

Business Management Wednesday Seminar

Date 5 February 2014

Speaker Professor Paul Sparrow (Lancaster University)

Title Strategic talent management: The outlines of a new bridge mechanism

Abstract

The concept of talent management is still lacking in definition and theoretical development and there is still no consensus around the intellectual boundaries that will help us understand the topic. The field of Talent Management on the one hand brings with it the promise of helping HRM functions address some strategically-important problems. But on the other hand it also brings with it a degree of hype about some of its practices, naivety in some of its assumptions, and simplicity in the narrowness of some of its proposed solutions. The seminar will detail at the competing philosophies associated with the study and practice in talent management, explaining where these ideas came from and the assumptions on which they are based. It will also address questions about the scope of the field and its future intellectual boundaries