

Talent Management: Conceptualisations, Tensions, and the Future of Work

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Talent management has been identified as a core HR priority in organisations. In this research seminar, Stefan Jooss discusses three themes: First, the meaning of talent and talent management is examined; second, we unpack common tensions in talent management, drawing on paradox theory and focusing on the role of middle managers. Finally, the seminar considers how organisations are reshaping their approaches to talent management in the context of the future of work.