

What about the dynamics in Talent Management?

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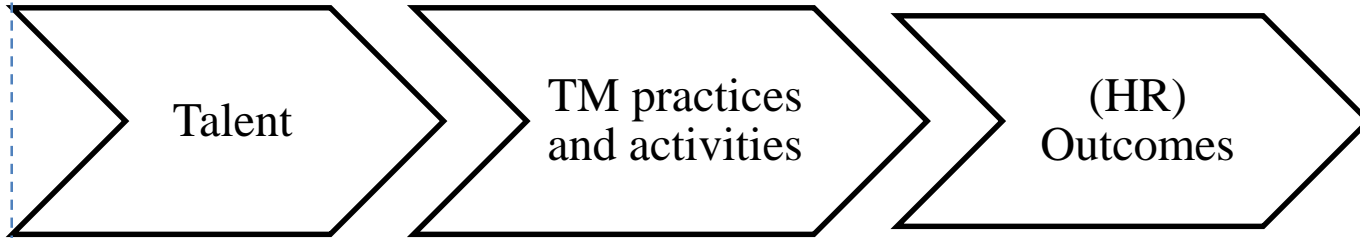
**Lector Dynamische Talentinterventies
Fontys Hogeschool HRMenP**

Dynamics: the origins of the term

- Originates from ancient Greek (*dunamis/ dunamikos*): power/ powerful, force/ forceful.
- A term used in: physics & engineering, sociology & psychology, computer science & mathematics, music
- It refers to: motion, and action, *interaction* and *reaction*.
- In physics: (1) motion of bodies as induced by external forces; (2) relationships in a complex system

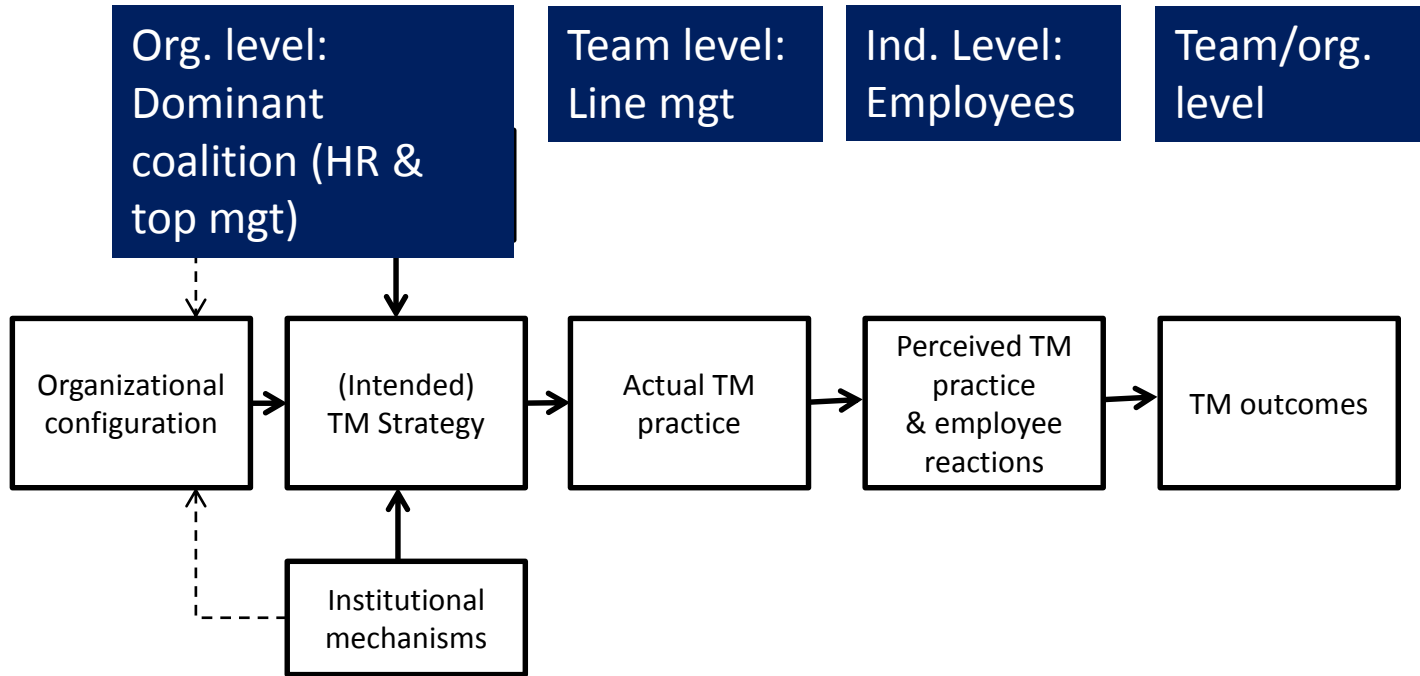
Dynamics in TM

Dominant approach to TM in TM literature:



Impact context:
talent definition is
context dependent

Impact context:
best fit model
(strategic fit)



Contextually based HRM theory
(Paauwe, 2004)

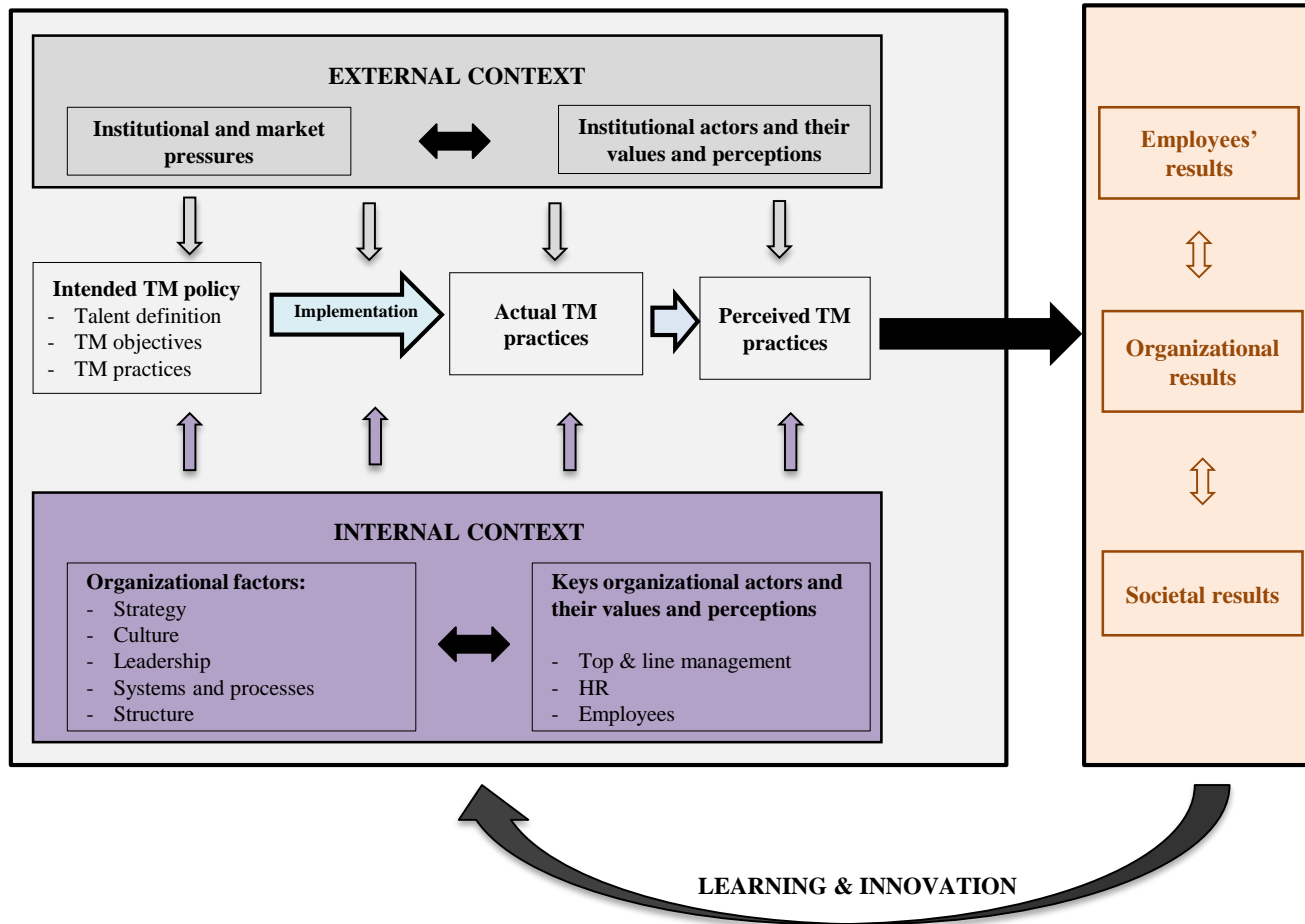
Process model of HRM
(Wright & Nishii, 2013)



DYNAMIC TM MODEL (Thunnissen & Gallardo-Gallardo, 2015)

ENABLERS

OUTCOMES



How to handle dynamics?

- Examine it, in order to control it and to restore balance?
- Balance = Status Quo or new state of balance (in other words: growth and development)
- Always expected & positive effects? What about the unexpected and negative effects?
- And are negative effects and friction always negative? 'zonder wrijving geen glans'.

To be continued.....

- Empirical research on dynamics is required
- 29 september 2015: lectorale rede
 - Workshop by Eva Gallardo-Gallardo on dynamics in TM.
- Interested? Suggestions? Mail me: m.thunnissen@fontys.nl