



Overview for the CYGNA Network

January 22, 2021

14.00-16.00 pm GMT (London)

Cordula Barzantny, TBS

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This project has received funding from the European Union's H2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No. 765355.







#### **Overview of GLOMO Project**

Presenter:

Prof. Dr. Cordula Barzantny

**Toulouse Business School/F** 





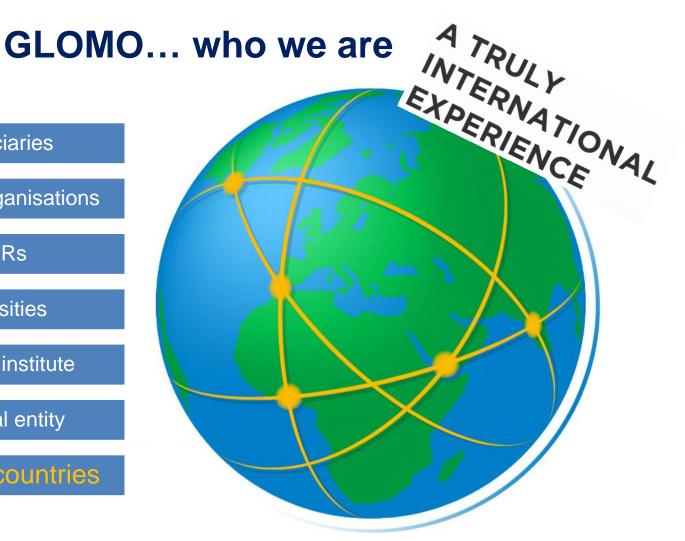
2<sup>nd</sup> Global Mobility Forum 22/01/2021





7 beneficiaries 10 partner organisations 15 ESRs 5 universities 1 research institute 1 industrial entity

.from 17 countries







### Introduction to GLOMO Make a difference – make an impact

https://www.glomo.eu https://twitter.com/glomo2020 https://www.facebook.com/glomo2020

- Research about global mobility of employees and global careers
- **➤** Communicate disseminate exploit







#### GLOMO: Who we are













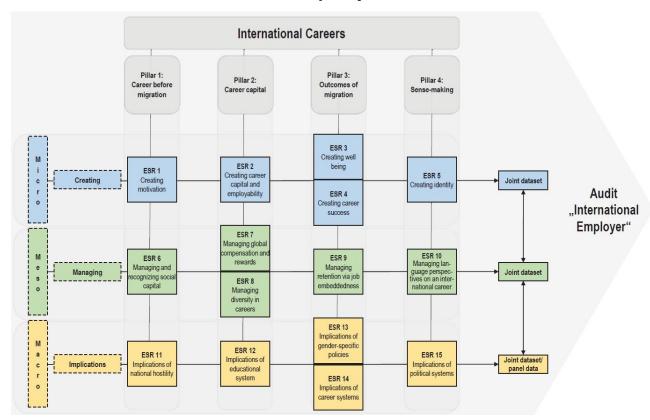








### GLOMO's 15 subprojects







#### GLOMO... what we do

(short video)



Source: GLOMO animated video, find on GLOMO webpage or GLOMO YouTube channel

https://www.youtube.com/channel/UC9OVI3ZrUJgb3jW OwRFZr\_A?app=desktop





### **GLOMO Advisory Board**









**Prof. Dr. Chris Brewster** - Professor of International Human Resource Management at Henley Business School, University of Reading, UK; Radboud University, Nijmegen, the Netherlands; and the University Vaasa, Finland

**Prof. Dr. Marion Festing** - Professor of Human Resource Management and Intercultural Leadership at ESCP Europe's Berlin campus and holds the Renault Chair of Intercultural Management

**Prof. Dr. Jan Selmer** – Professor Department of Management at Aarhus BSS, School of Business and Social Sciences, Aarhus University, Denmark

**Prof. Dr. Jaime Bonache** - Professor of Organization Studies at Carlos III University of Madrid, Spain





### **Conceptual Framework**

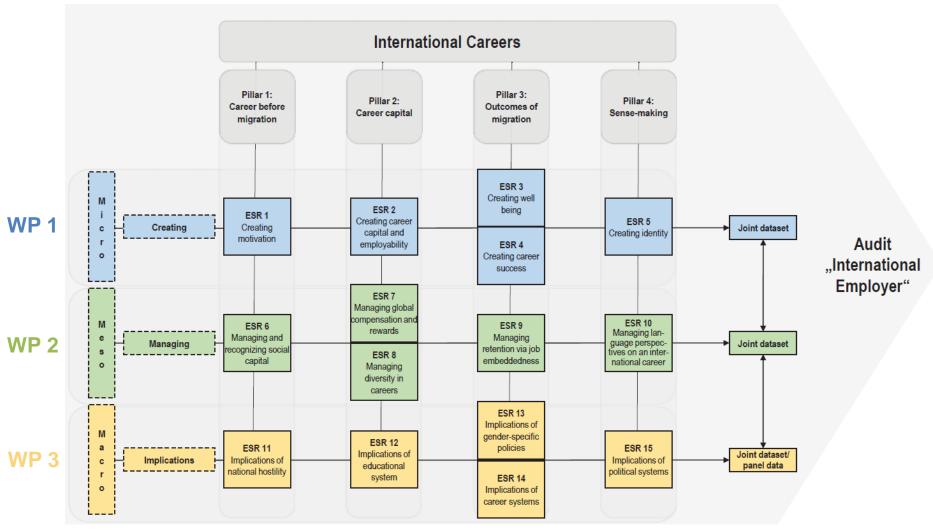


Figure 1 GLOMO's Cross-level Research Approach





### Micro - **Creating** expatriates' individual resources and capacities: First results



sub-project 1 Yustika N. Arifa (VUA), ፮03/20



taken over by Blanca Suarez-Bilbao (UBA) in 09/20

**Creating** motivation



sub-project 2
Emilija
Oleskeviciute
(CRU)
Creating

Creating career capital and employability: Self-initiated repatriation



sub-project 3 Tania Biswas (UVAA)

Creating wellbeing among employees on international assignments



sub-project 4 Rodrigo Mello (UVAA)

Creating career success:
Long-term career impacts



sub-project 5 Kerstin Martel (CBS)

Creating identity: A narrative approach





### Meso – **Managing** organisational structures influencing international careers and mobility: First results



sub-project 6
Friederike
Mathey (VUA),
\$03/20



taken over by Inés Escobar Borruel (UVAA) in 09/20

Managing and recognising social capital



sub-project 7
Carlos Politi
(AIRFR).\(\bar{2}\)12/18



taken over by Giovanna Milani (AIRFR) in 09/19

Managing global compensation & rewards



sub-project 8
Acil Abdul Hadi
(TBS)

Managing
diversity in
careers: A
comparative
study of SelfInitiated
Expatriation
and Local-Plus
Expatriation
as an
organisational
practice



sub-project 9 Anh Nguyen (UBA)

Managing retention via job embeddedness



sub-project 10 Ivan Olav Vulchanov (CBS)

Managing language perspectives on an international career: A study in MNCs with English as corporate language





### Macro – **Implications** of societal factors and systems affecting international careers and mobility: First results



sub-project 11

Monique Raupp
(CRU)

Implications of
national
hostility



Jacopo
Bassetto (IAB)
Implications of
educational
system: The
Bologna
process and
global mobility
of human
capital



sub-project 13
Teresa Freitas
Monteiro (IAB)
Implications of
genderspecific
policies



sub-project 14
Yamila Martin
Ferlaino (UBA)
Implications of
career
systems for
internationally
mobile
employees'
employability
(project
currently
suspended)



sub-project 15

Monika
Bozhinoska
(UBA)

Implications of
political
systems





### Emilija Oleškevičiūtė

- Lithuanian with Polish roots.
- Bachelor's: Psychology, Mykolas Romeris University (Vilnius, Lithuania).
- ERASMUS+: Masaryk University (Brno, Czech Republic ).
- Masters: Work and Organisational Psychology, Maastricht University

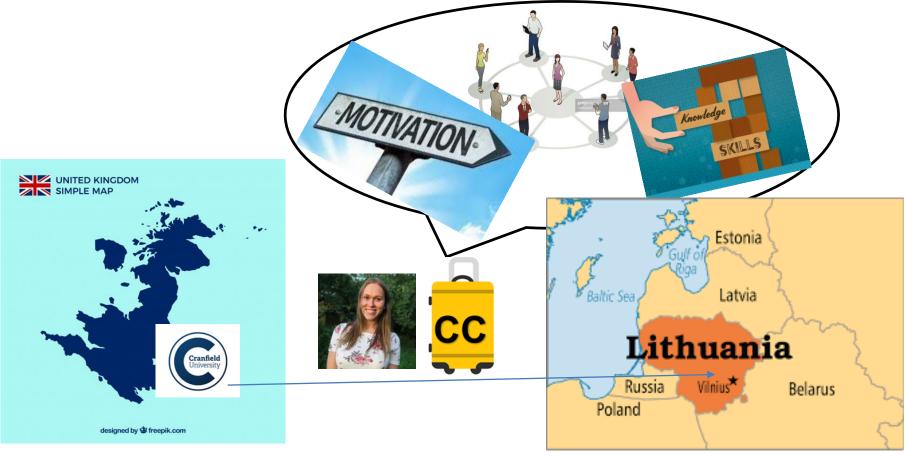
(Maastricht, The Netherlands \_\_\_\_).

- Host country institution Cranfield School of Management, UK
- Final year PhD in Leadership and Management.





International Transfer of Career Capital (CC) possessed by Self-Initiated Repatriates (SIRs)





**Cranfield** University







- ✓ Dual citizenship: Brazilian and Italian
- ✓ BA in Social Communications Journalism (Print, Radio and TV)
- ✓ MBA in Human Resources Management and Development
- ✓ Graduate courses in Coaching and Corporate Education
- ✓ Msc in Business Administration
- ✓ Industry experience Corporate Communication and Training
- ✓ Teaching experience Communication and People Management









### **MANAGING**









## Career Capital Development and Individual job performance: a comparative study of local-plus, assigned and self- initiated expatriates

Acil Abdul Hadi
Toulouse Business School, France

PhD Student, GLOMO Early-Stage Researcher <a href="mailto:a.abdul-hadi@tbs-education.fr">a.abdul-hadi@tbs-education.fr</a>















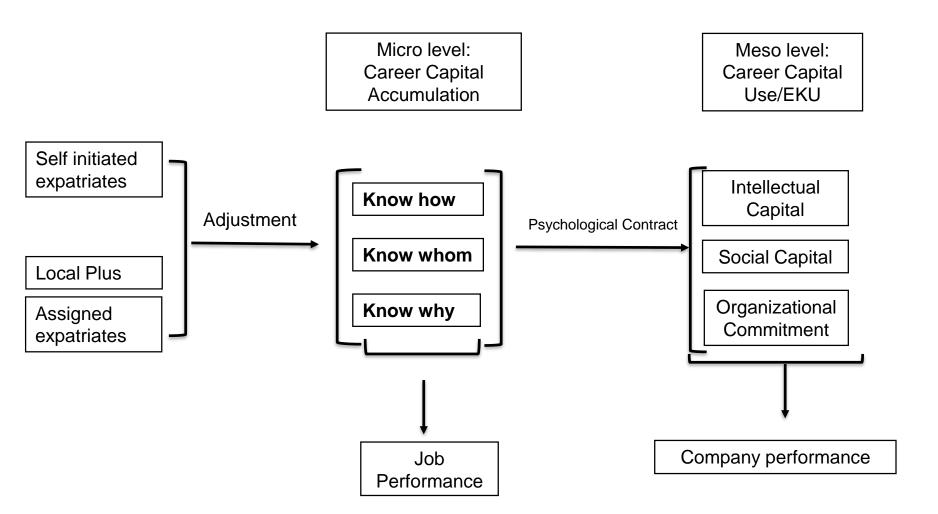




- PhD student at Toulouse **Business School in France**
- Marie Curie Fellow (Early Stage Researcher) at the **GLOMO** project















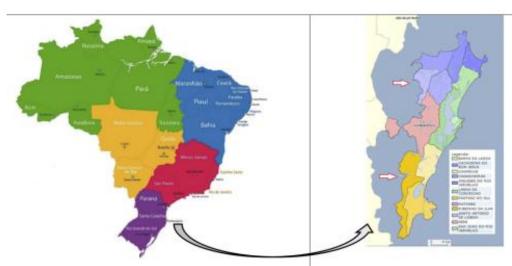


### Monique Raupp

- Brazilian and Italian (dual citizenship)
- Have lived in Portugal, France, USA, Italy, Finland and currently in the UK
- Last year PhD student and Research Fellow at the Cranfield University (UK)
- Marie Curie Fellow (Early Stage Researcher) at the GLOMO project



At my office at the University of Vaasa (Finland), Feb/2020



Island of Floripa, my home city in the South of Brazil





Early Stage Researcher at Cranfield University (UK)

H2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No. 765355.





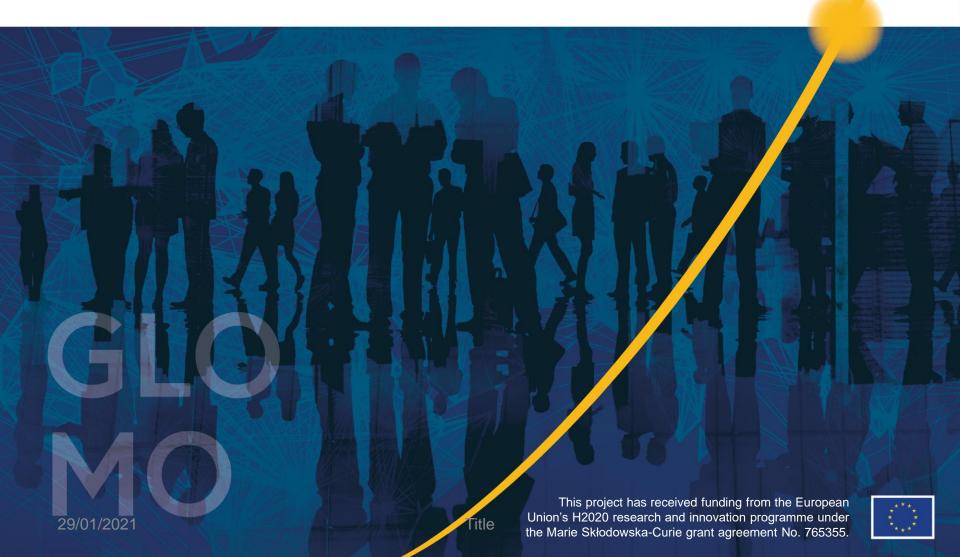
# Towards a more comprehensive understanding of expatriation to hostile environments – beyond man-made physical hostilities













#### https://www.glomo.eu

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https://www.facebook.com/glomo2020

THANK YOU!

**MERCI** 

شکرا GRACIAS

**GRAZIE** 

DANKE धन्यवाद

Спасибо

谢谢您



This project has received funding from the European Union's H2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No. 765355.



2<sup>nd</sup> Global Mobility Forum 22/01/2021







#### **Coordinator Contact**

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