

Call for Papers - Special Issue for *Asian Business & Management*

Leadership Development and Global Talent Management in the Asian Context

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The need for competent and responsible leaders of multinational companies (MNCs) is well-documented, and Asia presents a distinct context with unique challenges and opportunities for global talent management. The demand for traditional managerial skills has recently experienced more complexity with increasing attention to sustainable businesses and issues related to the localization of managerial talent. Businesses have also recognized the added benefits of diversity in managerial ranks. A driving force behind the internationalization trend is competition among firms and countries for the best talent wherever it can be found. Some have argued that the evolving and changing structure of business that includes an unabated trend in increased numbers of strategic alliances, joint ventures and mergers and acquisitions has fuelled a demand for executives with broad experience; i.e., local, regional and global, and with skills to manage multicultural teams. China's recent increased standing as the second largest world economy (with Japan as third) and the growth of business activity within Asia present a context that deserves dedicated focus and examination. Within this arena of increased needs for global managers, reported shortages and ineffective management of global talent, current state of the art research on topics related to leadership development and global talent management in companies operating in Asia should enhance our knowledge and provide guidance for practitioners.

This special issue invites papers on a wide variety of topics related to leadership development and global talent management in MNCs in the Asian context. The papers, either theoretical or empirical, should be original research and will incorporate a double-blind review process consistent with review procedures of *Asian Business and Management's* editorial review practices. Topics for the special issue could include but are not limited to:

- Development of multinational leadership competencies
- Functions related to local and expatriate managers
- Examination of the growth of and demand for ex-host country nationals as a growing managerial segment in the Asian context
- Localization practices by companies sourced in Asian and operating in Asia
- Examination of knowledge transfer processes across borders that involve Asian countries.
- The development of responsible leadership across cultural boundaries
- Diversity issues related to leadership development and global staffing in Asia
- Adjustment and effectiveness issues related to types of international assignments
- Evaluation of global staffing theory and practice within the Asian context
- Comparison and transfer of leadership development and global talent management across countries that include Asian contexts
- HRM and firm performance in Asia
- Global staffing issues and different types organizational structures (e.g. strategic alliances, joint ventures, etc.)
- Distinct contributions of Asian settings to HRM practices in other contexts
- Sustainable and responsible HRM global staffing practices in Asia
- Examination of top management teams in Asia

Submissions should be prepared according to *ABM* submission guidelines (for details, please see <http://www.palgrave-journals.com/abm/index.html>) and saved in a standard document format type such as Word or PDF. Submitted papers should be around 8,000 words. Paper submissions are due on or before March 31, 2012. The special issue is planned for May 2013. Please indicate that the paper is intended for the *ABM* special issue on leadership development and global talent management.

Please direct all communication on the Special Issue to either one of the two co guest-editors: Rosalie L. Tung, Simon Fraser University (Canada), email: tung@sfu.ca; or N. Sue Bruning, University of Manitoba (Canada), email: bruningn@cc.umanitoba.ca