

---

# Contents

## Part I Meaning and Processes of Global Talent Management

<b>Global Talent Management: An Introduction and a Review . . . . .</b>	<b>3</b>
Akram Al Ariss	
<b>HR Directors' Understanding of 'Talent': A Cross-Cultural Study . . . .</b>	<b>15</b>
Nicky Dries, Richard D. Cotton, Silvia Bagdadli, and Manoela Ziebell de Oliveira	
<b>Smart Global Talent Management: A Promising Hybrid . . . . .</b>	<b>29</b>
Charles M. Vance, Vlad Vaiman, Ana Cosic, Mursal Abedi, and Raquel Sena	
<b>Coaching of Key Talents in Multinational Companies . . . . .</b>	<b>43</b>
Raija Salomaa	
<b>Cultural Intelligence as a Key Construct for Global Talent Management . . . . .</b>	<b>65</b>
Joost Bückler	
<b>Inpatriation as a Key Component of Global Talent Management . . . . .</b>	<b>79</b>
Jean-Luc Cerdin and Kushal Sharma	
<b>The Global Talent Challenge of Self-initiated Expatriates . . . . .</b>	<b>93</b>
Jenny K. Rodriguez and Tracy Scurry	
<b>Opportunities and Challenges for Organisations and Highly Skilled Migrant Professionals . . . . .</b>	<b>107</b>
Bradley Saunders and Michael Nieto	

## Part II Global Talent Management across Geographical Contexts

<b>Global Talent Management in Brazil: <i>Jeitinho</i> as a Managerial Talent . . .</b>	<b>123</b>
Rosana Silveira Reis and Camilla Quental	
<b>Talent Management in China . . . . .</b>	<b>141</b>
Tony Fang	

<b>Global Talent Management in Japanese Multinational Companies: The Case of Nissan Motor Company . . . . .</b>	<b>159</b>
Masayuki Furusawa	
<b>Talent Management in ASEAN: A Study of Thailand . . . . .</b>	<b>171</b>
Opas Piansoongnern	
<b>Global Talent Management in Knowledge Intensive Firms in Europe and India . . . . .</b>	<b>183</b>
Vijay Pereira and Rita Fontinha	
<b>Talent Management in the MENA and GCC Regions: Challenges and Opportunities . . . . .</b>	<b>197</b>
Mhamed Biygautane and Khalid Othman Al Yahya	
<b>Talent Management in Poland: Challenges, Strategies and Opportunities . . . . .</b>	<b>217</b>
Sylwia Przytula	
<b>How to Attract and Retain Global Careerists: Evidence from Finland . . . . .</b>	<b>237</b>
Vesa Suutari, Olivier Wurtz, and Christelle Tornikoski	
<b>Global Talent Management in French Multinationals . . . . .</b>	<b>251</b>
Vincent Sponton and Akram Al Ariss	
<b>Global Talent Management and the American Female Executive . . . . .</b>	<b>267</b>
Laura Sankovich	
<b>Author Biographies . . . . .</b>	<b>279</b>
<b>Index . . . . .</b>	<b>287</b>

Global Talent Management  
Challenges, Strategies, and Opportunities  
Al Ariss, A. (Ed.)  
2014, VIII, 289 p. 18 illus., Hardcover  
ISBN: 978-3-319-05124-6