

---

# Contents

---

<i>About the editor</i>	vii
<i>List of contributors</i>	viii
<i>Foreword by Cary Cooper</i>	xix
<i>Foreword by Huiyao Wang</i>	xxi
<i>Foreword by Simon Collinson</i>	xxiii
<i>Foreword by David G. Collings</i>	xxiv
<i>Acknowledgements</i>	xxv

Introduction: International talent management research – a multidisciplinary and interdisciplinary approach <i>Yipeng Liu</i>	1
--	---

## PART I INTERNATIONAL TALENT MANAGEMENT, ENTREPRENEURSHIP AND INNOVATION

1 Talent management and innovation management: Review of the literature and challenges for future research <i>Daniela Baglieri, Maria Cristina Cinici and Antonio Crupi</i>	11
2 Talent for services: How gaining access to talent enables successful servitization <i>Marco Opazo-Basáez, Ferran Vendrell-Herrero and Oscar F. Bustinza</i>	35
3 Serial entrepreneurs as ‘incubators’: Individuals with inspiration and leadership that make for incubation <i>Yin Mon Myint, Shailendra Vyakarnam and Alexandra Huener</i>	60
4 A design thinking approach for talent management – can talent management benefit from design thinking? <i>Beke Redlich and Christoph Lattemann</i>	94

## PART II INTERNATIONAL TALENT MANAGEMENT AND INTERNATIONAL BUSINESS

5 Managing expatriates of emerging multinationals: An institutional work perspective <i>Di Fan, Yiyi Su and Zheng J. Yan</i>	108
---	-----

6	Global work arrangements and talent management in the born-virtual organization: The case of Automattic <i>Alessandra Vecchi</i>	144
7	Inpatriation management: A literature review and recommendations for future research <i>Fedor Portniagin and Fabian Jintae Froese</i>	186
8	Logic or smiles? International talent management across advanced and emerging economic contexts – Japanese expatriates’ cross-cultural communication friction in India <i>Ashok Ashta, Peter Stokes and Paul Hughes</i>	213
9	Compensation disparity, underpayment and director turnover: Evidence from China <i>Mahmoud Ezzamel and Yang Zhao</i>	247
<b>PART III INTERNATIONAL TALENT MANAGEMENT, SUSTAINABILITY, PUBLIC MANAGEMENT AND POLICY</b>		
10	Talents for key positions in organizations: Sustainability management as a profession <i>Katharina Spraul, Julia Hufnagel, Cynthia Friedrich and Natalie Brill</i>	274
11	Training programmes to develop the ethicality of talents <i>Dominic Kreismann and Till Talaulicar</i>	318
12	Global talent management and higher education governance: The Singapore experience in a comparative perspective <i>Hong Liu</i>	339
13	Talent management strategies in the public sector: A review of talent management schemes in Southeast Asia <i>Celia Lee and Shahamak Rezaei</i>	364
14	China: Talent management in transition <i>Tony Fang</i>	396
15	Characterizing the ‘global war for talent’ <i>Kyle Griffith</i>	422
	<i>Index</i>	449