

The JuNcTion



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LEARNING WILL RESULT IN GROWTH & ADVANCEMENT GLOBALLY

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Learning overcomes ignorance, inefficiency and poor performance. It increases reliability and facilitates leadership, confidence and success.

Jon Huntsman wrote in his book 'Winners Never Cheat' - "Leadership calls for a high degree of confidence that keeps many people from wanting to be in-charge of problematic situations."

Nowadays, employers are looking for competent professionals who are leaders and critical towards responsible growth in order to achieve the business goals.

The No. 2/2008 Edition of the Workplace Visions(An SHRM Publication) quoted; "Employers are placing more emphasis on applied skills such as



critical thinking, team work and creativity" The article described that the workforce in the next five years must possess the competencies of a professional in a dynamic and transnational global environment.

Competence empowers individuals to perform the job at its best. It encompasses the combination of knowledge, soft skills and responsible behavior that leads to higher productivity; in the global environment these skills are important.

The global market is composed of different facets such as setting,

location, country, professional and individual background, upbringing, personality, education, and 'culture'.

"Navigating a business globally require experienced professionals who have lived and worked internationally"- said, Juntee Terrenal, MA, GMS, President, JNT Consulting LLC

Acknowledging the elements that are globally important such as time, culture, content, and practice thus make you different as a global practitioner.

Professional Development Workshops

JNT Consulting has recently launched its Professional Development Workshops that are focused on efficiency and strategic principles that



WORKSHOPS CONTINUED will make global mobility management successful in all areas with an emphasis on the experience of the mobile workforce and their family. The Workshops are pre-approved by the HRCI (Human Resources Certification Institute) as they met the criteria to be pre-approved for recertification credits. An attendee who holds a Professional Designation in either PHR, SPHR or GPHR can obtain an 8 hour and or 4 hour recertification credits, respectively.



Compliance to international taxation regulations can also be learned by attending the Global Taxation and Tax Equalization Workshop. Become a more effective hiring manager, human resource business partner and cross culturally competent professional by attending the Workshops on Hiring Competencies, Corporate Immigration and Cross Cultural Awareness, facilitated by our resident experts and industry experienced faculty. You will acquire immediate global skills for your personal growth, development and advancement by attending. Workshop Schedules are available at:

<http://www.jntconsulting.com/workshops.html>

Strategic Hiring of Foreign Nationals

In April 2008, The United States Citizenship and Immigration Service (USCIS) announced that the FY09 65,000 visa cap allocation for H1B (Specialty Occupation Profession) has been filled.

As an employer or Recruiter/HR Professional what are your options in leveraging your needs against the limitations of allocated visas for Specialty Occupation or other visa that are applicable to your industry?

JNT Consulting can guide you professionally to determine the appropriate visas and immigration requirements that are applicable to your organization. Having the right guidance on these complex issues will expedite the achievement of your overall business goals.

Alternative visas for employment can be identified by using a pro-active consultative approach based on your company structure, setting, location and business goals. Contact us for more information.

Staffing Management Association of Greater Phoenix

Per the recent SMA Board Meeting, it was officially confirmed by its current President, Jessica Core, SPHR, that the corporate name change of Staffing Management Association (SMA) of Greater Phoenix formerly known as Employment Management Association (EMA) of Greater Phoenix has been changed and corporate documents are now on file.

SMA of Greater Phoenix is the professional organization focused on Staffing Management and an official Special Interest Chapter of SHRM (Society of Human Resource Management) with that focus in the state of Arizona. The website of SMA is at: <http://www.az-sma.org>

JNT Consulting LLC provides a special discount of \$50.00 to any SMA Member who will attend our professional development workshops (see above). Please use this code: SMA-JNTC when registering.

SMA

Greater Phoenix

A Special Interest Chapter of the
Society for Human Resource Management

Additional Workshops



Professional Development Global Tax Programs

You will learn more about
Managing the Risk of your
Human Capital:

- A. Tax Equalization
- B. Tax Implications for Expatriate
- C. Tax Planning for Pre-Immigration and Post Emigration
- D. Tax Exemptions

See our Website for
Dates and Locations
- click on the Education link

JNT Consulting LLC Welcomes Western International University

JNT Consulting LLC and Western International University have put in place a partnership which enables a customized program for the WIU's International Students.

Recently, the International Operations and Enrollment Teams of WIU attended the Program implementation and orientation. JNT Consulting developed the Student Destination ProgramSM for the benefit of the International Students of Western International University (WIU) based in Phoenix, Arizona. It facilitates the student's transition to their new school and city in Arizona, and will be managed with care and sensitivity to culture through experienced resources, which will facilitate their adjustment.

"JNT Consulting and Western International University will support the social and psychological needs of arriving students. The support provided will be essential component to building and maintaining their confidence to achieve their educational goals with Western International University and the United States of America" - said, Juntee Terrenal, MA, GMS, President of JNT Consulting LLC.



"WIU is very excited about offering JNT Consulting's customized services as an added benefit for our international students. As soon as students walk off the airplane, they will be greeted by someone who specializes in working with international populations. This professional consultant will assist students with everything from settling into an apartment, to finding the local grocery store, to applying for a driving license. It is WIU's hope that by providing such personalized service to our international students it will help them not only quickly become accustomed to being a university student but also living in the USA" - said, Hue Haslim, Director for International Operations & Registrar, Western International University.



"Recognizing that arriving in a new country and embarking on a new course of study makes for a difficult transition for our students, the services provided through this agreement should go a long way toward easing that transition" - said, Michael J. Seiden, President, Western International University.



JNT Consulting's Kim Kubsch, SSIA Consultant will execute and facilitate the required services for the arriving WIU students to make sure they will receive the appropriate consultative guidance during their transition to Arizona. Ms. Kubsch is an experienced expatriate herself.



Upcoming Events ...

- Please check News at: <http://www.jntconsulting.com>

We would love to hear from you. Please Email us at: info@jntconsulting.com