th session: 2 July 2020

Admissions and information

CERCLE MAGELLAN
T +33 (0)1 42 34 75 75 || contact@magellan-institute.com
magellan-institute.com || mba.magellan-institute.com || magellan-network.com
Institut Magellan, a Cercle Magellan brand



ADMISSIONS AND FUNDING

+ CONDITIONS FOR ADMISSION

- Qualification from a four-year program of study, 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

Information

contact@magellan-institute.com
Tel: +33 (0)1 42 35 75 75
mba.magellan-institute.com

+ 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 back-to-work allowance (*Allocation Retour à l'Emploi*, ARE) continue to receive this allowance during the course.

Regardless of whether or not you receive benefits, you must submit your training plan to your Pôle Emploi advisor 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 advisor 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.



INSTITUT MAGELLAN

8 rue Armand Moisant - 75015 Paris

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