



# Careers and Talent Management: A Critical Perspective

*Cristina Reis*

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## **Careers and Talent Management: A Critical Perspective** Cristina Reis

This book 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 set skills organizations look for as indicators of superstar performers 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 careers – such as leadership, entrepreneurship, gender, and diversity – to demonstrate the range of employee skills that can benefit an organization.

These new perspectives on talent management will no doubt get students of human resource management thinking critically about the implications of pursuing or encouraging a "perfect" career trajectory.

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