



Smart Talent Management

Managing People as Knowledge Assets

SECOND EDITION

Edited by
Vlad Vaiman • Charles Vance • Ling Ju

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CO Houle



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Smart Talent Management Vlad Vaiman, Charles Vance, 2010-01-01 the editors have done a good job of bringing together a series of contributions which provide a useful and welcome expansion of the theoretical foundations of talent management through a knowledge management lens David Collings Personnel Review This book takes a fresh look at human talent in organizations focusing on employees at all levels who represent key agents of knowledge management in acquiring transferring and applying important knowledge for competitive advantage The overarching aim of the book is to identify define and explore the implementation of talent management strategies aimed at facilitating effective knowledge management in an organization The contributors provide a valuable fusion of two important areas of emphasis for current research and practice in human resource management talent management and knowledge management They illustrate the immense significance of the latter to competitive advantage and organizational success in our rapidly changing global knowledge based economy The generation and acquisition of ideas and knowledge their internal transfer and application throughout the organization and the cross border transfer of knowledge all through the effective management of human talent have become integral to contemporary management The contributors examine planning and staffing training coaching performance management and organizational learning and development Academics human resource management practitioners and management consultants will find this volume valuable Smart Talent Management Vlad Vaiman, Charles Vance, Ling Ju, 2023-05-09 Significantly revised and updated the second edition of Smart Talent Management presents a fresh perspective on two important areas of emphasis for current research and practice talent management TM and knowledge management KM It identifies defines and explores the implementation of talent management strategies aimed at facilitating effective knowledge management in an organization This title contains one or more Open Access chapters **Smart Talent Management** Vlad Vaiman, Charles Vance, Ling Ju, 2024-04-28 Significantly revised and updated the second edition of Smart Talent Management presents a fresh perspective on two important areas of emphasis for current research and practice talent management TM and knowledge management KM It identifies defines and explores the implementation of talent management strategies aimed at facilitating effective knowledge management in an organization A valuable hybrid this book integrates the field of knowledge management with talent management areas of specialization focusing in particular on staffing training professional development and organizational learning and change This book identifies obstacles to talent management s success providing new perspectives associated with the ongoing debate on inclusive versus exclusive models of talent management Taking a fresh new look at an organization s human talent as a repository of knowledge both tacit and explicit the second edition of Smart Talent Management will appeal to advanced undergraduate and graduate students scholars practicing managers and consultants in the field of human resources **The Right Hire** Patrick B. Ropella, 2010-12-15 *The Right Staff* Patrick Ropella, 2009-09 *Management and Social Science Strategies for Business*

Excellence Katta Ashok Kumar,2014 Handbook of Talent Management and Learning Organizations Muhammad Waseem Bari,Francesca Di Virgilio,2025-02-19 This handbook contributes to the advanced knowledge of talent management and learning organizations in the post pandemic era It provides new insights and contributions to the existing literature on business organizations through the dissemination of information as well as empirical pieces of evidence from various parts of the world The focus of this handbook is on advancing talent management strategies and learning organizations through knowledge sharing on various platforms geographical locations and diverse groups of intellectuals having diversified experience knowledge and expertise It also focuses on innovation and creativity based on global competition advanced communication and management technologies and on changing customers behaviors and needs in the post pandemic era The Handbook of Talent Management and Learning Organizations A Post Pandemic Perspective explores theoretical and empirical artifacts and different approaches to enhance the understanding of the relationship between talent management and learning organization It provides solutions to managers and consultants who are facing problems while managing talent due to workplace changes post pandemic and shows the connection between innovation and creativity as talent management enhances organizational learning knowledge sharing culture innovation capabilities and creativity The handbook also offers strategies and solutions to manage talent virtually and presents future research directions and solutions to contemporary issues related to talent management and learning organizations moving forward This handbook targets graduate students research scholars practitioners employees consultants corporate bodies and technocrats It will be very helpful to managers and consultants who are facing problems with managing talent due to workplace changes after the pandemic **ECKM**

2020 21st European Conference on Knowledge Management Professor Alexeis Garcia-Perez,2020-12-02 **Managing a Global Workforce** Charles Vance,Yongsun Paik,2015-03-27 This new edition of Managing a Global Workforce provides balanced and contemporary coverage of human resource management in the international marketplace Directed at future general managers and international executives rather than HR specialists it is designed to help students as well as professionals recognize the critical human resource issues underlying the cultural and economic challenges they face

Talent Management David Collings,Vlad Vaiman,Hugh Scullion,2022-09-19 This book contains an Open Access chapter Aimed at researchers postgraduate students and professionals in the field Talent Management A Decade of Developments charts the evolution of talent management illustrating the progress prospects and challenges that have transpired over the last ten years

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