

PROFESSIONAL EXCHANGES



THE SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Delegation to Kosovo

April 27-May 3, 2019



World Learning
EDUCATION | DEVELOPMENT | EXCHANGE

1015 15th Street NW, 7th Floor | Washington, DC 20005-2065 | T: +1-202-408-5420 | WORLDLEARNING.ORG
[APPLY TO JOIN THIS DELEGATION](#) | QUESTIONS? Contact Dawn Davis, dawn.davis@worldlearning.org or +1-509-251-9532



Connect with human resource professionals in Kosovo on the SHRM delegation. Led by Coretha M. Rushing, SHRM-SCP, the program will give you a unique opportunity to learn about current issues in human resources in this developing country in the Balkans region of Eastern Europe.

Celebrating 10 years of independent governance in 2018, Kosovo has endeavored to develop a solid infrastructure to support its civil society. A culture that has been shaped by conflict and violence now looks to a bright future. Supported by U.S. and international nongovernmental organizations, Kosovo, the poorest nation in Europe, is home to some of the most innovative programs addressing the challenges of access to health care, advancing education, stabilizing the rule of law, and ensuring basic human needs for their entire population.



LEADER BIOGRAPHY

Coretha Rushing is currently Chair of the Board for the Society of Human Resource Management (SHRM), the largest global professional human resources organization. Ms. Rushing serves as Senior Vice President and Chief People Officer for Equifax, a global credit, data and analytics organization with revenue of \$3 billion, currently based in 24 countries with over 11,000 associates. She oversees human resources, compensation and benefits, community affairs/special events, customer and technical training, and also has responsibilities for the Equifax Foundations. Prior to joining Equifax, Ms. Rushing was employed with the Coca-Cola Company from 1996 to 2004 in several progressively senior roles including Senior Vice President and Global Chief People Officer, where she led all human resource functions from 2000 to 2004. Ms. Rushing also has served as President of Cameron Wesley, L.L.C, a human resource strategy and executive coaching firm, and as the Vice President of Human Resources for the Midwest Division of Pizza Hut, a division of PepsiCo. She began her global human resources career at IBM Corporation, where she held several human resources management positions in various business units and locations. Ms. Rushing received her bachelor's degree in education from East Carolina University and holds a masters in education with an emphasis in human resources and counseling from The George Washington University. She serves on the board of 2U, a public education software company, and volunteers with Habitat of Humanity and several mentoring programs. Ms. Rushing has been selected four times by Black Enterprise Magazine as one of the 300 Most Powerful Executives in Corporate America.



Gain new professional insights and a unique perspective.



Experience the challenges and solutions shared with your overseas counterparts.



Access facilities and professionals at the highest level.



Explore future collaborations with new partners.



Enjoy continued connections with your colleagues.

Professional visits will focus on topics such as:

- Education, training, and certification for human resource professionals in Kosovo
- State vs. private sector philosophies on human resource management
- Legal structures for employee and employer rights
- Workplace discrimination based on gender, religion, and ethnicity
- Challenges in recruiting a qualified workforce
- Multi-cultural, post-conflict and political challenges in the workplace

BRIEF ITINERARY

- Day 1** ● **Departures from the U.S. to Prishtina, Kosovo**, by individual arrangements. Delegates arrive throughout the day with a program briefing in the evening.
- Day 2** ● Enjoy a **full day cultural tour of Prishtina** as you shake off the jet lag.
- Day 3** ● **Introduction to human resource management** in Kosovo. You may meet with government officials and the Kosovo Chamber of Commerce to discuss workforce demographics in Kosovo, the role of the ministry and international NGOs in workforce development, and state vs. private sector philosophies on human resource management.
- Day 4** ● Meet with faculty and students at the **University of Prishtina** to discuss education, training, and certification for HR professionals in Kosovo, access to funding for education, and postgraduate program development. You may also meet with small business owners and visit a large employer to discuss challenges in recruiting a qualified workforce.
- Day 5** ● Travel outside of Prishtina to **explore rural workforce programs** and community education, access to technology, and recruiting a qualified workforce.
- Day 6** ● Enjoy a **cultural tour of rural Kosovo**, including historic sites and visit to a local winery to learn about the emerging viticulture industry in Kosovo. Conclude your program with a facilitated reflective discussion on observations and lessons learned from the program.
- Day 7** ● Depart for the U.S., or **continue on an optional extension trip** to Albania or Macedonia.

The program will be finalized based on the guidance of the delegation leader, the interests and composition of the group, and the scheduling needs of hosting resources in country.

CORE PROGRAM COMPONENTS



Leadership Development



Experiential Learning



Professional Networking



Professional Development



Mutual Respect and Inclusion

ACCOMPANYING GUESTS

Guests are welcome to join the delegation at the same rate as professional participants, and will have opportunities to enjoy cultural enrichment and community service activities in lieu of the professional program. This is a wonderful opportunity for your partner, spouse, or friend to share the experience of traveling in Kosovo with you.

PRICING

Cost of Program: \$4,950 per person (5-star accommodations) | **Single Supplement Cost:** \$600 per person

Learn more: www.worldlearning.org/what-we-do/professional-exchanges

Apply online: www.worldlearning.org/apply-professional-exchange

Apply Now

Prospective participants must apply and be approved by the delegation leader before proceeding with registration. A \$500 nonrefundable deposit is due upon approval of your application. The balance is due upon receipt of invoice, 90 days before departure.

Program fees are based on double rooms. A single-room supplement is provided as an option. If you have to cancel, you must submit your request in writing, dated upon receipt.

If you cancel...

After payment of the deposit
90–61 days prior to departure
60–31 days prior to departure
30 days prior to departure
Cancellation of program by World Learning

Your penalty is

\$500.00
25% of Program Cost
50% of Program Cost
100% of Program Cost
Full Refund to You

CONDITIONS OF PARTICIPATION

Please be sure to read World Learning's [Conditions of Participation](#) and the U.S. Department of State's [Travel Information on Kosovo](#) before registering. All participants must sign the Conditions in order to embark on the program.

The program must meet a minimum registration of 11 participants in order to proceed. If registration does not meet the minimum, the program will be cancelled and all previously paid registration fees will be refunded. Please see the Conditions of Participation for further details on registration, payment, and refund policies.

OPTIONAL EXCURSIONS

While in Kosovo, why not extend your travels to see more of the region? World Learning offers **optional add-on excursions** of 4 days to enable you to maximize your experience overseas. These excursions will introduce you to a wider range of cultural, historical, and culinary sights and experiences.



4-DAY EXCURSION Albania

\$1,380 per person
(\$185 single supplement)



4-DAY EXCURSION Macedonia

\$1,325 per person
(\$200 single supplement)

Delegates must be enrolled in the core program in order to take advantage of these excursion prices.

ABOUT WORLD LEARNING

Founded in 1932 on the belief that international exchange programs can provide transformational experiences that cultivate lasting intercultural understanding, tolerance, and respect, World Learning has remained true to this vision. Even as our scope has evolved from student exchanges to include an annual portfolio of \$130 million with international education, development, and exchange programs in more than 60 countries, World Learning has remained committed to equipping future leaders to collectively address critical global challenges. For over 85 years, World Learning has designed international exchange programs for emerging leaders, currently hosting more than 3,500 participants each year on inbound and outbound exchanges.

We have the experience and resources critical to creating successful people-to-people exchanges. Our strong network of partners helps us connect with hard-to-reach areas and traditionally excluded constituencies. Innovative programs such as flexible semesters and virtual platforms allow us to reach even more potential participants. We continually assess our programs to ensure their excellence.

Through our exchange programs, World Learning cultivates global partnerships that bolster fair and sustainable social and economic development. Together, we will tackle the world's challenges.

For a more detailed look at what sets us apart, check out our [Theory of Change for People-to-People Exchange programming](#).

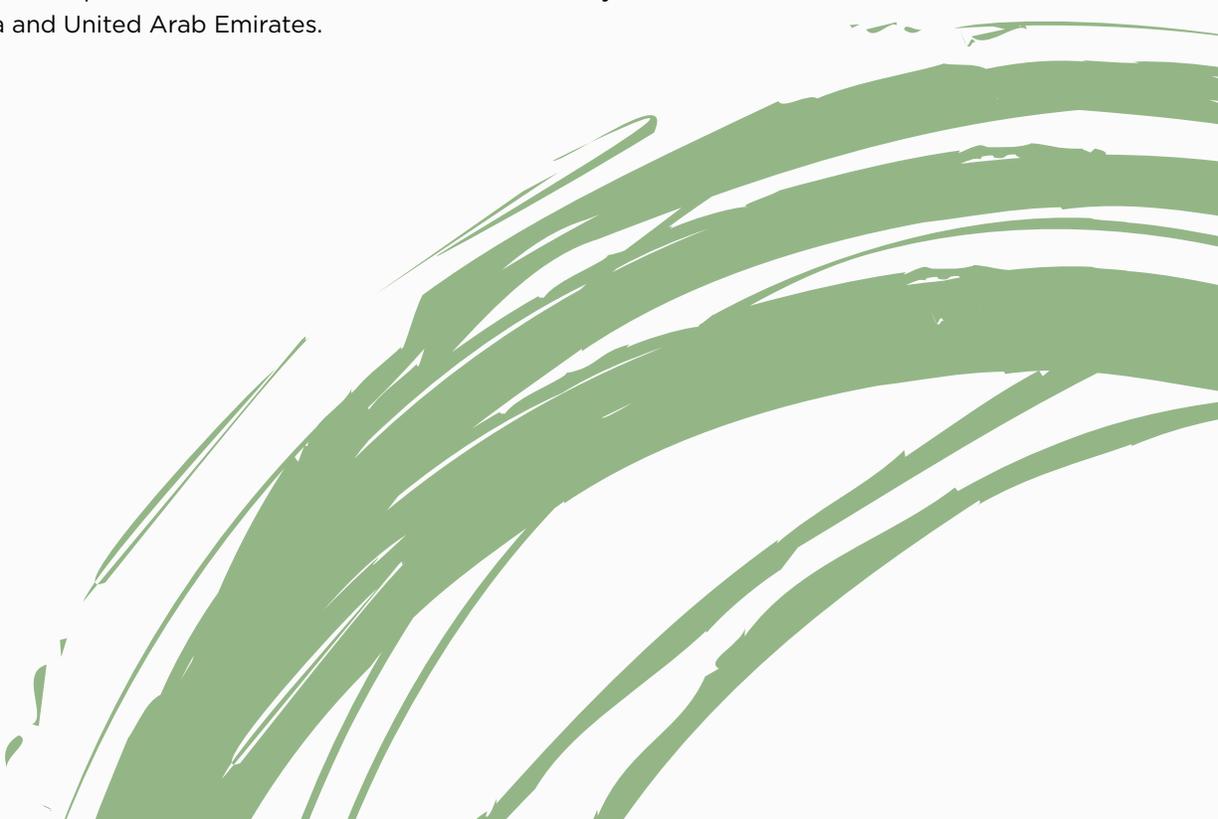
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ABOUT THE SOCIETY FOR HUMAN RESOURCE MANAGEMENT

The Society for Human Resource Management (SHRM) is the world's largest HR professional society, representing 300,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates.



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