



# 10<sup>th</sup> Workshop on Talent Management

ONLINE - October 4-5, 2021

**CHAIRPERSONS** *(in alphabetical order):*

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

**Professor Anthony McDonnell, Cork University Business School, Ireland**

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

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

**KEYNOTE SPEAKER**

**Professor Nicky Dries, KU Leuven, Faculty of Economics and Business, Belgium**

# PROGRAMME

**Monday, October 4, 2021**

(Note that all times mentioned are in **CET** (Central European Time - Paris/Brussels/Rome time zone))

08-45	Login	SESSION B
	<b>SESSION A</b>	
09:00 – 09:30	Introduction & presentation of the participants	
09:30 – 10:00	STAR PERFORMERS: EMERGENCE AND CROWDING OUT IMPACTS ASGARI, ELHAM, RICHARD A. HUNT	POTENTIAL ASSESSMENT AS A TOOL FOR EMPLOYEE SELECTION TO TALENT POOLS KABALINA, VERONIKA, OSIPOVA, ALEXANDRA
10:00 – 10:30	REACTIONS TO NON-TALENT STATUS: EXAMINING THE ROLE OF ATTAINABILITY AND RELEVANCE KREBS, BENJAMIN PHILIPP, STEFAN JOOSS	TALENT AND TALENT MANAGEMENT IN ENTREPRENEURIAL FIRMS SHRIVASTAVA, RADHIKA, MALCOLM HIGGS & LYNN THURLOWAY
10:30 – 10:50	Break	
10:50 – 11:20	DIGITAL TALENT MANAGEMENT, INSIGHTS FROM THE INFORMATION TECHNOLOGY AND COMMUNICATION INDUSTRY DAN, SORIN, DIANA IVANA, MONICA ZAHARIE, DANIEL METZ, MIHAELA DRAGAN	TERRITORIAL EMPLOYER BRANDING: AN EXPLORATORY RESEARCH LEFEBVRE, KELLY
11:20 – 11:50	HOW DOES IT-TALENT MANAGEMENT DIFFER FROM “GENERAL” TALENT MANAGEMENT, AND WHAT CAN THE TWO LEARN FROM EACH OTHER? ANDERSEN, TORBEN	EXAMINING COACHING AS A TALENT MANAGEMENT PRACTICE THROUGH THE LENS OF THE PSYCHOLOGICAL CONTRACT MANGION-THORNLEY, KARINE
11:50 – 12:20	DOES TALENT ANALYTICS ENHANCE EMPLOYER ATTRACTIVENESS? GALLARDO-GALLARDO, EVA & VICENC FERNANDEZ	SIMILARITY BIAS IN TALENT IDENTIFICATION: A QUANTITATIVE INVESTIGATION OF CONTEXTUAL INFLUENCE JACOB, NAEMI
12:20 – 13:00	Lunch	

13:00 – 14:00	Keynote speech + Q&A DRIES, NICKY <i>(Professor at the KU Leuven, Faculty of Economics and Business, Belgium and Research Fellow at Vlerick Business School)</i>	
14:00 – 14:10	Break	
14:10 – 14:40	MAKE IT OR BREAK IT: THE ROLE OF TECHNOLOGY IN TALENT MANAGEMENT KHOREVA, VIOLETTA, VLAD VAIMAN, TANYA BONDAROUK, SARI SALOJÄRVI	IS THERE AN EXPERT IN THE ROOM? OPENING NEW PERSPECTIVES ON EXPERT TALENT DEFINITION AND DEVELOPMENT GONZALO, PEDRO & CLAIRE PICQUE-KIRALY
14:40 – 15:10	THE USE OF REFLECTIVE PRACTICES IN TALENT MANAGEMENT: DISCOVERING CO-DEVELOPMENT BONNETON, DOMITILLE & PEDRO GONZALO	THE ROLE OF LINE MANAGERS AS KEY TALENT MANAGEMENT STAKEHOLDERS: A PARADOX LENS JOOSS, STEFAN, ANTHONY MCDONNELL & AGNIESZKA SKUZA
15:10 – 15:30	Conclusions of the day	

## Tuesday October 5, 2021

(Note that all times mentioned are in **CET** (Central European Time - Paris/Brussels/Rome time zone))

09:00 – 09:15	Login	
09:15 – 09:45	TALENT MANAGEMENT ARCHITECTURE WITHIN THE IVORIAN TELECOMMUNICATIONS SECTOR: A MULTILEVEL ANALYSIS HAMMAMI, AICHA & CINZIA DAL ZOTTO	INVESTIGATING TALENT MANAGEMENT IN SMES: TOWARDS A MULTILEVEL APPROACH IN THE FRENCH CONTEXT ABID, KOUSAY
09:45 – 10:15	TALENT MANAGEMENT IN SMALL AND MEDIUM-SIZED JAMAICAN COMPANIES: AN ENTREPRENEURIAL OWNER-MANAGER PERSPECTIVE HYLTON, YOLANDE	HOW TO SUSTAIN GLOBAL TALENT COMMITMENT IN FRENCH MEDIUM-SIZED ORGANIZATIONS? DENIS, LUCIE
10:15 – 10:45	CAREERS OF SKILLED MIGRANTS: EVIDENCE FROM TALENTS' PERSPECTIVE USANOVA, KSENIA	MANAGING GLOBAL TALENT FOR INNOVATION. AN EXPLORATORY STUDY OF CHINESE R&D UNITS OF EUROPEAN MNES CORBETT-ETCHEVERS, ISABELLE
10:45 – 11:05	Break	
11:05 – 11:35	TALENT MANAGEMENT THROUGH INTERNATIONAL ASSIGNMENTS: BECOMING A MANAGER IN EMERGING MARKET FIRMS KOLEŠA, IRIS	AGING NURSING TALENT IN CANADA: CAREERS IN CHAOS SCHLOSSER, FRANCINE, DEBORAH MCPHEE & HANNA SALMINEN
11:35 - 12:05	MANAGEMENT OF TECHNICAL TALENT IN THE EMERGING MARKETS LIU, LINYU	RECAPITULATING TALENT DEVELOPMENT: 'TALENT SHARING' AS A RESPONSE TO A DYNAMIC ENVIRONMENT SALMEN, KATHARINA
12:05 – 13:00	Lunch	
13:00 – 13:30	NEVER LET A GOOD CRISIS GO TO WASTE: EXPLORING THE IMPACT OF COVID-19 ON TALENT MANAGEMENT FROM A MULTI-STAKEHOLDER PERSPECTIVE NIJS, SANNE, CHRISTINA MEYERS & GIVERNY DE BOECK	
13:30 – 14:00	FORGING COMPETENCE THROUGH CRISIS: A QUALITATIVE INVESTIGATION OF HIGH POTENTIAL TALENT DEVELOPMENT DURING THE COVID-19 PANDEMIC KING, KARIN A.	
14:00 – 14:30	THE QUEST FOR RELEVANT TALENT MANAGEMENT RESEARCH THUNNISSEN, MARIAN & EVA GALLARDO-GALLARDO	
14:30 – 15:00	Conclusions and lessons learned	