

# Certificate in **Global Benefits** Management

**July 29-August 2, 2024** | Boston, Massachusetts



**Shape your global benefits strategy by learning expert strategies,  
making new connections and talking through your challenges.**



[www.ifebp.org/globalcertificate](http://www.ifebp.org/globalcertificate)

International Foundation   
OF EMPLOYEE BENEFIT PLANS

# Certificate in **Global Benefits** Management

## **Final 2024 Offering**



### **Boston, Massachusetts**

July 29-August 2, 2024

#### **Hotel Accommodations:**

##### **The Westin Copley Place**

Please visit our hotel/travel tab at [www.ifebp.org/globaljulyhotel](http://www.ifebp.org/globaljulyhotel) to book your hotel reservations online. For hotel questions, contact the Registration Department at (888) 334-3327, option 2, or [edreg@ifebp.org](mailto:edreg@ifebp.org).

**Rate:** US\$299 single/double occupancy

**Reservation deadline:** July 1, 2024

Mention the International Foundation for the special rate.

*Note: Hotel room availability is not guaranteed outside of scheduled program dates.*

**Register by June 18 to save US\$300!**

## Learn the fundamentals of managing benefits for a multinational organization.

The new world of work, with its dispersed workforces and greater global mobility, is a challenging environment for multinational employers. You need a sustainable global benefits strategy that will evolve with your organization.

This course will provide you with the latest information from global industry experts. It's an unmatched training opportunity for live, hands-on learning and dialogue with industry thought leaders.

### Why You Should Attend

If you work for (or with) multinational organizations that have global benefits responsibilities, this is the course for you!

Earning your Certificate in Global Benefits Management demonstrates your expertise and recognizes your commitment to your profession. A **limited class size** offers a unique opportunity to share challenges and solutions with your peers and get answers to specific questions that will help you in your role.

### Who Should Attend

Course content is designed for:

- Professionals working in benefits, compensation and/or human resources who have responsibility for global benefits
- Professionals working for global benefits consulting and service firms who would like to better understand the needs of their multinational clients.

**In order to earn a certificate, you must attend eight of the nine sessions offered, including the case study.**

Please make your travel plans accordingly.\*

\*See page 8 for more details.

# Certificate in Global Benefits Management

“Great sessions, excellent speakers,  
loved the format!”



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**Foundation**  
COMMUNITY

## Global Benefits Online Discussion Group

Become a member of the International Foundation and connect with others who work with global benefits. A discussion group, Global Benefits, is available as part of the Foundation Community.

**Visit [www.ifebp.org/community](http://www.ifebp.org/community) to get started!**



## New to global benefits?

Join our Global Benefits Fundamentals Virtual Workshop, taking place December 3-4, 2024.

**Visit [www.ifebp.org/global](http://www.ifebp.org/global) regularly for updates.**

## MONDAY | 8:00 a.m.-4:30 p.m.

### Continental Breakfast

#### SESSION 1

### Cross-Cultural/Diversity: The Power of Worldviews

- The path to cross-cultural competence
- Using the DIN (Describe, Interpret, Navigate), DMIS (Developmental Model of Intercultural Sensitivity) and IDI (Intercultural Development Inventory) models in your everyday interactions
- The seven dimensions of culture
- The impact of diversity and inclusion on team performance

### Lunch (provided)

#### SESSION 2

### Developing a Global Benefits Strategy

- Employee benefits in a global perspective
- Understanding your needs: Company, market and talent
- Management blueprint
- Diligence and efficiencies

### *You're Invited!*

Please join us for happy hour in the hotel bar immediately following the last session.

**Your Path for Global Benefits  
Education—Learn More at  
[www.ifebp.org/global](http://www.ifebp.org/global)**



**TUESDAY** | 8:00 a.m.-4:00 p.m.

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**Continental Breakfast**

**SESSION 3**

**Benefit Issues Relating to International Assignments (Expatriates)**

- Who: Globally mobile definitions and international terminology
- What: Global vs. U.S. programs, long- and short-term insurance needs
- Why: Standards of care, unforeseen risk, preparation and duty of care
- Where: BRICs, CIVETS, etc.
- When: Predeparture, assignment, repatriation
- How: Building an RFP

**International Health Care Systems and Wellness Trends**

- ACA and the legal position of expatriate health plans
- Global health challenges
- Comparative health care models
- Developing a global health and well-being strategy

**Lunch** (provided)

**SESSION 4**

**Multinational Pooling and Offshore Retirement Plans**

- What is a multinational pool?
- What benefits are poolable?
- Key steps in establishing a pool
- From concept to reality—Practical steps for implementation
- Offshore retirement plans: Terminology, design and trends

**“I loved the ability to interact with the presenters and obtain their presentations to use as reference when I am working through an issue.”**

## **WEDNESDAY** | 8:00 a.m.-4:30 p.m.

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### **Continental Breakfast**

#### **SESSION 5**

##### **Europe: Regional and Country Overview**

- Economic, workforce and political trends
- Overview of Europe and the European Union (EU): Growth, institutions, key legislation, cross-border pensions, works councils, Social Security
- Subregional perspectives: Central Europe, Eastern Europe, Nordic Region
- Country perspectives

**Lunch** (provided)

#### **SESSION 6**

##### **Latin America: Regional and Country Overview**

- Economic, workforce and political trends
- HR trends overview, including the prevalence of benefits offered in different countries
- Comparing and contrasting countries in the region
- Country perspectives

**THURSDAY** | 8:00 a.m.-4:00 p.m.

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**Continental Breakfast**

SESSION 7

**Asia Pacific:  
Regional and Country Overview**

- Economic, workforce and political trends
- Trends in the HR, compensation and benefits environment
- Prevalence of benefits offered in different countries
- Employer view vs. employee view
- Country perspectives

**Lunch** (provided)

SESSION 8

**Case Studies and Application  
(Required Session\*)**

Apply what you've learned during the week in a variety of mock case studies, review outstanding questions and learn from your peers in this highly interactive session.

**IMPORTANT!**

\*The Case Studies and Application session is **required** as one of the eight sessions you must attend in order to earn a Certificate of Achievement. Please make your travel plans accordingly.

**FRIDAY** | 8:00 a.m.-12:00 noon

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**Continental Breakfast**

SESSION 9

**Middle East/Africa:  
Regional and Country Overview**

- Economic, workforce and political trends
- Unique aspects of conducting business in the Middle East
- Gulf Cooperative Council (GCC) countries' distinctive features and demographics
- Country perspectives





## Global Benefits Experts

### **Stephen G. Barry**

Director, Strategic Relationships  
and Global Solutions  
Voya Financial®  
Chicago, Illinois

### **Edward I. Cha**

Senior Vice President  
Global Practice Leader  
Newfront Insurance, Inc.  
Peoria, Illinois

### **Regina Chu**

Director, Integrated and  
Global Solutions  
WTW  
Irvine, California

### **Bert D. Defever**

Principal  
Mercer/Mercer Marsh Benefits Multinational  
Advisory Team  
Chicago, Illinois

### **Nicholas C. Dobelbower, Ph.D., CEBS, Dip.IEB, GPHR**

Senior Vice President  
Global People Solutions  
Lockton Companies  
Washington, D.C.

### **Madeline (Maddy) Fawcett**

Associate Director, Integrated and  
Global Solutions  
WTW  
Chicago, Illinois

### **Wil J. Gaitan, ASA, CCP, EA, FCA, MAAA**

Global Benefits Consulting Practice Leader  
HUB International Limited  
Chicago, Illinois

### **Nirmeen Gandhi, ASA**

Senior International Benefits Consultant  
Gallagher  
Rolling Meadows, Illinois

### **Edward B. Gow, GBA**

Practice Leader, Global Benefits  
Vita Benefits  
Mountain View, California

### **Eduardo M. Jáuregui Morales**

Global Consultant and Partner  
Mercer Marsh Benefits Multinational Advisory  
Latin America Leader  
Tampa Bay, Florida

### **Jennifer Johnson**

Vice President, Senior Consultant,  
Global Partnership and Wellbeing  
Lockton Companies  
Washington, D.C.

### **Jison Kim**

Director, Integrated and Global Solutions  
WTW  
Chicago, Illinois

### **Allen C. Koski, CEBS**

President and Chief Innovation Officer  
Insured Nomads  
Wilmington, Delaware

### **Damian Lipani, PMP**

Health Client Leader  
Alight Solutions  
Lincolnshire, Illinois

### **Albert Phelps, CEBS, ASA, EA, FCA, MAAA**

Area Senior Vice President  
Gallagher  
Chicago, Illinois

### **Melissa L. Ruchhoeft, J.D.**

Vice President, Senior Consultant,  
Compliance and Intellectual Capital  
Global People Solutions  
Lockton Companies  
Kansas City, Missouri

### **Miguel Santos, CCP, GRP**

Global Benefits Consulting Practice Director  
HUB International Limited  
Chicago, Illinois

*The International Foundation reserves the right to substitute speakers or sessions due to unforeseen circumstances.*

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## REGISTRATION

Go to [www.ifebp.org/globalcertificate](http://www.ifebp.org/globalcertificate) to register.

### CONFERENCE REGISTRATION FEES

Member early: US\$2,950 | Member late: US\$3,250  
Nonmember early: US\$3,280 | Nonmember late: US\$3,580  
Early registration ends June 18, 2024.

## REGISTRATION INCLUDES

Continental breakfasts | Lunches | Beverage breaks

## POLICIES

Cancel and transfer fees are based on registration fee paid: 60+ days of meeting is 10%; 31-59 days of meeting is 25%; within 30 days of meeting is 50%. Hotel deposit is forfeited for cancellations/transfers received within 3 days (5 days for Disney properties) of arrival. Registration fee is forfeited once program commences. Visit [www.ifebp.org/policies](http://www.ifebp.org/policies) for details.

## CONTINUING EDUCATION CREDIT

Continuing education (CE) credit for professions and designations MAY be available for attendance at live sessions. You must request CE credit with your registration for the program at least 60 days prior to the beginning of the program so that the Foundation can seek preapproval from the governing agency.



Educational sessions at this program can qualify for self-reported CEBS® Compliance credit. Visit [www.cebs.org/compliance](http://www.cebs.org/compliance) for additional information.

Note: Requests made for CE credit do not guarantee administration of credit. For further information on CE credit, please call (262) 786-6710, option 2.

*In order to earn **insurance** CE credit, you **MUST** attend **ALL** sessions offered.*



# Your Next Step in Global Benefits Education

PRESENTED IN PARTNERSHIP BY

International Foundation  
OF EMPLOYEE BENEFIT PLANS 

WorldatWork®  
Total Rewards Association

## CONNECT

GLOBAL EMPLOYEE BENEFITS &  
WORKFORCE STRATEGIES SUMMIT

July 22-24, 2024 | Chicago, Illinois



### Learn. Engage. CONNECT.

Announcing an exciting new partnership!  
The International Foundation and WorldatWork  
are jointly producing CONNECT 2024.

CONNECT is tailor-made to help multinational employers understand key issues, trends and solutions for developing and maintaining a global Total Rewards strategy. Through real-life case studies, roundtable discussions, breakout sessions, an interactive resource/solutions center and a host of networking opportunities, this premier event is designed to connect the growing community of global professionals.

Register today at  
[www.ifebp.org/CONNECT](http://www.ifebp.org/CONNECT)

### Sponsored Attendee Tables Available

Invite your team to share the experience! Purchase a sponsored table of 4 or 8 and invite your clients/colleagues to attend.

**Table of 4: US\$5,000**

**Table of 8: US\$9,000**

For more information on all conference sponsorships, including FREE exhibit tables, contact Diane Mahler at [dianem@ifebp.org](mailto:dianem@ifebp.org) or (262) 373-7656.

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**International Foundation**  
**OF EMPLOYEE BENEFIT PLANS**



18700 West Bluemound Road  
Brookfield, WI 53045



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