

Talent Management: Is it worth taking seriously?

Thursday 24th February 2011, 1pm
(Lunch provided from 12:45pm)

Dr David Collings

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Venue: School of Business and Economics, BE0.53

Book your place: For catering please email [Julie Collett](mailto:julie.collett@nuigalway.ie) to book your place.

Introduction:

David Collings is a Lecturer in International Management at the Department of Management, J.E. Cairnes School of Business & Economics, National University of Ireland, Galway. Prior to taking up his current appointment David was on the faculty at the University of Sheffield Management School, in the UK. He was also a Visiting Research Fellow at the Strathclyde International Business Unit, Strathclyde Business School. He was also previously an IRCHSS Government of Ireland Research Scholar at the Kemmy Business School, University of Limerick where he completed his PhD.

Abstract:

Despite a decade of debate around the importance of talent management for success in the increasingly competitive business environment, the concept of talent management is still lacking in definition and theoretical development. In addition its conceptual and intellectual boundaries, its application in practice remains unclear and the field continues to suffer from a number of theoretical and practical limitations. This paper critiques talent management, presents a theoretical model of the construct and considers some of the key challenges which the area faces.