**ABSTRACT**

The paper presents the personal union as a tool of HR policy in international holdings. Disadvantages and advantages of the personal union in such groups of enterprises are presented from the perspective of their specificity which arises from the phenomenon of multiculturalism. An analysis of the personal union and supervisory boards as factors strengthening personal ties in international capital groups was conducted. The results of research on the effects of activities performed by expats who were seconded to work in management boards of subsidiaries of international holdings operating in Poland are presented here. The personal union is also evaluated as a tool of selecting candidates for key management and specialist positions in subsidiaries within international capital groups.