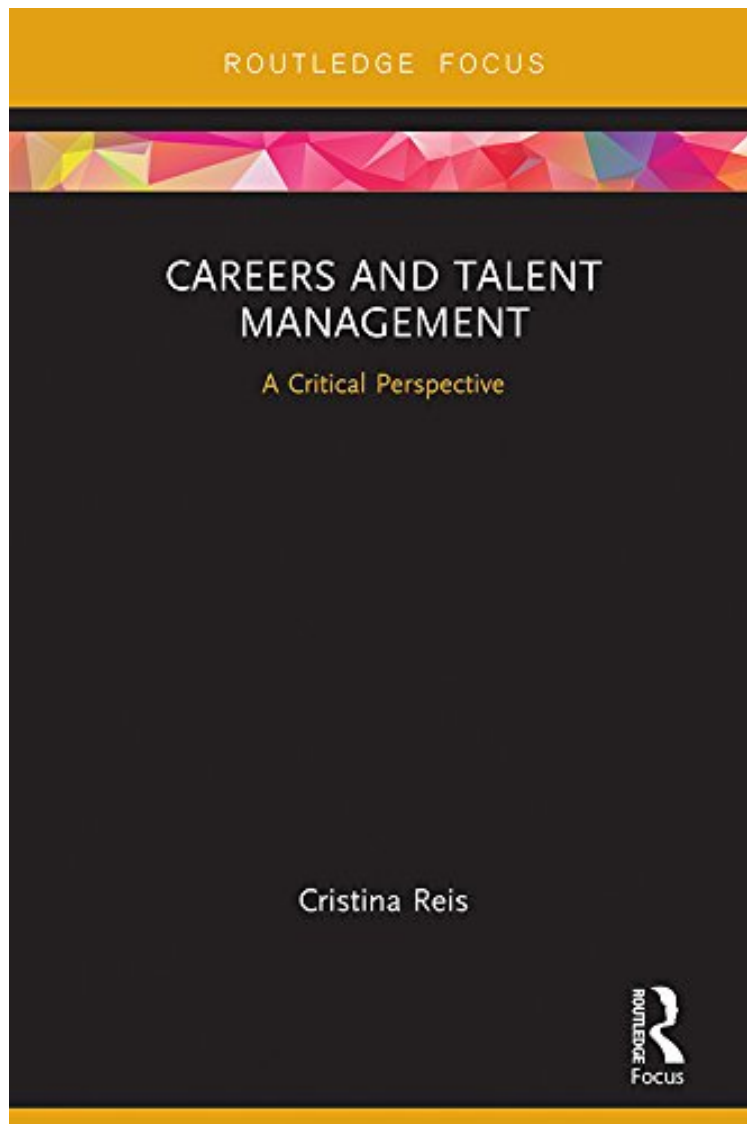


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Careers and Talent Management: A Critical Perspective (Routledge Focus on Business and Management)

Cristina Reis

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Careers and Talent Management challenges and deconstructs the notion of the "perfect career" in order to provide new perspectives on talent management and career creation. It argues that the skills that organizations typically look for as indicative of superstar performance are not necessarily those that lead to competitive advantage. Attracting and retaining talent is both challenging and complex for organizations, since it is not known, especially at the top level, which employee skills will be most valuable in helping the organization be competitive globally. In this thoughtful book, Reis bucks the trend on emerging super talents, critically analyzing topics related to the field of general management, careers and talent management ndash; such as leadership, entrepreneurship, gender, and diversity ndash; to demonstrate the range of employee skills that can benefit an organization globally. Chapter focuses include global entrepreneurship, remote business practices, and social responsibility. These new perspectives on talent management will help students of human resource management think critically about the implications of pursuing or encouraging a "perfect" career trajectory.

About the AuthorCristina Reis is Associate Professor of Management at the RC Group Research, USA, and has been Visiting Professor and Research Fellow in several European countries. She has several publications in scientific and business journals and is co-editor of *Careers without Borders*, also published by Routledge.