Foreword

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When I began working in the area of talent management over a decade ago, one of the greatest challenges was identifying good-quality literature to inform my understanding of the area. What was available was mainly written by practitioners, for practitioners. While this was certainly useful in understanding some of the issues in the context of practice, there were few, if any, conversations¹ in the academic literature for one to join. Thankfully, things have moved forward a reasonable amount over the past decade or so and there is now an active community of global scholars engaging in research in this important area. Indeed, the area of talent management has emerged as a vibrant area of academic study. Pointing to considerable potential for the area moving forward, talent management continues to be a key concern for practitioners and in many ways has moved the people agenda to the C-suite to a far greater degree than in the past. This reinforces the value of talent management as an area of research significance to bridge the divide between academia and practice.

This handbook, edited by Yipeng Liu, represents an important contribution to the literature on talent management. A key contribution of the volume is the consideration of talent management from a number of novel perspectives. For example, looking at talent management through the lens of entrepreneurship and innovation opens a number of interesting avenues of debate. Equally, with a few exceptions, a public management and policy perspective is underrepresented in the extant discourse on talent management. I particularly applaud the geographic breadth of contributors, which certainly contributes to our understanding of talent management from a variety of cultural perspectives by adopting a comparative approach.

NOTE

1. Huff, A. (1998), *Writing for Scholarly Publication*. London: Sage.

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