

IGS

INSTITUTE FOR
INNOVATION AND
GOVERNANCE
STUDIES

UNIVERSITY OF TWENTE

50 YEARS OF HIGH TECH, HUMAN TOUCH

UNIVERSITY OF TWENTE SEMINAR

HIGH TECH – HUMAN TALENT:

IN SEARCH FOR INNOVATION COMPETENCES IN A GLOBAL CONTEXT

November 8th, 2011

**Organized by the International Management Group and
the Human Resource Management Group
of the Institute of Governance Studies (IGS)**

A one day on-site interactive seminar with business executives and researchers

Objectives

- To identify the talent management challenges for innovation in a global context
- To facilitate solutions for HR management to deal with the talent challenges for innovation

Guest speakers



Randall Schuler

Distinguished professor of International Human Resource Management
Rutgers University, NJ (USA)

Randall S. Schuler is Professor of International Human Resource Management and Human Resource Strategy, Past Director of the Masters in HRM Program, and Founder and Past Director of the Center for Global Strategic Human Resource Management in the Department of Human Resource Management. His interests are global human resource management, strategic human resource management, the human resource management function in organizations and the interface of business strategy and human resource management.



Carole Tansley




Professor of Human Resource Innovation
Nottingham Trent University (UK)

Professor Carole Tansley is Director of the International Centre for Talent Management and Development, leading a team of applied researchers and doctoral students engaged in exploring the HR dimensions of talent management at individual, project team and organisational level. She is joint programme leader for the Nottingham Business School Senior Executive Development Programme and teaches and supervises doctoral students (PhD and DBA), MBA, MSc in Strategic HRM and the UK Chartered Institute of Personnel and Development. Areas covered include talent management, e-HRM knowledge management, organisational behaviour and human resourcing strategy, planning, policy and practice, in addition to interpretive research methodology and methods.

Venue

University of Twente Campus – RAVELIJN Building

Program

Time	Activity
09.30	Welcome – Introduction: Setting the Stage
	Jan Kees Looise Professor of HRM, University of Twente, NL
09.45	<u>Guest Speaker</u>
	Randall Schuler Distinguished Professor of International HRM, Rutgers University, School of Labour Relations, USA (NJ)
10.15	<i>HR and Innovation: A Global Talent Challenge</i>
	<u>Discussant</u>
	Joseph Kessels Professor of HRD, University of Twente, NL
10.30	<u>Q&A</u>
11.00	<u>Parallel Focus Group Discussions</u> (with coffe / tea / drinks) Goal: Identify the core questions that HRM needs to answer to foster innovation / find the innovation competences and come up with possible solutions Groups will be moderated by HRM scholars
12.00	<u>Presentations of Group Results</u>
12.30	<u>Lunch</u>

13.30



Guest Speaker

Carole Tansley

Professor of HR Innovation, Nottingham Trent University, UK

E-HRM Talent: innovators or maintainers?

14.00



Discussant

Tanya Bondarouk

Associate Professor, University of Twente

14.15

Q&A

14.30

Coffee / Tea / Drinks

15.00

Plenary Debate With Panel

The panel will consist of HRM-scholars, -professionals, and –managers.

The debate will focus around propositions emerged from the morning session.

16.00

Finale

Getting Inspired to Face the Future of HR

16.30

Drinks / Socializing

Organizing committee



Huub Ruël

Assistant Professor International Management



Jan Kees Looise

Professor of Human Resource Management



Casper van Geffen

Seminar Coordinator



Tanya Bondarouk

Associate Professor of Human Resource Management



Aard Groen

Professor of Innovative Entrepreneurship

Seminar fee: €100,-

Enrollment via: <http://congress.utwente.nl>