**Your Role**

**Please read the You Decide carefully and write a two- to three-page paper analyzing five of the 10 questions listed below:**

1. What challenges will Mary face when starting her new role in Dubai, considering the fact that she has never visited this country before?
2. What country and business barriers will Mary be faced with when adapting and introducing her management style in her new post?
3. What impact will culture, mandated legal regulations, religion, politics, demographics, language, and economic stability have on Mary’s IHRM strategic development plan and approach in a new country like Dubai?
4. What programs can Mary introduce to attract, recruit, retain, and select qualified global talent in Dubai?
5. What are the professional competencies necessary for a global leader like Mary seeking to work in a foreign country like Dubai and other regions?
6. What training and development tools will be necessary to ensure the success and adaptation of this new assignment prior to leaving the U.S.A. and while being assigned in Dubai?
7. What performance management standards are required to ensure that this new assignment as a VP of HR meets both the IHRM and business expectations to transform and lead the organization vision into the future?
8. Describe what type of global model you would recommend to create a cohesive culture in which your foreign counterparts and employees feel valued, empowered, and a sense of ownership in Dubai and other regions.
9. What competency-based programs and internal opportunities (promotions) can you introduce to ensure that women are promoted to key management positions within an organizational environment that has been dominated by men?
10. Identify and describe what compensation and benefits package can be developed for an expatriate being assigned to a foreign post, such as Dubai.