



13th EIASM Workshop on Talent Management

Luxembourg, September 30 - October 1, 2024

Chairpersons

Professor David **Collings**, Trinity College Dublin, Ireland

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

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

Keynote Speaker:

Serge **Da Motta Veiga**, NEOMA Business School, France

Practitioner Roundtable:

Muriel **Morbé**, The House of Training, Chamber of Commerce, Luxembourg

Thierry **De Poerck**, Luxembourg Business Angel Network

Local Hosts:

Mickaël **Géraudel**, University of Luxembourg

Day 1

08:30 – 09:00	Registration
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09:00 – 09:30	Introduction & presentation of the participants
09:30 – 10:30	Academic Keynote: Attracting and Retaining Employees in 2024 and Beyond , by Serge Da Motta Veiga (online)

10:30 – 10:50	Coffee break
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TRACK A

Chairs: Vlad Vaiman and David Collings

TRACK B

Chairs: Hugh Scullion and Elaine Farndale

10:50 – 11:20	TALENT MANAGEMENT IN THE CONTEXT OF AI ADOPTION (LATUKHA, MARINA)	TOWARDS MORE VIRTUOUS TALENT MANAGEMENT IN THE HEALTHCARE SECTOR (BONNETON, DOMITILLE)
11:20 – 11:50	MAY AI COME IN? IMPACT OF IMPRESSION MANAGEMENT AND AI (THAKUR, KEDARNATH)	ENHANCEMENT OF TALENT MANAGEMENT STRATEGY FOR ORGANIZATIONAL GROWTH (ABU HASAN, NORHAFIZAH)
11:50 – 12:20	TALENT MANAGEMENT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (GAJDA, DANIEL)	TBD

12:20 – 13:30	Lunch
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TRACK C**Chairs:** Vlad Vaiman and Hugh Scullion**TRACK D****Chairs:** David Collings and Elaine Farndale

13:30 – 14:00	MANAGING PARADOXES IN TALENT MANAGEMENT COMMUNICATION (KOST, SARAH)	A LATENT TRANSITION ANALYSIS EXPLORING THE NATURE OF TALENT FLOWS (NGUYEN, THI PHUONG ANH)
14:00 – 14:30	TRAPPED IN PARADOX? HOW HR PROFESSIONALS NAVIGATE TALENT MANAGEMENT (SENDER, ANNA)	IMPACT OF TALENT MANAGEMENT STRATEGIES ON BUSINESS PERFORMANCE (MATLOOB, NAVEED)
14:30 – 15:00	ASK AND YOU SHALL RECEIVE? LINKING REQUESTS FOR LEADER DEVELOPMENT TO DEVELOPMENTAL OPPORTUNITIES (COURTRIGHT, STEPHEN)	DETECTING CONCEPTUAL BOUNDARY BETWEEN TALENT MANAGEMENT AND STRATEGIC HUMAN RESOURCE MANAGEMENT (KAKINUMA, HIDEKI)

15:00 – 15:20	Coffee break
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19:30	Workshop dinner: Porta Nova Restaurant (14 Avenue de la Faiencerie, 1510 Limpertsberg Luxembourg)
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Day 2

09:00 – 10:00	Practitioner Roundtable: Muriel Morbé and Thierry De Poerck, moderated by Mickaël Géraudel	
	TRACK E	TRACK F
	Chairs: Vlad Vaiman and Elaine Farndale	Chairs: David Collings and Hugh Scullion
10:00 – 10:30	FRAMING CONTEXT IN TALENT MANAGEMENT RESEARCH (THUNNISSEN, MARIAN) Presentation of the next year's Workshop venue	
10:30 – 11:00	NEW TALENT IS WANTED: DISCOVERING SHIFTS IN TALENT DEMAND (USANOVA, KSENIA)	INCLUDING TALENT MANAGEMENT IN A HUMAN RESOURCE STRATEGY (FERNANDEZ, VICENC)
11:00 – 11:20	Coffee break	
11:20 – 11:50	EXAMINING THE RHETORIC OF TM VIA THE LENS OF SOCIAL NETWORKS (TAYLOR, MARK)	UNDERSTANDING THE ROLE OF SOCIAL TIES IN BRAIN DRAIN MITIGATION (SCHLOSSER, FRANCINE)
11:50 – 12:20	TALENT MANAGEMENT AND BOARDS OF DIRECTORS – A FOCUS ON GOVERNANCE (LUMME-TUOMALA, RIITTA)	BETTER TOGETHER: EMPIRICAL INSIGHTS INTO TALENT MANAGEMENT COOPETITION IN SMES (INTERORGANISATIONAL TALENT POOLS) (LENZ, JULIA)
12:20 – 12:50	THE TALENT PHILOSOPHIES OF HR MANAGERS IN SUB-SAHARAN AFRICA (LIEN, MARIE MADO)	TALENT MANAGEMENT IMPERATIVES FOR EMERGING ECONOMY'S LEGACY FIRMS TO BUILD AI AND DIGITAL TALENT (TRIVEDI, VISHIT)
12:50 – 14:00	Lunch	

TRACK G**Chairs:** Vlad Vaiman and Elaine Farndale**TRACK H****Chairs:** David Collings and Hugh Scullion

14:00 – 14:30	ACADEMIC STAFF PERCEPTIONS OF TALENT DEVELOPMENT STRATEGIES (SMAGINA, OLESYA)	FITTING IN, RELATING TO OTHERS, ADOPTING COMMUNITY BEHAVIORS: THREE SOCIALIZATION WORK PRACTICES WHEN BEING A DIGITAL NOMAD (MATHEY, FRIEDERIKE)
14:30 – 15:00	THE PHENOMENON OF TALENT MANAGEMENT IN SPAIN – AN EVIDENCE-BASED OVERVIEW (GALLARDO-GALLARDO, EVA)	UNVEILING THE ANTECEDENTS OF CAREER SUSTAINABILITY (JACOB, BEATRIZ)
15:00 – 15:30	Conclusions and Lesson Learned	
15:30 – 15:50	Coffee break	