

The changing world economy is also boosting the importance of human resources development. The globalization of industrial production facilities creates great opportunities for attracting foreign investment to developing countries that upgrade their human skills. Simultaneously, it threatens to leave those that fail to do so in worse straits than ever. The increasing globalization of labour markets also poses big challenges to the long-term sustainability of HRD, since trained local personnel can emigrate more easily to healthier economies or more peaceful countries. Inherent in globalization processes is a tendency to reinforce the success of countries that have already achieved some HRD gains. Countries failing to reach a certain threshold of HRD in the near future may suffer damage that will be difficult to repair.

It has been widely held that the effectiveness of technical cooperation and similar collaborations in facilitating sustainable local acquisition of skills depends primarily on the personal attributes and behaviour of foreign experts and their local counterparts as well as on the quality of their relationship. In particular, the expertise, adaptability to a new environment, and communications skills of expatriates and the positive commitment of host country colleagues, have been singled out as critical (although not the only) determinants of successful skills acquisition. All aid agencies have invested in briefing and preparation programs to improve their advisors' skills and sensitivities in these areas.

The individual's personal traits and skills in these kinds of N-S collaborations remain important. The histories of technical cooperation and international business are replete with disasters that occurred because of a lack of attention to such individual attributes in selection processes and pre-posting preparation. There is growing evidence that preparation and training in acquiring cultural knowledge and communication skills can improve the