

# Contents

<i>List of tables</i>	viii
1 Talent management: an introduction	1
2 'Talent management' definitions, conceptualisations and frameworks	18
3 A kaleidoscope of 'talent' definitions and conceptualisations	32
4 Talent identification: understanding how organisations could, should and do identify talent	52
5 Talent development: enhancing the value of talented individuals, talent pools or a combination of both	68
6 The impact of talent management: unpacking the evidence	81
7 Talent management and the future of work: a research agenda	95
<i>Index</i>	114