



THE EUROPEAN INSTITUTE FOR ADVANCED STUDIES IN MANAGEMENT

NETWORKING SINCE 1971

PLACE DE BROUCKÈRE-PLEIN - 31 - 1000 BRUSSELS - BELGIUM - Tel: 32 2 2266660 - Fax: 32 2 5121929

3rd WORKSHOP ON TALENT MANAGEMENT

Berlin, Germany - October 13-14, 2014

HOSTED BY



PROGRAMME

Monday, October 13, 2014 :

| | |
|---|---------------|
| Registration (Foyer) | 08:30 – 09:00 |
| Workshop Introduction (Ball Room) | 09:00 – 09:10 |
| Participants Introduction (Ball Room) | 09:10 – 09:40 |
| Plenary Session (Ball Room) Keynote Speech by Oliver Viel (Consultant): Branding & marketing as a tool for international talent attraction. A look behind the scenes of multinational corporations' practices. | 09:40 – 10:40 |
| Coffee Break (Upstairs, in front of Lecture Hall 3) | 10:40 - 11:10 |

Parallel Sessions

TRACK A (Lecture Hall 3A): *Vlad Vaiman and David Collings (before lunch); Vlad Vaiman (after lunch)*

TRACK B (Lecture Hall 3B): *Hugh Scullion (before lunch); David Collings and Hugh Scullion (after lunch)*

| | | |
|--|---------------|---|
| TALENT MANAGEMENT OF MILLENNIALS <i>CROWLEY-HENRY MARIAN, (NATIONAL UNIVERSITY OF IRELAND, MAYNOOTH - IRELAND) - MARY COLLINS</i> | 11:10 – 11:40 | THE TALENT DEAL: UNDERSTANDING THE EMPLOYEE RESPONSE TO TALENT IDENTIFICATION AND THE IMPACT OF TALENT MANAGEMENT ON THE EMPLOYMENT RELATIONSHIP AND EMPLOYEE ATTITUDES <i>KING KARIN A., (THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE - U.K.) -</i> |
| HOW MUCH DO WE KNOW (AND STILL DO NOT KNOW) OF TALENT MANAGEMENT? A REVIEW OF EMPIRICAL RESEARCH ON TM <i>GALLARDO-GALLARDO EVA, (UNIVERSITAT OBERTA DE CATALUNYA - SPAIN) - MARIAN THUNNISSEN</i> | 11:40 – 12:10 | RELATIONSHIP BETWEEN TALENT MANAGEMENT AND RETENTION RATE IN AN NGO <i>SIAUCIUNAITE GRETA, (INTERNATIONAL BUSINESS SCHOOL AT VILNIUS UNIVERSITY - LITHUANIA) - JURGITA VIZGIRDAITE</i> |
| ORGANISATIONAL JUSTICE & TALENT MANAGEMENT | 12:10 – 12:40 | TALENT MANAGEMENT OF NON-FAMILY EXECUTIVES IN FAMILY |

| | | |
|--|---------------|--|
| O'CONNOR EDWARD PATRICK, (NATIONAL UNIVERSITY OF IRELAND, MAYNOOTH - IRELAND) - MARIAN CROWLEY-HENRY | | BUSINESSES IN GERMANY FESTING MARION, (ESCP - EUROPE - GERMANY) - KATHARINA HARSCH |
| Lunch (at next door's Schlossparkhotel) | 12:40 – 14:00 | Lunch (at next door's Schlossparkhotel) |
| GLOBAL LEADERSHIP COMPETENCIES: ARE CULTURAL INTELLIGENCE AND ETHICAL RESPONSIBLE BEHAVIOR RELATED? BUCKER JOOST, (RADBOD UNIVERSITY - NETHERLANDS) | 14:00 – 14:30 | FAMILY TALENT MANAGEMENT: A TYPOLOGY OF DUAL-CAREER EXPATRIATES FOR RESEARCH AND PRACTICE MCNULTY YVONNE, (SINGAPORE INSTITUTE OF MANAGEMENT - SINGAPORE) - MIRIAM MOELLER |
| INCLUSIVE TALENT MANAGEMENT: ORGANIZATIONAL CHIMERA OR REALITY? SWAILES STEPHEN, (HUDDERSFIELD UNIVERSITY / BUSINESS SCHOOL - U.K.) - YVONNE DOWNS - KEVIN ORR | 14:30 – 15:00 | GENDER, NETWORKS AND TALENT MANAGEMENT: INTERIM FINDINGS FROM A NARATIVE INQUIRY HANDLEY JANET, (UNIVERSITY OF HUDDERSFIELD - U.K.) - |
| Coffee/Tea Break (in front of Lecture Hall 3) | 15:00 – 15:30 | Coffee/Tea Break (in front of Lecture Hall 3) |
| AN ANALYTICAL APPROACH TO TM: AN EXPLORATION OF THE SCOPE, DOMINANT VIEWPOINTS AND SIGNIFICANCE OF TALENT MANAGEMENT USING A MULTI-PERSPECTIVE APPROACH. THUNNISSEN MARIAN, (HU BUSINESS SCHOOL UTRECHT - NETHERLANDS) | 15:30 – 16:00 | NEW CAREER CONCEPTS & GENDER: DOES GENDER INFLUENCE THE CAREER CONCEPTS' FIT AND IMPACT ON GLOBAL TALENT MANAGEMENT? BÖHMER NICOLE, (OSNABRUECK UNIVERSITY OF APPLIED SCIENCES - GERMANY) - SCHINNENBURG, HEIKE |
| TALENT IN THE PUBLIC SECTOR PENELOPE TUCK - KAMEL MELLAHI | 16:00 – 16:30 | ABOUT TALENT MANAGERS: HOW DIVERSITY MANAGERS IN LARGE INTERNATIONAL ORGANIZATIONS PERCEIVE THE ROLE AND CONTRIBUTION OF TALENT MANAGERS DAUBNER DAGMAR, (VU - UNIVERSITY OF AMSTERDAM, FACULTY OF ECONOMICS AND BUSINESS ADMINISTRATION - NETHERLANDS) - CLAARTJE J. VINKENBURG |
| INTERNATIONAL MERGERS & ACQUISITIONS: CHALLENGES TO GLOBAL TALENT MANAGEMENT - BARZANTNY CORDULA, (TOULOUSE BUSINESS SCHOOL - FRANCE) - MAGALI LARQUEY | 16:30 – 17:00 | |
| Workshop dinner at the Kleine Orangerie, Spandauer Damm 20, within walking distance of ESCP Europe campus | 19:30 | |

Tuesday, October 14, 2014

Plenary Session (Ball Room)

| | |
|--|---------------|
| HOW SHOULD WE VALUE TALENT MANAGEMENT? IMPLICATIONS FOR THE INTELLECTUAL BOUNDARIES OF THE FIELD <i>SPARROW PAUL, (LANCASTER UNIVERSITY / MANAGEMENT SCHOOL - U.K.) - LILIAN OTAYE AND HEBA MAKRAM</i> | 09:00 – 09:30 |
|--|---------------|

Track C (Lecture Hall 3A): *David Collings (before lunch); David Collings and Hugh Scullion (after lunch)*

Track D (Lecture Hall 3B): *Vlad Vaiman and Hugh Scullion(before lunch); Vlad Vaiman (after lunch)*

| | | |
|---|---------------|---|
| THE IMPLICATIONS OF FRONTIER WORKING ON TALENT MANAGEMENT PRACTICES <i>WUELLNER EVA, (UNIVERSITY OF SURREY - EGYPT) –</i> | 09:30 – 10:00 | KNOWLEDGE MANAGEMENT BY TALENTED INTELLECTUAL WORKERS <i>RÁCZ IRMA, (SZÉCHENYI ISTVÁN UNIVERSITY - HUNGARY) - ANDREA BENCSIK- VIKTÓRIA STIFTER</i> |
| Coffee Break (in front of Lecture Hall 3) | 10:00 – 10:30 | Coffee Break (in front of Lecture Hall 3) |
| THE ROLE OF TALENT MANAGEMENT IN DEVELOPING INDIVIDUAL INNOVATIVE BEHAVIOUR <i>KABWE CHITALU, (PLYMOUTH UNIVERSITY - U.K.) -</i> | 10:30 – 11:00 | CONSIDERING EMPLOYEE BRANDING ON SOCIAL MEDIA FOR GLOBAL TALENT MANAGEMENT: CONTRASTS AMONG MNC EMPLOYEES IN FRANCE AND GERMANY <i>LIRIO PAMELA, (UNIVERSITY OF MONTRÉAL - CANADA) - MARIE-CÉCILE CERVELLON</i> |
| TALENT MANAGEMENT IN THE FLEMISH PUBLIC SECTOR: WHAT ABOUT THE EMPLOYEES? COMPARING ENTITIES BASED ON THEIR TALENT MANAGEMENT POLICIES <i>BUTTIENS DORIEN, (K.U.LEUVEN - BELGIUM) - ANNIE HONDEGHEM - JAN WYNEN</i> | 11:00 – 11:30 | TALENT MANAGEMENT IN THE BUSINESS: HR'S CENTRAL ROLE IN A MULTIPLE ACTOR'S MODEL <i>KING KARIN A., (THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE - U.K.) –</i> |
| THE MEANING OF TALENT EXPLORED: A MULTI-LEVEL ANALYSIS WITHIN MULTINATIONAL COMPANIES IN POLAND <i>MCDONNELL ANTHONY, (QUEEN'S UNIVERSITY BELFAST - U.K.) - AGNIESZKA SKUZA - HUGH SCULLION</i> | 11:30 – 12:00 | TALENT MEETS INTERNATIONAL EXPERIENCE - AND THEN? THE EFFECT OF EXPATRIATE ASSIGNMENTS ON REPATRIATE CAREER DEVELOPMENT <i>BREITENMOSE ANIKA, (HAMBURG UNIVERSITY - GERMANY) - BENJAMIN BADER - NICOLA BERG</i> |

| | | |
|---|---------------|--|
| Lunch (at next door's Schlossparkhotel) | 12:00 – 13:30 | Lunch (at next door's Schlossparkhotel) |
| TALENT MANAGEMENT IN OFFSHORE GLOBAL FINANCIAL CENTRES (OFGCS): A CASE STUDY OF THE CAYMAN ISLANDS <i>PILBEAM STEPHEN, (PORTSMOUTH UNIVERSITY / PORTSMOUTH BUSINESS SCHOOL - U.K.) - VALERIE ANDERSON</i> | 13:30 – 14:00 | CROI + IROI = EROI: A NEW CONCEPT FOR THE NEXT GENERATION OF GLOBAL TALENT MANAGEMENT <i>MCNULTY YVONNE, (SINGAPORE INSTITUTE OF MANAGEMENT - SINGAPORE) - HELEN DE CIERI</i> |
| INSTITUTIONAL SHAPERS OF TALENT MANAGEMENT IN THE BANKING AND PETROLEUM SECTORS IN OMAN <i>ALAMRI RAYYA, (UNIVERSITY OF BRADFORD - U.K.) - RAYYA AL-AMRI</i> | 14:00 – 14:30 | DEFINING TALENT IN THE BANKING PROFESSION <i>RAALSKOV JESPER, (UNIVERSITY OF SOUTHERN DENMARK - DENMARK) -</i> |
| Coffee/Tea Break (in front of Lecture Hall 3) | 14:30 – 15:00 | Coffee/Tea Break (in front of Lecture Hall 3) |
| DIVERSITY AND TALENT MANAGEMENT PRACTICES AT WIPRO LTD IN INDIA <i>SCHAEFER LYNN, (ESCP - EUROPE - GERMANY) - VASANTHI SRINIVASAN</i> | 15:00 – 15:30 | EXPLORING THE SOCIAL AND POLITICAL ASPECTS OF TALENT MANAGEMENT <i>ZESIK, BARBARA (SCHOOL OF BUSINESS UNIVERSITY OF SURREY, U.K.)</i> |
| GRASS IS GREENER ON THIS SIDE: AN INVESTIGATIVE STUDY OF TALENT MANAGEMENT PRACTICES IN NEPAL <i>SHARMA KUSHAL, (ESSEC BUSINESS SCHOOL PARIS - FRANCE) - JEAN-LUC CERDIN</i> | 15:30 – 16:00 | TALENT MANAGEMENT PRACTICES IN AN EMERGING MARKET: A COMPARISON BETWEEN MNES AND LOCAL FIRMS <i>GLAISTER ALISON, (ASTON UNIVERSITY / ASTON BUSINESS SCHOOL - U.K.) - EKREM TATOGLU - MEHMET DEMIRBAG</i> |

Plenary Session (Ball Room)

| | |
|--|---------------|
| Conclusions, lessons learned, and next year's venue David Collings, Marion Festing, Hugh Scullion, Vlad Vaiman | 16:00 – 16:30 |
|--|---------------|