



EURAM 2009 Round Table Talent management: politics, identity and critical perspectives

Organisers

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The concept of talent management has a substantial practitioner following but has not attracted a corresponding amount of critical scrutiny and there is relatively little empirical work on the effectiveness of talent management strategies. We therefore invite conceptual and empirical papers to stimulate a round table discussion on talent practices and issues. Themes on which papers are encouraged include, but are not restricted to;

- The distinctive discourses surrounding talent and how the idea of talent is socially constructed in a range of organizational contexts?
- How being placed on a fast-track or a 'talent list' influences employee identity?
- Equality; are constructions and discourses of 'talent' strategies gendered?
- How public sector reward constraints and ethical considerations influence distinctive approaches to managing talent.
- Theoretical underpinning: is talent management practice-rich but theory-poor? What theoretical perspectives underpin talent management and how can its theoretical base be developed?
- Comparative practice: how and why do strategies differ across organizations, cultures and sectors?