

# **Global Talent Management**

Second Edition

**Edited by David G. Collings, Hugh Scullion  
and Paula M. Caligiuri**

# Contents

List of Illustrations	ix
Contributors	x
Foreword	xvii
<b>SECTION 1: THE CONTEXT OF GLOBAL TALENT MANAGEMENT</b>	<b>1</b>
1 Global Talent Management: An Introduction	3
DAVID G. COLLINGS, HUGH SCULLION AND PAULA M. CALIGIURI	
2 Macro Talent Management: What It Is and Why It Is Important to Global Talent Management	16
KARIN KING AND VLAD VAIMAN	
<b>SECTION 2: GLOBAL TALENT MANAGEMENT IN PRACTICE</b>	<b>31</b>
3 The Meaning of Talent in the World of Work	33
EVA GALLARDO-GALLARDO	
4 Managing Global Talent Flows	59
ALMASA SARABI, MONIKA HAMORI AND FABIAN JINTAE FROESE	
5 The Identification and Evaluation of Talent in Multinational Enterprises	74
ANTHONY MCDONNELL, DAVID G. COLLINGS AND RONAN CARBERY	
6 Global Talent Management: New Challenges for the Corporate HR Function	90
ELAINE FARNDALE, PAUL SPARROW, HUGH SCULLION AND MAJA VIDOVIC	

viii • Contents

7	Developing Global Leadership Talent PAULA M. CALIGIURI AND LISA DRAGONI	110
8	Global Talent Turnover ILKA VERENA OHLMER, NICKY DRIES AND ANDERS DYSVIK	124
9	Employer Branding and Corporate Reputation Management in Global Companies: Theory and Practice GRAEME MARTIN AND KATIE SINCLAIR	142
10	Global Mobility and Global Talent Management MICHAEL ISICHEI AND DAVID G. COLLINGS	163
	<b>SECTION 3: CONTEMPORARY CHALLENGES IN GLOBAL TALENT MANAGEMENT</b>	<b>177</b>
11	Global Talent Analytics DANA MINBAEVA AND SARA VARDI	179
12	Managing Diverse Talent in the Global Context BERK KUCUKALTAN AND MUSTAFA F. ÖZBILGIN	200
13	Managing Virtual Talent ANGELIKA ZIMMERMANN	210
	Index	229