



TALENT MANAGEMENT

# Global Talent Management During Times of Uncertainty

Edited by

FRANCINE SCHLOSSER

DEBORAH M. MCPHEE

# **Global Talent Management During Times of Uncertainty**

# Talent Management

**Series editors: Vlad Vaiman and David Collings**

This series focuses on talent management, one of the fastest growing areas of research in the areas of business and management. As a topic it bridges a number of core management areas, including HRM, Organisational Psychology, Strategy and International Business.

The series features monographs and edited collections exploring both research and practical perspectives on contemporary talent management. The main aim of the series is to provide a key outlet for scholars wishing to publish novel perspectives on talent and talent management from across disciplinary divides. It also provides an opportunity for those seeking to explore new and innovative issues and topics in this area in greater depth. The series will bring together emerging theoretical approaches with real world practitioner perspectives from across a range of subjects in this field, including (but not limited to):

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**Dr. Francine Schlosser** holds the Odette Research Chair at the Odette School of Business. Her research contributes to understanding how educators, employees, migrants and employers can stimulate entrepreneurial readiness and innovative knowledge-based strategic involvement; and manage mid-and-late career transitions. From 2013 to 2018, she held the University of Windsor's Golden Jubilee Professorship at the Odette School of Business for research excellence. She was the Executive Director of the University of Windsor's Entrepreneurship Practice and Innovation Centre (EPI Centre) from 2016 to 2019, and worked collaboratively to develop multidisciplinary entrepreneurial talent.

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**Charles M. Vance** has been very active at Loyola Marymount University in designing and conducting customised training programmes for managers, executives and other professionals. He has had considerable experience as a Consultant in North and South America, Asia and Europe in training design, management development and coaching, and broader human resource and organisation development applications (e.g. leadership, effective communication skills, creativity and innovation management, knowledge management, organisation change and development, performance management, international human resource management, and organisational learning systems design). He is the Author of over 100 scholarly publications and creative works, as well as three books, including *Smart Talent Management: Building Knowledge Assets for Competitive Advantage*.

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# Foreword

**Talent Management** is a series of books edited and authored by some of the best and most renowned researchers in the field of talent management. As its name suggests, this Emerald series focuses on talent management, one of the fastest growing areas of research in the areas of business and management. As a topic, it bridges a number of core management areas, including human resource management, organisational psychology, strategy and international business. The series features monographs and edited collections exploring both research and practical perspectives on contemporary talent management. The main aim of the series is to provide a forum for the publication of novel perspectives on talent and talent management from across disciplinary divides. It also provides the opportunity to explore new and innovative issues and topics in this area in greater depth.

This Emerald series, **Talent Management**, is intended to serve the growing market of global scholars and practitioners who seek a deeper and broader understanding of the role and importance of talent management in organisations. The series focuses on key areas of talent management practice as well as analyses at different levels from individual to societal. With this in mind, all books in the series provide a thorough review of existing research and multiple examples of companies around the world, wherever applicable. Given the nature of the subject at hand, the authors and editors of the books are global in their scope and the leading scholars in their respective areas. They bring exceptional knowledge of, and expertise in, the issues of talent management they address, and in some instances, the authors are the forerunners of their topics. We feel very fortunate to have such a distinguished group of academics involved in this series.

The sixth book in the series, entitled *Global Talent Management During Times of Uncertainty*, adopts a macrolevel lens to explore various challenges for global talent management (GTM) and International HRM (IHRM) activities that support GTM in times of crisis and uncertainty. Ably stewarded by editors Francine Schlosser and Deborah McPhee, the contributions to this volume take a thorough look at the current socio-political and socio-economic challenges that are pertinent to future research in the IHRM and GTM fields. The editors and authors explore some salient questions related to, among others, the individual, organisational and macrocontextual challenges to talent management in the present and future, the role of different stakeholders, such as corporate leaders, governments and universities in shaping talent management, and the type of talent management efforts required in the post-pandemic environment.



It goes without saying that the publisher and editor are vital partners in making this series possible. In particular, we would like to express our sincere gratitude for the work of our former series editors, Niall Kennedy and David Mulvaney, as well as the current editor, Nick Wallwork. They have been very encouraging of the **Talent Management** series and instrumental in providing the necessary support to us and the authors and editors in the series. Together we are all very excited about the **Talent Management** series and hope you find an opportunity to use and benefit from *Global Talent Management During Times of Uncertainty*, as well as all other published and upcoming books in the series!

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