



8th Workshop on Talent Management

Toulouse, France, September 30-October 1, 2019

Chairpersons *(in alphabetical order)*:

Professor **Cordula Barzantny**, Toulouse Business School, France *(local host)*

Professor **David Collings**, Dublin City University, Ireland

Professor **Hugh Scullion**, Hull University, UK

Professor **Vlad Vaiman**, California Lutheran University, U.S.A. *(Coordinating Chairperson)*



Monday, September 30, 2019

08:00 – 08:30	Registration
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08:30 – 09:00	Introduction & presentation of the participants; Welcome from <i>Jérôme Chabanne-Rive</i> , EIASM Director
09:00 – 10:00	<i>The talent management journey: does building bridges take you to useful destinations?</i> Keynote speech by <i>Paul Sparrow</i>
10:00 – 10:30	<i>Reimagining Talent Management</i> , a Korn Ferry research, by <i>David Soubielle</i>

10:30 – 10:45	Coffee break
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TRACK A

Chair: Vlad Vaiman and Cordula Barzantny

TRACK B

Chair: Hugh Scullion and David Collings

10:45 – 11:15	Conceptualising Ethical Talent Management <i>Al Ariss, Akram</i>	Talent Identification - A Conceptual Review And Perspective <i>Furrer, Sandra</i>
11:15 – 11:45	Reactions To (Non-)Talent Status: A Social Comparison Perspective <i>Krebs, Benjamin Philipp</i>	The Role Of Multiple Intelligences In Talent Management: A Systematic Literature Review And Future Research Directions <i>Gunkel, Marjaana; Mahboobeh Davaei</i>
11:45 – 12:15	Ambidextrous Talent Management – A Research Agenda For Navigating Between Exploration And Exploitation <i>Festing, Marion; Lynn Schäfer</i>	Developing The Talent Management Field: The Importance Of Context <i>Gallardo-Gallardo, Eva; Marian Thunnissen, Hugh Scullion</i>

12:15 – 13:30	Lunch (Novotel)
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TRACK C**Chair:** Vlad Vaiman and David Collings**TRACK D****Chair:** Hugh Scullion and Cordula Barzantny

13:30 – 14:00	Better For Whom/Cui Bono? Self-Interest Drives Employee Preferences About Talent Management Exclusivity <i>Dries, Nicky; Robert Kaše</i>	Bringing Talent And Diversity Together: Gendered Conceptualisations Of Talent, Responsibility And Merit <i>Lindsay, Sarah; Gavin Jack, Marion Festing</i>
14:00 – 14:30	Fostering Inclusion Through Talent Management: Towards A Model Of Principles-Based Talent Management <i>King, Karin A.</i>	Does Talent Management Exist In Smes? The Case Of Space Industry In Luxembourg <i>Usanova, Ksenia; Mickaël Géraudel, Sophie D'Armagnac, Akram Al Ariss</i>
14:30 – 15:00	How Does CSR Help Companies To Enhance Employer Brand And Perceived Attractiveness to Potential Recruits And Employees: The Importance Of Substantive Vs Symbolic CSR Engagement <i>Gruber, Marlene; Günter K. Stahl</i>	Flexible Working Arrangement For Working Women At Work Place: Reducing Work-Life Conflict And Achieving Work-Life Balance <i>Aminudin, Norsiah</i>

15:00 – 15:20	Coffee break	
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15:20 – 15:50	Who Wants To Work For Npos? An Investigation Of Talent Management Practices <i>Usanova, Ksenia; Alexandra Telitsina, Mickael Geraudel</i>	High Performers And High Potentials: How The Talent Construct Is Operationalised In Multinational Hotel Corporations <i>Jooss, Stefan; Anthony McDonnell, Ralf Burbach</i>
15:50 – 16:20	Who Is In Charge? The Role Of Stakeholders In Talent Management <i>Koeppe, Natalie</i>	Emigration As An Opportunity To Discover And Develop Talent <i>Wesołowska, Małgorzata</i>
16:20 – 16:50	Workforce Segmentation In Higher Education Institutions: Does It Make Sense? <i>Fernandez, Vicenc; Eva Gallardo-Gallardo</i>	Is There A Place For Neurodiversity In The Talent Pool? <i>Russo, Emily; Miriam Moeller</i>

16:50 – 17:00	Next year's venue presentation: <i>Cork University Business School, Ireland</i>	
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19:30	Workshop dinner at Grand Café Le Florida (12 Place du Capitole, 31000, Toulouse)	
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Tuesday, October 1, 2019

08:00 – 08:45	Special plenary session: <i>Research on Macro Talent Management, plus an Illustration (Skills for Jobs in Southern Africa)</i> by Paul Evans
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08:45 – 10:00	Practitioners Panel: <i>Talent Management – State of the Art in European Companies and beyond.</i> <i>David Soubielle</i> , Principal, Advisory Korn Ferry, Paris; <i>Robert Ollivier</i> , Director, managerial and organisational transformations, RH Partners; <i>Frédéric Foubert</i> , Head of Talent, Executive Management, Airbus Group; <i>Akram Al Ariss</i> , Toulouse Business School; <i>Dagmar Daubner-Siva</i> , Senior Director Talent Partnering Global Functions, Adidas.
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10:00 – 10:20	Coffee break
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TRACK E

Chair: Vlad Vaiman and David Collings

TRACK F

Chair: Hugh Scullion and Cordula Barzantny

10:20 – 10:50	Our People First: Why Do Firms Claim To Espouse Talent-Centric Values? <i>Sanchez, Juan I.; Yasmina Lazrak</i>	Crafting a Market of Talent: Reimagining Talent Management for a Digital World of Work Rogiers, Philip; Stijn Viaene, Jan Leysen
10:50 – 11:20	Global Talent Management: Relevance And Practices In Internationally Active SMEs <i>Dimitrova, Mihaela; Viktoriya Zipper, Julia L. Fekete</i>	Interorganizational Collaboration For Sustainable (Human) Resource Management <i>Brannon, David</i>
11:20 – 11:50	Notion Of Talent In Small And Medium Sized Enterprises <i>Thozhuvanoor, Krishnan; Anjali G Nath</i>	Talent Development Of Executives During Expatriation Process: Experiential Learning Outcomes <i>Chabanne-Rive, Jérôme; Berthelet-Mongereau Marine, Valax Marc</i>

11:50 – 12:00	Short break
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12:00 – 12:30	Globalization And The Declining Role Of National Institutions In Talent Management Practices : The Case Of Military Careers For The Swiss Business Elite <i>Davoine, Eric; Thomas David, Felix Buehlmann, André Mach</i>	Contextualizing Talent Management: Focus On Small Advanced Economies <i>Ott, Dana L.; Snejina Michailova</i>
12:30 – 13:00	Overcoming Talent Management Challenges In New Canadian Cannabis Ventures <i>McPhee, Deborah; Francine Schlosser</i>	Outcomes Of TM In SMEs <i>Pauli, Urban</i>
13:00 – 13:30	Talent Management In the IT Sector: A Contextual Multilevel Perspective <i>Mondrus, Olga; Veronika Kabalina</i>	From War To Wealth – The Talent Management Landscape In A Scandinavian And Singaporean Context <i>Andersen, Torben; Stefan Quifors</i>

13:30 – 14:30	Lunch (TBS, traiteur Demoulin)	
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TRACK G

Chair: Vlad Vaiman and Cordula Barzantny

TRACK H

Chair: David Collings and Hugh Scullion

14:30 – 15:00	The Barriers To The Transfer Of Talent Management Practices Between Two European Countries: The Case Of A French Multinational Company <i>Bonneton, Domitille</i>	I-Deals And Talent Management In Sub-Saharan Africa <i>Ayeni, Dotun; Maryam Aldossari, Sara Chaudhry</i>
15:00 – 15:30	French Insights On Defining And Managing Talent <i>Cloet Héloïse, D'Armagnac, S.; F. Guettiche, A. Janand, A. Klarsfeld,</i>	Star Or Smart Talent Management? An Investigation Of The Greek Private Sector <i>Kravariti, Foteini; Aminu Mamman</i>

15:30 – 15:50	Coffee break	
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15:50 -- 16:30	Conclusions and lessons learned	
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