



SCHOOL OF MANAGEMENT  
**iaelyon**



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

Lyon, France, October 2-3, 2023

## 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)

## Local Hosts:

Prof. Pascale **Levet** and Prof. Didier **Vinot**, iaelyon School of Management, France

## Keynote Speaker:

Vincent **Belot**, Leadership Academy, Michelin Group

## PROGRAMME

### Monday, October 2, 2023

08:30 – 09:00	Registration	
09:00– 09:30	Introduction & presentation of the participants	
09:30 – 10:00	<i>WHAT DO WE KNOW ABOUT GLOBAL TALENT MANAGEMENT? AN INTEGRATIVE REVIEW</i> GALLARDO-GALLARDO, EVA	
10:00 – 10:30	<i>THE TALENT ECOSYSTEM: NAVIGATING UNCERTAINTY, FOSTERING RESILIENCE, AND CREATING OPPORTUNITY THROUGH MANAGEMENT AGENCY</i> KING, KARIN A.	<i>CONCEPTUALIZING AND OPERATIONALIZING “TALENT” IN A COOPERATIVE CONTEXT: THE CASE OF MONDRAGON GROUP</i> ECHABURU, BEGOÑA; SAIOA ARANDO; EVA GALLARDO-GALLARDO
10:30 – 11:00	Coffee Break	
11:00 – 11:30	<i>THE ARCHITECTURE OF THE MACRO GLOBAL TALENT MANAGEMENT FRAMEWORK: NEW INSIGHTS FROM SOCIOLOGY</i> GUTTORMSEN, DAVID S. A.	<i>TALENT DEVELOPMENT IN HIGHER EDUCATION INSTITUTIONS: A SYSTEMATIC LITERATURE REVIEW AND RESEARCH AGENDA</i> SMAGINA, OLESYA
11:30 – 12:00	<i>THERE IS T IN TALENT MANAGEMENT</i> ANNA SENDER; MARION EBERLY	<i>A CRITICAL REVIEW OF TALENT MANAGEMENT IN HIGHER EDUCATION</i> THUNNISSEN, MARIAN; PAUL BOSELIE
12:00 – 12:30	<i>RETAINING EXPERT TALENTS: THE IMPACT OF OCCUPATIONAL EXPERTISE, PERCEIVED ORGANIZATIONAL SUPPORT AND SUBJECTIVE CAREER SUCCESS</i> BONNETON, DOMITILLE; MATHIEU MERCADIER	<i>INVESTIGATING EFFECTIVE STRATEGIES FOR ATTRACTING AND RETAINING TALENTS: A TALENT SUPPLY CHAIN MANAGEMENT PERSPECTIVE ON THE RETURN OF CHINESE INTERNATIONAL STUDENTS</i> ZHOU, XIAO

12:30 – 13:30	Lunch	
13:30 – 14:00	<i>IS EXCLUSIVE TALENT MANAGEMENT FAIR FOR ANYONE? THE EMPLOYEES' PERSPECTIVE</i> LAFFERTY, KIM; EMMA PARRY; MICHAEL DICKMANN	<i>CAN YOU NOT COMMUNICATE TALENT MANAGEMENT? A QUALITATIVE STUDY</i> KOST, SARAH
14:00 – 14:30	<i>RESILIENCE-ORIENTED TALENT MANAGEMENT PRACTICES IN THE CONTEXT OF GRAND CHALLENGES</i> LATUKHA, MARINA; KAIFENG YAN; ALEXANDRA BORODULKINA	<i>THE ROLE OF ORGANIZATIONAL IDENTIFICATION IN MITIGATING DEVIANT WORK BEHAVIORS AMONG NON-TALENTS</i> JACOB, NAEMI
14:30 – 15:00	<i>IDENTIFYING TALENT MANAGEMENT IN THE EARLY-STAGES OF ENTERPRISES</i> HAPSARI, NAYA; BJØRN-TORE FLÅTEN	<i>TALENT CONCEPTUALISATIONS, TALENT MANAGEMENT BUNDLES AND THEIR DRIVERS IN SMALL AND MEDIUM ENTERPRISES: A POLYCONTEXTUAL PERSPECTIVE</i> TASOULIS, KONSTANTINOS; GEORGIOS THERIOU; FOTEINI KRAVARITI; HUGH SCULLION; YOLANDE HYLTON
15:00 – 15:30	Coffee Break	
15:30 – 17:00	<b>Practitioner Keynote:</b> Vincent Belot, Leadership Academy, Michelin Group	
19:30	<b>Dinner:</b> Restaurant L'espace Brasserie – Maison Borgeot, 26 Pl. Bellecour, 69002 Lyon ( <a href="https://www.maison-borgeot.fr/lespace-brasserie/">https://www.maison-borgeot.fr/lespace-brasserie/</a> )	

**Tuesday, October 3, 2023**

08:30 – 09:00	Registration	
09:00 – 10:00	<b>Academic Keynote:</b> Prof. Françoise Dany, EM Lyon Business School, France - cancelled	
10:00 – 10:30	Coffee Break	
10:30 – 11:00	<i>HOW COMPETITION IMPEDES INTRA-MNE GLOBAL MOBILITY AND TALENT DEVELOPMENT: A MACRO TALENT MANAGEMENT PERSPECTIVE</i> GUTTORMSEN, DAVID S. A.	<i>GROUND ZERO OF LEADER DEVELOPMENT: THE LINE MANAGER</i> MELLA, ANNA; CARLOS ARTURO HOYOS-VALLEJO
11:00 – 11:30	<i>ORGANIZATIONAL COMMITMENT, JOB SATISFACTION AND INTENTION TO QUIT OF TALENTS: DOES GENDER MATTER?</i> USANOVA, KSENIA; MICKAEL GERAUDEL	<i>MANAGING CRISIS OF WORKFORCE SHRINK AND AGE THROUGH AN EXCLUSIVE TALENT MANAGEMENT APPROACH IN A UK PUBLIC SECTOR ORGANISATION</i> AYETUOMA, OGHAE
11:30 – 12:00	<i>WHY DO GLASS CEILINGS PERSIST? GENDER DIFFERENCES IN THE PROMOTION PROCESS OF A MULTI-UNIT BANK</i> HAMORI, MONIKA; DENIS MONNEUSE; ZHAOYI YAN	<i>BIRDS OF A FEATHER FLOCK TOGETHER: ORGANIZATIONAL NEPOTISM AND CRONYISM IN NORDIC BANKS</i> THEODORSSON, UNNAR; SVALA GUDMUNDSDOTTIR; THORHALLUR GUDLAUGSSON
12:00 – 13:00	Lunch	
13:00 – 13:30	<i>HYPE CYCLE AND ITS RELATIONSHIP WITH TALENT MANAGEMENT STRATEGIES</i> SCHLOSSER, FRANCINE; DEBORAH MCPHEE; MARCIA CARVALHO DE AZEVEDO	<i>AI AND THE COMPETENCES OF PHYSICIANS : A NEW OPPORTUNITY FOR PHYSICIANS' TALENT MANAGEMENT</i> ZAHER, ALI; DIDIER VINOT

13:30 – 14:00	<i>THE EFFECT OF SANCTIONS ON MACRO TALENT MANAGEMENT: THE CASE OF RUSSIA</i> LATUKHA, MARINA; NIKITA KULESHOV; ILAN ALON; VLAD VAIMAN	<i>COMPETENCE RENEWAL FOR OVERCOMING DISCONTINUOUS TECHNOLOGICAL CHANGE: RESKILLING AT A SWEDISH TRUCK MANUFACTURER</i> KAULIO, MATTI; ELINA GOBENA; MATTIAS WIGGBERG
14:00 – 14:30	<i>TALENT MANAGEMENT IN SMALL AND MEDIUM-SIZED JAMAICAN COMPANIES: AN ENTREPRENEURIAL OWNER-MANAGER PERSPECTIVE</i> HYLTON, YOLANDE	<i>THE FUTURE OF ACCOUNTING TALENT: CAREER VALUES, CHOICES, AND SATISFACTION AMONG EARLY CAREER ACCOUNTANTS</i> MICHELSON, GRANT; DENISE JACKSON; JULIA RICHARDSON; RAHAT MUNIR
14:30 – 15:00	Coffee Break	
15:00 – 15:30	Conclusion and Lessons Learned	