



Strategic HR Across Borders: Balancing Flexibility and Discipline in a Multinational Company

March 19, 2026

*Welcome members and
guests! Thank you for joining
us today.*



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PandaDoc

Welcome!

Let's do some brief introductions in the chat.

NAME

JOB TITLE

ORGANIZATION

LOCATION

See you at an upcoming session!

Be sure to ACCEPT your calendar invites to these can't-miss webinars



**From Pressure
to Unparalleled
Performance:**

Leading with
Resilience - The 5Ls

April 7

11-11:45 AM ET



**AI in
Performance
Management:**

What's Real, What's
Ready, and What's Still
Risky

April 19

11-11:30 AM ET

Can't make a session? Be sure to check out event recordings in the **On-Demand Library!**

HRO Today Forum North America



See you in Philadelphia this May!

STRATEGIC HR ACROSS BORDERS: BALANCING FLEXIBILITY AND DISCIPLINE IN A MULTINATIONAL COMPANY

GOALS FOR THE SESSION

1

Scale globally without losing coherence

2

Apply practical approach to keep expansion disciplined



ACTIVITY

Poll #1

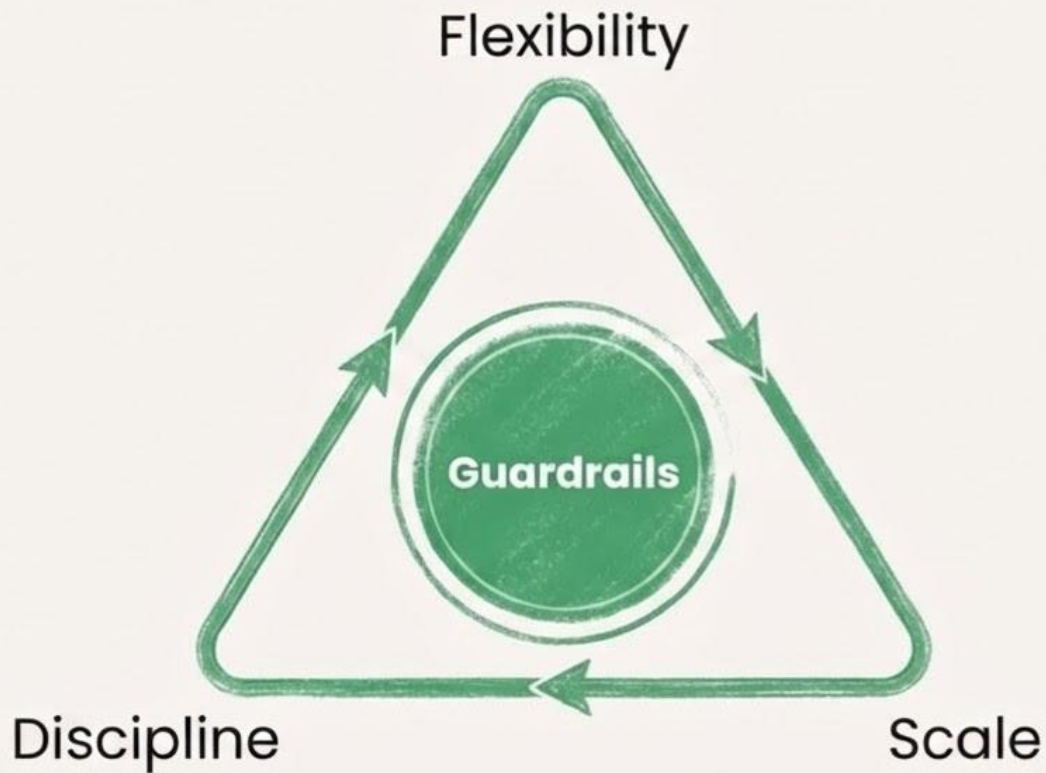




ACTIVITY

Poll #2

Where Global HR Breaks Down



What stays **global** (non-negotiable)

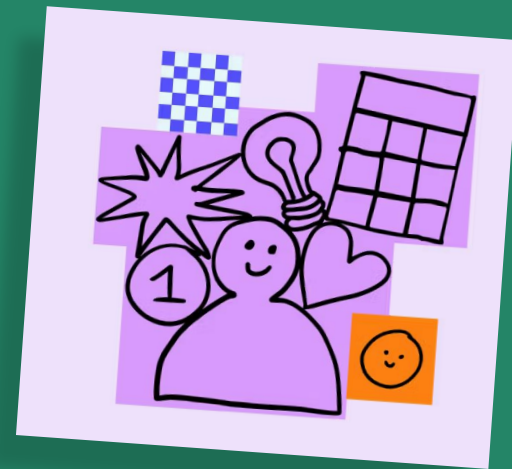
- Talent strategy
- Performance standards
- Leadership principles and values
- Unified job architecture and leveling
- Compensation philosophy



What adapts **locally** (by design)

- Hiring mechanics
- Employment structures
- Compensation bands (market-based)
- Local legal frameworks





ACTIVITY

Poll #3



ACTIVITY

Poll #4

THEORY MEETS REALITY

DECISION FILTERS

Compliance & Reputation

What level of compliance risk are we comfortable with?

Example of tools:

- Entity
- EOR
- Contractor
- Digital nomad

DECISION FILTERS

**Time
Horizon**

Is this temporary flexibility or long-term presence?

- Short-term mobility
- Market exploration
- Long-term hiring

DECISION FILTERS



Talent & Performance Standards

Will this maintain our global performance bar?

- Same role expectations
 - Same hiring bar
 - Same accountability

STRATEGIC FRAMEWORK

Decision Filters

● RISK TOLERANCE

GUIDING FRAME

01

Compliance &
Reputation

02

Time
Horizon

03

Talent &
Performance
Standards

Practical Takeaways

1

Define risk tolerance explicitly.

What is in, what is out, and where exceptions require review.

2

Separate global standard from local flexibility.

Be clear on what stays fixed and what adapts be design.

3

Make guardrails simple and visible.

Write 2-3 rules that leaders can actually remember.

4

Build shared understanding across decision-makers.

HR, Finance, Legal, and business leaders need the same logic.



Thank You!

HRO TODAY ASSOCIATION

Thank you for joining us today!

**Let's keep the conversation going on the
Association's LinkedIn page!**



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invites for upcoming sessions**