

Collaborate. Innovate. Lead!

2024 International Symposium

Global Human Resources: Challenges and Opportunities

Steve Oakley, Owner, Oakley Global Consulting, LLC

HR Considerations In Global Ministry Operations

Employee Misconduct
Visa Issues
Compensation and Pay Equity
Lightening Round



Human Resources Health Check

Clearly
Articulated
Mission

A Positive
Culture

Well
Understood
Global
Strategy

Inspiring
Leadership

Strong
External
Relationships

Christ-
Centered

Emphasis on
True Humility

Flexible and
Adaptable



HR Force Multipliers

Value Set is Crystal Clear.

Mission/Vision is Compelling.

Strategy is Laser Focused.

Employee Engagement is High

Responding to Employee Misconduct Outside the U.S.

Considerations on the Spectrum of Misconduct

- Was local law likely violated?
- Were minors or vulnerable adults involved?
- Is the issue limited to policy violation/employee issue?
- Can an independent investigation be conducted?
- Preserve evidence and rigorously document.

Compensation and Pay Scales for Global Workers

Consistency/Fairness
Locally Benchmarked
Total Rewards Mindset
Transparency in Process
Incentive Programs
Consider Cultural Differences



Visas and Global Mobility

- Destination Country Requirements.
- Visa types, work permits, application times.
- Relocation policy, document support, fees.
- Training, schooling, housing, healthcare, insurance.
- Tax implications – equalization vs protection.
- Logistics, emergency planning, home leave.

Host Country Trends

- Polarization, fragmentation, isolation.
- Government monitoring increasing.
- Populism and extremism rising.
- Presumptions changing, goodwill decreasing, skepticism rising.
- Religious assumptions about the U.S. changing.
- Leapfrogging technology curves.
- Post-pandemic expectations changing.

FINAL THOUGHTS BALANCING HR RISK AND COMPLIANCE



Global Organizations Lightning Round

1. Recruiting and hiring globally
2. Cash compensation models
3. Total compensation
4. Home/host country issues
5. Visa/work permit issues
6. Employee misconduct
7. Security concerns
8. Global talent retention
9. Managing cross-culturally
10. Ethics & Accountability
11. Global Perspectives on North American Christians
12. Background Checks
13. Employee classifications
12. Securdments - hybrid models
13. Payroll, PEO, and employer of record
14. Employee contracts
15. Withholdings – provident fund, pension, gratuity, bonus



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Thank you!

Oakley Global Consulting, LLC

Email: steve@oakley.law

Web: www.oakley.law