

*CALL FOR BOOK CHAPTERS*

**MOBILE GLOBAL TALENT MANAGEMENT DURING TIMES OF UNCERTAINTY**

*Talent Management Series*

*Book Series Editors: Vlad Vaiman & David Collings*

**Chapters Due: September 30, 2021**

Editors: **Dr.** **Francine Schlosser**, *University of Windsor;* **Dr. Deborah McPhee**, *Brock University*

There is a growing realization that an interconnected world must come to terms with great uncertainty. Global uncertainty has been exacerbated by the emergence of two global phenomena - the resurgence of nationalism and populism (socio-political) and the once-in-a-century COVID–19 pandemic (socio-economic). The ripple effects of these phenomena will be long-lasting, with great relevance to how organizations manage talent. IHRM must understand and manage the dynamic nature of work and ensuing changing employee expectations.

In the past decade, global talent management (GTM) has emerged as a central theme in International Human Resource Management (IHRM) research (Collings & Isichei, 2018). Much of the literature has focused on micro or macro level drivers of GTM systems (Collings, Mellahi & Cascio, 2018). Accordingly, IHRM is influenced by its macro and micro-level contextual drivers, including significant socio-political and socio-economic changes and crises related to economy and national culture (e.g., Vaiman, Sparrow,  Schuler, & Collings, 2018) and on global uncertainty related to the recent COVID-19 pandemic. These changes and crises develop a context of uncertainty; defined as “ambiguity about the outcomes of various actions, when the situation is unpredictable and when information is inconsistent or unavailable” (Brashers, 2001 in Herzig & Jimmieson, 2006, p. 629).

There is a need for research to be conducted on what GTM means within this context, as disruptions that create uncertainty can affect efforts to recruit, select, and maintain talent. IHRM must reduce or manage such uncertainty that is created by an increasingly mobile global talent workforce, embodied in skilled international migrants (Crowley-Henry & Al Ariss, 2018) and in emerging norms of distributed and work-from home necessitated by the COVID-19 pandemic lockdowns (Boland, De Smet, Palter, & Sanghvi, 2020). Consequently, there are opportunities for research and engagement centered on practical questions for both human resource professionals and academics in times of global economic and social uncertainty.

Using a macro-level lens, this book will explore the exogenous and endogenous challenges for GTM (Tarique & Schuler, 2010) and IHRM activities that support GTM during times of crisis leading to uncertainty in many facets in the economy, and on a global scale. This volume examines uncertain contexts related to socio-economic and socio-political change. The book showcases important topics that affect the opportunities and challenges facing mobile knowledge workers, as well as IHRM in managing in a global context. We investigate how national policies, social, and economic changes influence the attraction, management and retention of mobile talent, including international students, edu-immigrants, skilled migrant workers, and expatriates. Our collection will complement other recent publications considering how contextual factors affect the conceptualization, implementation, and effectiveness of talent management (Gallardo-Gallardo, Thunnissen, & Scullion, 2020). We invite authors to contribute to the volume with their research in the following areas:

**PART I: GLOBAL SOCIO-POLITICAL CHANGE**

This section will explore uncertain contexts related to socio-political change. More recent issues have arisen out of political unrest as we have seen in Hong Kong, and now in the U.S., U.K. and Europe that may have lasting effects on employment relationships. We propose to investigate how national policies and social changes influence the attraction, management, and retention of mobile talent, including international students, edu-immigrants, skilled migrant workers, and expatriates.

**PART II: GLOBAL SOCIO-ECONOMIC CHANGE**

This section will explore uncertain contexts related to socio-economic change, especially how the COVID 19 Pandemic has affected global talent management. For example, questions surrounding the management of a wide range of important yet mobile sources of talent, including skilled temporary migrant workers in the agricultural growing and food processing sector who provide essential services to preserve food supply chains in communities. The pandemic has also complicated the management of other mobile sources of professional talent that have important temporal limitations on peak performance, professional success, and performance effectiveness. Restrictions on global travel have created a need for countries to consider which jobs are considered essential; allowing cross border mobility, often without need for quarantine.

**The Talent Management Series (Series Editors: V. Vaiman and D. Collings)** provides a broad examination of the current research, theoretical, and methodological efforts in the field of talent management, and its related disciplines. This volume will focus on expanding our knowledge about Mobile Talent in Uncertain Times. Both theoretical and empirical manuscripts that consider important aspects of managing mobile talent in uncertain times will be considered. We also encourage practice-based research and manuscripts that tie concepts to cutting-edge HRM approaches.

The chapters in *TM* reflect many state-of-the-art topics and approaches, and are written by leading researchers in the field, making each volume an important source of information for virtually all talent management researchers. Chapter sizes of 5000-6000 words are welcomed and provide authors with the opportunity to fully express their key ideas. In effect, the *TM* series provides authors the opportunity to publish an "article of record" of their major theoretical or empirical ideas, and see it disseminated to a wide audience. We hope you will identify a contribution to submit for consideration.

We welcome the opportunity to discuss chapter ideas with interested researchers. Please contact the editors: Dr. Francine Schlosser at fschloss@uwindsor.ca or Dr. Deborah McPhee at dmcphee@brocku.ca. Chapter proposals due May 31, 2021. Selected authors will be notified no later than June 15, 2021. Finalized chapters are to be sent to the editors no later than September 30, 2021.

**References**

Boland, B., De Smet, A., Palter, R., & Sanghvi, A. (2020). Reimagining the office and work life

after COVID-19, McKinsey and Company.

Brashers, D. (2001), “Communication and uncertainty management”, *Journal of*

*Communication*, Vol. 51 No. 3, pp. 477-97.

Collings, D. G., & Isichei, M. (2018). “The shifting boundaries of global staffing: Integrating

global talent management, alternative forms of international assignments and non-employees into the discussion.” *The International Journal of Human Resource Management*, *29*(1), 165-187.

Collings, D. G., Mellahi, K., & Cascio, W. F. (2019). “Global talent management and performance

in multinational enterprises: A multilevel perspective.” *Journal of Management*, *45*(2), 540-566.

Crowley-Henry, M. & Al Ariss, A. (2018). “Talent management of skilled migrants: propositions

and an agenda for future research.” *The International Journal of Human* *Resource Management,* 29:13, 2054-2079, DOI: 10.1080/09585192.2016.1262889.

Gallardo-Gallardo, E., Thunnissen, M., & Scullion, H. (2020). “Talent management: context

matters.” *International Journal of Human Resource Management 31*(4), 457-473 <https://www.tandfonline.com/doi/full/10.1080/09585192.2019.1642645>

Herzig, S. E., & Jimmieson, N. L. (2006). “Middle managers' uncertainty management during

organizational change.” *Leadership & Organization Development Journal*.

Tarique, I., & Schuler, R. (2010). “Global talent management: Literature review, integrative

framework, and suggestions for further research.” *Journal of World Business*, 45:2, 122-133 DOI: <https://doi.org/10.1016/j.jwb.2009.09.019>