

THE PITFALLS OF SELECTING AMERICAN EXPATRIATE MANAGERS: A NARRATIVE LITERATURE REVIEW

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[dx.doi.org/10.18374/EJM-14-3.5](https://doi.org/10.18374/EJM-14-3.5)

ABSTRACT

American expatriates continue to have higher failure rates than that of other expatriate nationals. Literature attributes a lack of adequate training to early assignment departures. In addition, adaptability, family considerations, and repatriate concerns are also contributing factors. This article recommends the use of a systematic approach to developing training programs for American expatriates to increase the chances of expatriate success. Conventional practices surrounding American expatriate selection consisted of a “re up next approach” for selection which has not been effective. Upon determining to invest in a systematic approach for expatriate selection and development, instant commitment is required. Organizational leaders should commit to shifting the culture of the company to allow for the change. As to be expected, this will mean different things for different organizations.

Keywords: *American Expatriate, Expatriate Selection, Expatriate Development, Expatriate Training, Expatriate Success*