



THE EUROPEAN INSTITUTE FOR ADVANCED STUDIES IN MANAGEMENT

NETWORKING SINCE 1971

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4th WORKSHOP ON TALENT MANAGEMENT

Valencia, Spain, September 24-25, 2015

HOSTED BY

Universidad Politécnica de Valencia

Valencia – Spain

PROGRAMME

CHAIRPERSONS

Professor David COLLINGS – Dublin City University, Ireland

Professor Marta PERIS-ORTIZ – Universidad Politécnica de Valencia, Valencia, Spain

Professor Hugh SCULLION – National University of Ireland, Galway

Professor Vlad VAIMAN – California Lutheran University, U.S.A. (Coordinating Chairperson)

Thursday, September 24, 2015

Registration	08:30 – 09:00
<u>Plenary Session</u>	
Introduction	09:00 – 09:20
Keynote Speech: Professor Randall Schuler “The Many Faces of Talent Management: Perspectives, Synergies and Roads Ahead”	09:20 – 10:10

Parallel Sessions

TRACK A: Vlad Vaiman and Marta Peris-Ortiz

TRACK B: Hugh Scullion and David Collings

TOWARDS SUSTAINABLE TALENT MANAGEMENT: CONSIDERING TM EFFECTIVENESS AND SUSTAINED VALUE THROUGH A MULTI-STAKEHOLDER APPROACH <i>KING KARIN A., (THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE - U.K.) -</i>	10:10 – 10:40	WORKFORCE DIFFERENTIATION IN TALENT MANAGEMENT: A RESEARCH AGENDA <i>OHLMER ILKA, (BI NORWEGIAN BUSINESS SCHOOL - NORWAY) - NON</i>
WHITHER TALENT MANAGEMENT? A CONTRARIAN INQUIRY <i>ENGLER ALLEN, (EASTERN KENTUCKY UNIVERSITY - U.S.A.) -</i>	10:40 – 11:10	THE SILENT DISCOURSE OF TALENT TRANSITION TO THE PUBLIC SECTOR <i>TUCK PENELOPE, (UNIVERSITY OF BIRMINGHAM/BIRMINGHAM BUSINESS SCHOOL - U.K.) - KAMEL MELLAHI, DAVID COLLINGS</i>
Coffee Break	11:10 - 11:30	Coffee Break

EFFECTIVE GLOBAL TALENT MANAGEMENT <i>HONG HAE-JUNG, (NEOMA BUSINESS SCHOOL - FRANCE) - YVES DOZ</i>	11:30 – 12:00	DEFINING TALENT IN A NON-PROFIT ORGANIZATION <i>LUMME-TUOMALA RIITTA MARIA, (- FINLAND)</i>
UNDERSTANDING TALENT MANAGEMENT: THE TALENT MANAGEMENT EXCELLENCE MODEL <i>THUNNISSEN MARIAN, (HU BUSINESS SCHOOL UTRECHT - NETHERLANDS) - EVA GALLARDO</i>	12:00 – 12:30	TALENT GOES SOCIAL: ONLINE CORPORATE NETWORKING AND BUSINESS PERFORMANCE <i>PERIS-ORTIZ MARTA, (POLYTECHNIC UNIVERSITY OF VALENCIA - SPAIN) - PAWEL KORZYNSKI - JORDI PANIAGUA</i>
MEASURING TALENT FOR INNOVATION <i>BANIS JANINA, (UNIVERSITY OF TWENTE - NETHERLANDS) - MAARTEN VAN RIEMSDIJK - AARD GROEN</i>	12:30 – 13:00	A MOTIVATIONAL PROCESS FOR TALENT: SYNTHESIZING THE THEORIES OF CORE SELF-EVALUATION AND PURPOSEFUL WORK BEHAVIOR <i>KIM EUNJUNG, (SUNGKYUNKWAN UNIVERSITY - KOREA) - SEYOON MYEONG, ANDREA KIM, JINHEE MOON, EUNJUNG KIM</i>
Lunch	13:00 – 14:30	Lunch
6 DEVELOPING LONG-TERM GLOBAL TALENTS WITHIN THE ORGANIZATION: THE ROLE OF CAREER CAPITAL <i>BONNETON DOMITILLE, (ESCP - EUROPE - FRANCE) -</i>	14:30 – 15:00	THE ECONOMIC MEANING OF TALENT: FINDING THE RIGHT MATCH OF SKILLS AND WORK ENVIRONMENT FOR PRODUCTIVITY TO THRIVE <i>RODRIGUEZ MONTEMAYOR EDUARDO, (INSEAD - FRANCE) -</i>
DEALING WITH DUALITIES: A PARADOX PERSPECTIVE ON TALENT MANAGEMENT AND DIVERSITY MANAGEMENT <i>DAUBNER DAGMAR, (VU - UNIVERSITY OF AMSTERDAM, FACULTY OF ECONOMICS AND BUSINESS ADMINISTRATION - NETHERLANDS) - CLAARTJE J. VINKENBURG PAUL G.W. JANSEN</i>	15:00 – 15:30	TALENT'S CAREER DECISIONS OVER THE LIFE SPAN - MYTHS, REALITY AND IMPLICATIONS FOR GTM <i>SCHINNENBURG HEIKE, (OSNABRUECK UNIVERSITY OF APPLIED SCIENCES - GERMANY) - NICOLE BÖHMER</i>
TALENT ASSESSMENTS AS A SOCIAL PERCEPTION PROCESS: USING SOCIAL RELATIONS MODELLING TO UNTANGLE RATEE, RATER AND RELATIONAL DYNAMICS IN TALENT ASSESSMENTS <i>NIJS SANNE, (K.U.LEUVEN - BELGIUM) - HANS TIERENS, NICKY DRIES EN LUC SELS</i>	15:30 – 16:00	SUBSTANCE ABOVE FORM? TALENT MANAGEMENT PRACTICES IN ITALIAN MEDIUM-SIZED MANUFACTURING COMPANIES <i>CANTERINO FILOMENA, (POLYTECHNIC UNIVERSITY OF MILAN - ITALY) - RAFFAELLA CAGLIANO- FRANCO GIACOMAZZI</i>
Coffee/Tea Break	16:00 – 16:20	Coffee/Tea Break

<p>CREATING VALUE THROUGH INTERNAL CSR PRACTICAL TALENT = (KNOWLEDGE X COMPETENCIES X MOTIVATION) MURILLO-LUNA JOSEFINA LUCÍA, (UNIVERSITY OF SARAGOSSA - SPAIN) - ESPERANZA GARCÍA-UCEDA</p>	<p>16:20 – 16:50</p>	<p>STAR AND NON-STAR PERFORMER REACTIONS TO WORKFORCE DIFFERENTIATION: PERCEIVED JUSTICE AS A BOUNDARY CONDITION DRIES NICKY, (K.U.LEUVEN - BELGIUM) - JOLYN GELENS JOERI HOFMANS ROLAND PEPEMANS</p>
<p>A THEORETICAL AND EMPIRICAL EXPLORATION OF PERCEPTIONS OF POTENTIAL FULFILLMENT IN THE WORKPLACE. DE BOECK GIVERNY, (K.U.LEUVEN - BELGIUM) - NICKY DRIES</p>	<p>16:50 – 17:20</p>	<p>DIFFERENTIATING TALENT IDENTIFICATION PRACTICES: CASE STUDIES FROM UK PUBLIC & PRIVATE SECTORS SWAILES STEPHEN, (HUDDERSFIELD UNIVERSITY / BUSINESS SCHOOL - U.K.) - OGHAE AYETUOMA, JANET HANDLEY</p>
<p>Workshop dinner</p>	<p>20:00</p>	

Friday, September 25, 2015

<p><u>Plenary Session</u></p> <p>Keynote Speech: Professor Paul Evans</p> <p>“Taking Talent from the Corporate to the Macro Arena: The Global Talent Competitiveness Index “</p>	<p>09:00 – 09:50</p>
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Parallel Sessions

Track C: Vlad Vaiman and David Collings

Track D : Hugh Scullion and Martz Peris-Ortiz

<p>THE ART OF AGILE TALENT MANAGEMENT: DYNAMIC ALIGNMENT WITH MULTICULTURAL EXPERIENCE AND ORGANIZATIONAL CONTEXT <i>AL ARISS AKRAM, (TOULOUSE BUSINESS SCHOOL - FRANCE) - LEIGH ANNE LIU YUSUF SIDANI</i></p>	<p>09:50 – 10:20</p>	<p>THE ROLE OF TALENT MANAGEMENT: EXAMINING THE HRM-PERFORMANCE LINK IN AN EMERGING MARKET CONTEXT <i>GLAISTER ALISON, (ASTON UNIVERSITY / ASTON BUSINESS SCHOOL - U.K.) - EKREM TATOGLU - GAYE KARACAY - MEHMET DEMIRBAG - HANDLEY</i></p>
<p>DO WE PREFER THE DEVIL WE KNOW OVER EXTERNAL CANDIDATES? <i>FASSINA NEIL, (NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY - CANADA) - KRISTA UGGERSLV - DAVID KRAICHY - FRANCOISE CADIGAN - KASEY MARTIN</i></p>	<p>10:20 – 10:50</p>	<p>TALENT RECOGNITION AND DEPLOYMENT IN AN EMERGING MARKET: THE OMANI PRIVATE SECTOR <i>SWAILES STEPHEN, (HUDDERSFIELD UNIVERSITY / BUSINESS SCHOOL - U.K.) - YAHYA AL NAHDI</i></p>
<p>Coffee Break</p>	<p>10:50 – 11:10</p>	<p>Coffee Break</p>
<p>TALENT MANAGEMENT OF NON-FAMILY EXECUTIVES IN FAMILY BUSINESSES IN GERMAN-SPEAKING COUNTRIES <i>HARSCH KATHARINA, (ESCP - EUROPE BUSINESS SCHOOL BERLIN - GERMANY) - MARION FESTING</i></p>	<p>11:10 – 11:40</p>	<p>TALENT MANAGEMENT PROCESSES AND EVALUATION IN THE UK PRIVATE SECTOR ORGANIZATIONS <i>SWAILES STEPHEN, (HUDDERSFIELD UNIVERSITY / BUSINESS SCHOOL - U.K.) - SUNDAY ADEBOLA - JANET</i></p>
<p>CONDITIONS FOR DEVELOPING A SUCCESSFUL TALENT MANAGEMENT STRATEGY <i>NAULLEAU MICKAËL, (AUDENCIA NANTES SCHOOL OF MANAGEMENT - FRANCE) -</i></p>	<p>11:40 – 12:10</p>	<p>CHALLENGES IMPACTING ON TALENT MANAGEMENT EFFECTIVENESS IN MIDDLE EAST REGION: A CASE-STUDY OF OMAN <i>ALAMRI RAYYA, (UNIVERSITY OF BRADFORD - U.K.) - RAYYA AL-AMRI DAVID SPICER - ALISON GLAISTER</i></p>

<p>TALENT MANAGEMENT OR HUMAN CAPITAL: AN ANALYSIS OF CORPORATE COMMUNICATION STRATEGIES WITH INTEGRATED REPORTS <i>ANNE GOUJON-BELGHIT & TREBUCQ STEPHANE, (BORDEAUX IV UNIVERSITY / IAE GRADUATE MANAGEMENT SCHOOL - FRANCE) -</i></p>	12:10 – 12:40	<p>TALENT MANAGEMENT IN CHINA: STUDY OF GERMAN MEDIUM-SIZED COMPANIES <i>KOEPPE NATALIE, (TOULOUSE BUSINESS SCHOOL - FRANCE) - NONE</i></p>
Lunch	12:40 – 14:10	Lunch
<p>30 HOW ARE RATINGS OF PERFORMANCE AND POTENTIAL USED IN MAKING PROMOTION, TRAINING, AND DEVELOPMENT RECOMMENDATIONS? <i>UGGERSLEV KRISTA LINDSAY, (NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY - CANADA) - DAVID KRAICHY - FRANCOISE CADIGAN - KASEY MARTIN - NEIL FASSINA</i></p>	14:10 – 14:40	<p>TALENT ATTRACTION AND RETENTION, HIGH PERFORMANCE CULTURE, AND EMPLOYEE ATTITUDES – A VALIDATION STUDY IN A MULTINATIONAL SHIPPING COMPANY <i>KONTOGHIORGHES CONSTANTINE, (CYPRUS UNIVERSITY OF TECHNOLOGY - CYPRUS) - MICHAEL J - MORLEY</i></p>
<p>WOMEN, MEANING OF WORK, AND PATRIARCHY: IMPLICATIONS FOR TALENT MANAGEMENT RESEARCH AND PRACTICE <i>AFIOUNI FIDA, (AMERICAN UNIVERSITY OF BEIRUT - LEBANON) - SININE NAKHLE</i></p>	14:40 – 15:10	<p>MAPPING TALENT MANAGEMENT PRACTICES IN IBEROAMERICAN COUNTRIES <i>SUAREZ ESPERANZA, (UNIVERSIDAD MIGUEL HERNÁNDEZ - SPAIN) - PAULA APASCARITEI LOURDES SUSAEATA</i></p>
<p>INTERCULTURAL EFFECTIVENESS AND TALENT MANAGEMENT IN MNCS – THE ROLE OF FEMININE STYLE LEADERSHIP <i>MARUFUJI HARUKA, (THE UNIVERSITY OF MANCHESTER - UNITED ARAB EMIRATES) - CLAUDIO DE MATTOS</i></p>	15:10 – 15:40	<p>EMPLOYABILITY AND THE BELGIAN CASE: REDEEMING A LOST OPPORTUNITY TO BRIDGE TALENT MANAGEMENT AND CONTEMPORARY CAREER DEVELOPMENT <i>VAN BOCKHAVEN WOUTER, (UNIVERSITY OF ANTWERP - BELGIUM) -</i></p>
Coffee/Tea Break	15:40 – 16:00	Coffee/Tea Break
<p>TALENT MANAGEMENT IN THE UK HIGHER EDUCATION INSTITUTIONS - A RESEARCH AGENDA <i>OKONKWO OKEY, (CANTERBURY CHRIST CHURCH UNIVERSITY - U.K.) -</i></p>	16:00 – 16:30	<p>EMERGING JAPANESE SELF-INITIATED EXPATRIATES-CASE STUDIES FROM BANGKOK AND HONG KONG <i>YOKOYAMA KAZUKO, (TOYO GAKUEN UNIVERSITY - JAPAN) -</i></p>

Plenary Session

Conclusions and lessons learned	16:30 – 17:00
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