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Nota di contenuto	Meaning and Processes of Global Talent Management: Global Talent Management: An Introduction and a Review -- HR Directors' Understanding of 'Talent': A Cross-Cultural Study -- Smart Global Talent Management: A Promising Hybrid -- Coaching of Key Talents in Multinational Companies -- Cultural Intelligence as a Key Construct for Global Talent Management -- Inpatriation as a Key Component of Global Talent Management -- The Global Talent Challenge of Self-Initiated Expatriates -- Opportunities and Challenges for Organisations and Highly Skilled Migrant Professionals -- Global Talent Management Across Geographical Contexts: Global Talent Management in Brazil: Jeitinho as a Managerial Talent -- Talent Management in China -- Global Talent Management in Japanese Multinational Companies: The Case of Nissan Motor Company -- Talent Management in ASEAN: A Study of Thailand -- Global Talent Management in Knowledge Intensive Firms in Europe and India -- Talent Management in the MENA and GCC Regions: Challenges and Opportunities -- Talent Management in

Poland: Challenges, Strategies, and Opportunities -- How to Attract and Retain Global Careerists: Evidence from Finland -- Global Talent Management in French Multinationals -- Global Talent Management and the American Female Executive.

Sommario/riassunto

This book bridges the research and practice of global talent management. It opens important theoretical and practical avenues to understand the concept internationally while focusing on developing and emerging countries. Chapters derive from various geographic regions and embrace cross-national, comparative, and interdisciplinary perspectives. An open and inclusive approach is used in assessing the challenges of global talent management, strategies to overcome these challenges, and in charting opportunities for future talent management. These three dimensions are crucial to academic researchers and business practitioners for envisioning a positive future role of talent management in businesses and societies.
