

VLAD VAIMAN, Ph.D.

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EDUCATION

Doctor of Philosophy (Ph.D., Management), 2004. University of St. Gallen, Switzerland; AACSB, EQUIS, and CEMS accredited.

Master of Business Administration (MBA, Strategic Management & HRM), 1996. University of Wyoming, USA; AACSB accredited.

Master of Sciences (M.Sc., Mechanical Engineering), 1993. Russian State Academy of Oil & Gas, Moscow, Russia.

PROFESSIONAL HIGHLIGHTS

Current Position:

- Professor and Associate Dean, School of Management, California Lutheran University, USA (2013-present). Duties: School administration (program management and innovation, junior and mid-career faculty development, research support, budget management, etc.), service, and teaching of various graduate and executive-level courses in the area of talent management, organizational behavior, organizational design, and international HRM (both face-to-face and online).
- Founding Editor-in-Chief and Senior Editorial Consultant, European Journal of International Management, a quarterly academic publication devoted entirely to fostering an understanding of issues in international management (indexed by ISI-SSCI).
- Editor of the Talent Management book series, Emerald Publications.
- Member of the Talent Management Institute Advisory Board, ESCP Europe, Berlin, Germany.
- Member of the International Advisory Board, Research Centre on Knowledge Management and Innovation, EuroMed Research Business Institute (EMRBI).
- Visiting Scholar, Center for Emerging Markets, Northeastern University, USA; McGill University, Canada.

Previous Academic/Administrative Position:

- Associate Professor, then Professor and *Academic Director/Associate Dean*, Graduate Programs, Reykjavik University School of Business, Iceland (2008-2013). Responsibilities: managing graduate programs (PhD, MBA, M.Sc. in International Business, M.Sc. Finance, and M. Accounting), supporting scholarship activities, creating synergies across all graduate programs, building academic strength, and ensuring operational efficiency.
- Assistant then Associate Professor, FH Joanneum University of Applied Sciences, Graz, Austria (2004-2008). Duties: teaching of various graduate-level courses in the area of international management, organizational behavior, and international HRM.

Other Relevant Information:

- **Leadership Experience:** 10+ years of senior academic leadership and international management experience.
- **Research Interests:** Talent Management, International HRM, Cross-cultural Management, Organizational Behavior and Global Leadership, Future of Business Education.
- **Awards:** CLU Provost Distinguished Scholar Award, 2020; ACBSP Teaching Excellence Award, 2019; Outstanding Achievement in the Area of Scholarship, School of Management, California Lutheran University 2014; Highly Commended Award Winner at the Literati Network Awards for Excellence 2013, Emerald Group Publishing; Outstanding Service Award, International Management Division, Academy of Management 2012.
- **Editorial Board Membership:** Editor for *European Management Review*; Editorial Board member for *Advances in Global Leadership* (journal and book series), *Journal of Organizational Effectiveness: People and Performance*, *Journal of Knowledge Management*, and *Journal of Global Mobility*.
- **Regular Reviewer** for *Academy of Management Learning and Education*, *Journal of International Business Studies*, *Human Resource Management*, *Management and Organization*, *Journal of Organizational Change Management*, *International Business Review*, *Journal of Global Mobility*, etc.
- **External Examiner** for doctoral dissertations defended at premier universities in Iceland, Denmark, Spain, Ireland, and France.
- **Active member** of the Academy of Management: International Management (IM) and HRM divisions (served as a country representative for the IM Division).

- **Visiting Professor** (Management studies – undergraduate, graduate, and executive MBA levels, as well as research workshops):
 - 2004 Victoria University of Wellington, New Zealand
 - 2004 Erasmus University, the Netherlands
 - 2005 University of Graz, Austria
 - 2005 Oslo University College, Norway
 - 2007 European School of Management and Technology, Germany
 - 2005-2010, 2017 Helsinki School of Economics, Finland
 - 2006-2010 California Lutheran University, USA
 - 2006-2013 Danube University of Krems, Austria
 - 2007-present MCI Business School, Austria
 - 2009-2011 ISEG Paris, France
 - 2010 University of Southern Denmark, Denmark
 - 2012 Northeastern University, USA
 - 2012 McGill University, Canada
 - 2012-2013, 2017 Hanken School of Economics, Finland
 - 2013-2017 Reykjavik University, Iceland

- **Corporate Trainer/Consultant:** IBM (Americas and Europe), OMV (Austria), Magna International (Canada and Austria), AVL (Austria), Marel (Iceland), Actavis (Iceland), Icelandic Trade Council, PennyMac (USA), The Cheesecake Factory (USA), etc.

- **Community Outreach:** Vice Chair, Ventura County Economic Development Association (VCEDA); Founding group member, City of Thousand Oaks Visioning 2064.

COURSE SPECIALIZATION

- People Management – graduate and executive level courses
- Organizational Behavior – graduate and executive levels
- Organizational Design – graduate and executive levels
- International (Cross-cultural) Management – graduate and executive levels
- International HRM – graduate and executive levels
- Human Resources Management – undergraduate and graduate level courses
- Cross-cultural Communication and Negotiations – graduate and executive levels
- International Business and Strategy – graduate level
- Leadership – graduate level

Excellent teaching evaluations for courses taught both face-to-face and online are available upon request.

SELECTED PUBLISHED ARTICLES, CONFERENCE PROCEEDINGS (double-blind peer or editorial review only), BOOKS, and BOOK CHAPTERS

Peer-reviewed Academic Journal Articles:

Vaiman, V., Collings, D., & Cascio, W. 2020. The shifting boundaries of talent management, Human Resource Management, Vol. 60, No. 2, forthcoming.¹

Vaiman, V., & Vaiman, M. 2020. Global Leadership Failure: A Case of the COVID-19 Pandemic, Advances in Global Leadership, vol. 13.

King, K.A., & Vaiman, V. 2019. Enabling effective talent management through a macro-contingent approach: A framework for research and practice, BRQ Business Research Quarterly, Vol. 22, No. 3, pp. 194-206.

Tolstikov-Mast, Y., Bieri, F., Walker, J.L., Wireman, A., & Vaiman V. 2019. Global Leadership Field and Doctoral Education: Advancing the Discipline through a Targeted Curriculum, Advances in Global Leadership, vol. 11.

Vaiman, V., Gallardo-Gallardo, E., & Thunnissen, M. 2019. Global Talent Management, in Oxford Bibliographies in Management, Ricky Griffin (ed.), New York: Oxford University Press.

Khoreva, V., Vaiman, V., & Kostanek, E. 2019. Talent Identification Transparency: An Alternative Perspective, European Journal of International Management, Vol. 13, No. 1, pp. 25-40.

Khoreva, V., Vaiman, V., & Bondarouk, T. 2019. Exploring the Influence of Digitalization on Global Talent Management, Academy of Management Proceedings (1), 10238 (nominated for the best paper award).

Jooss, S., McDonnell, A., Burbach, R., & Vaiman, V. 2019. Conceptualizing Talent in Multinational Hotel Corporations, International Journal of Contemporary Hospitality Management, Vol. 31, No. 10, pp. 3879-3898.

Puffer, S.M., Banalieva, E.R., McCarthy, D.J., & Vaiman, V. 2018. The Impact of the Communist Imprint Prevalence on the Risk-Taking Propensity of Successful Russian Entrepreneurs, European Journal of International Management, Vol. 12, No. ½, pp. 158-190.

Vaiman, V., Collings, D., & Scullion, H. 2017. Contextualizing Talent Management, Journal of Organizational Effectiveness: People and Performance, Vol. 4, No. 4, pp. 294-297.

¹ Bolded are exemplary publications and those published in FT50 and/or AJG3*/4* journals

Khoreva, V., Vaiman, V., & Van Zalk, M. 2016. Talent Management Practice Effectiveness: Investigating Employee Perspective, Employee Relations, Vol. 39 No. 1, pp. 19 – 33.

Khoreva, V., Vaiman, V., & Kostanek, E. 2016. Talent status awareness: An alternative perspective, Academy of Management Proceedings (1), 11380.

Mixa, M., & Vaiman, V. 2015. Individualistic Vikings: Culture, Economics and Iceland, Icelandic Review of Politics and Administration, Vol. 11, No. 2, pp. 355-373.

Vaiman, V., Haslberger, A., & Vance, C.M. 2015. Recognizing the Important Role of Self-Initiated Expatriates in Effective Global Talent Management, Human Resource Management Review, Vol. 25, pp. 280-286.

Collings, D.G., Scullion, H., & Vaiman, V. 2015. Talent management: Progress and Prospects, Human Resource Management Review, Vol. 25, pp. 233-235.

Khoreva, V., & Vaiman, V. 2015. Intent vs. Action: Talented Employees and Leadership Development, Personnel Review, Vol. 44, No. 2, pp. 200 - 216.

Minelgaite Snaebjornsson, I., Edvardsson, I.R., Vaiman, V. 2015. Cross-cultural leadership: expectations on gendered leaders' behavior, SAGE Open.

Vaiman, V., & Brewster, C. 2014. How far do cultural differences explain the differences between nations? Implications for HRM, International Journal of Human Resource Management, Vol. 11, No. 26(2), pp. 151-164.

Sigurjonsson, T.O., Arnardottir, A.A., Vaiman, V., & Rikhardsson P.M. 2014. Managers' Views on Ethics Education in Business Schools: An Empirical Study, Journal of Business Ethics, Vol. 122, No. 1, pp. 25-38.

Vance, C.M., Andersen, T., & Vaiman, V. 2014. A Taxonomy of Potential Contributions of the Host Country National Local Liaison Role in Global Knowledge Management, Thunderbird International Business Review, Vol. 56, No. 2, pp. 173-191.

Sigurjonsson, T.O., Vaiman, V., & Arnardottir, A.A. 2013. The Role of Business Schools in Ethics Education in Iceland: The Managers' Perspective, Journal of Business Ethics, May 22.

Vaiman, V., Collings, D., & Scullion, H. 2013. Talent Management: Advancing the field, International Journal of Human Resource Management, Vol. 24, No. 9, pp. 1737-1743.

Vaiman, V., & Apfelthaler, G. 2013. International business and management: Roads behind, roads ahead, Global Business Perspectives, Vol. 1, No. 1, pp. 29-38.

Vaiman, V., & Holden, N. 2013. Talent management in Russia: Not so much war for talent as wariness of talent, Critical Perspectives on International Business, Vol. 9, Nos. 1/2, pp. 129-146.

Vaiman, V., Collings, D., & Scullion, H. 2012. Talent Management Decision Making. Management Decision, Vol. 50, No.5, pp. 925-941.

Vance, C., Andersen, T., & Vaiman, V. 2012. Human Resource Management and Off shoring – Knowledge Management and Liaison Roles of Host Country Nationals, Journal of Law and Social Sciences (GSTF), Vol. 1, No. 1, pp. 145-150.

Vaiman, V., & Apfelthaler, G. 2012. Professional Services Industry: Challenges and Opportunities of Internationalization, Special Issue for Service Industries Journal, Vol. 32, No. 10.

Vaiman, V., Lemmergaard, J, & Azevedo, A. 2011. Contingent Workers - Needs, Personality Characteristics, and Work Motivation, Team Performance Management, Vol. 17, Nos. 5/6, pp. 311-324.

Collings, D., Scullion, H., & Vaiman, V. 2011. European Perspectives on Talent Management, European Journal of International Management, Vol. 5, No. 5, pp. 453-462.

Vaiman, V., Sigurjonsson, T.O, & Davidsson, P.A. 2011. Weak Business Culture as an Antecedent of Economic Crisis: The Case of Iceland, Journal of Business Ethics, Vol. 98, No. 2, pp. 259-272.

Marshall, S., Vaiman, V., Napier, N.K., Taylor, S., Haslberger, A., & Andersen, T. 2010. The End of a “Period”: Sustainability and the Questioning Attitude, Academy of Management Learning & Education, Vol. 9, No. 3, pp. 477-487.

Vance, C.M., & Vaiman, V. 2009. The Vital Liaison Role of Host Country National Nationals in MNC Knowledge Management, Human Resource Management, Vol. 48, No. 4, pp. 649-659.

Vaiman, V. 2008. Retention Management as a Means of Protecting Tacit Knowledge in an Organization: A Conceptual Framework for Professional Services Firms, International Journal of Learning and Intellectual Capital, Vol. 5, No. 2, pp. 172-185.

Vaiman, V., Holden, N., & Fink, G. 2007. Towards Identifying the Unity in European Corporate Cultures, European Journal of International Management, Vol.1, No. 3, pp. 167-175.

Vaiman, V. 2007. Best Retention Practices in International Professional Services Firms, Panorama 2007, VSU Publishing, Russia, pp. 223-240.

Vaiman, V. 2007. Leveraging the New Human Capital: Adaptive Strategies, Results Achieved and Stories of Transformation, Academy of Management Perspectives, Vol. 21, No. 1, pp. 93-94.

Vaiman, V. 2007. International Management in Europe – New Opportunities for the Academic Community, European Journal of International Management, inaugural issue, Vol. 1, Nos. ½, pp. 1-2.

Vaiman, V. 2005. International Perspectives on Organizational Behavior and Human Resource Management, Journal of International Business Studies, jibs.net, October 2005.

Vaiman, V. 2004. Retention Management in International Professional Services Firms: An Empirical Study of Best Practices in Management Consultancies, Doctorate Dissertation of the University of St. Gallen, Switzerland, University of Toronto Press.

Peer-reviewed Research Chapters:

Vaiman, V., & Haslberger, A. 2020. Herding Kittens: How to Manage Expatriate Talent, in Tarique, I. (ed.), Routledge Companion to Talent Management, London: Routledge.

Vaiman, V., & Khoreva, V. 2020. Talent Management: Decision Making in the Global Context, in Tarique, I. (ed.), Routledge Companion to Talent Management, London: Routledge.

Sparrow, P., Vaiman, V., Schuler, R., & Collings, D. 2018. Macro Talent Management in Developed Markets: Foundations for a Developing Field, in Vaiman, V., Schuler, R., Sparrow, P., & Collings, D. (eds.), Macro Talent Management: A Global Perspective on Managing Talent in Developed Markets, New York City/London: Routledge.

Sparrow, P., Vaiman, V., Schuler, R., & Collings, D. 2018. Macro Talent Management in Emerging and Emergent Markets: Foundations for a Developing Field, in Vaiman, V., Schuler, R., Sparrow, P., & Collings, D. (eds.), Macro Talent Management in Emerging and Emergent Markets: A Global Perspective, New York City/London: Routledge.

Outila, V., Vaiman, V., & Holden, N. 2018. Macro Talent Management in Russia: Addressing entangled challenges in managing talent on the country level, in Vaiman, V., Schuler, R., Sparrow, P., & Collings, D. (eds.), Macro Talent Management in Emerging and Emergent Markets: A Global Perspective, New York City/London: Routledge.

King, K.A., & Vaiman, V. 2018. Macro Talent Management (MTM): What it is and why is it important to Global Talent Management, in Collings, D.G., Scullion, H., & Caligiuri, P. (eds.), Global Talent Management, 2nd Edition, London: Routledge.

Vaiman, V., & Holden, N. 2015. Cross-cultural management: arguing the case for non-cultural explanations, Routledge Companion to Cross-cultural Management, London: Routledge.

Vaiman, V., & Collings, D. 2014. Global Talent Management, Routledge Companion to Human Resource Management, London: Routledge.

Vance, C.M., Vaiman, V., Cosic, A., Abedi, M., Sena, R. 2014. Smart Global Talent Management: A Promising Hybrid, in Al Ariss, A. (eds.), Global Talent Management: Challenges, Strategies, and Opportunities, Springer.

Vaiman, V., & Haslberger, A. 2013. Managing Talent of Self-Initiated Expatriates: A neglected source of the global talent flow, in Vaiman, V., & Haslberger, A. (eds.), Managing Talent of Self-Initiated Expatriates: A neglected source of the global talent flow, London: Palgrave Macmillan.

Korotov, K., Puffer, S.M., McCarthy, D.J., & Vaiman, V. 2012. Global Careers: The Russian Experience, in Baruch, Y., & Reis, C. (eds.), Global Careers: Critical Perspectives, London: Routledge.

Sigurjonsson, T.O., Arnardottir, A.A., & Vaiman, V. 2012. Business Ethics Following a Financial Crisis, in Stachowicz-Stanusch, A. and Amann, W. (eds.), Business Integrity in Practice, New York: Business Expert Press.

Vaiman, V., & Sigurjonsson, T.O. 2011. Re-thinking Ethics Education in Business Schools in the post-Financial Crisis Epoch: An Icelandic Perspective, in Stachowicz-Stanusch, A., & Wankel, C. (eds.), Handbook of Research on Teaching Ethics in Business and Management Education, Hershey PA, USA: IGI-Global.

Vaiman, V., & Holden, N. 2011. Talent Management in Central and Eastern Europe: Challenges and Trends, in Collings, D., & Scullion, H. (eds.), Global Talent Management, London: Routledge.

Vaiman, V. 2010. Managing Talent of Non-traditional Knowledge Workers – Opportunities, Challenges, and Trends, in Vaiman V. (ed.), Talent Management of Knowledge Employees: Embracing Non-traditional Workforce, UK: Palgrave Macmillan, pp. 1-22.

Vaiman, V., Davidsson, P.A., & Sigurjonsson, T.O. 2010. Revising a Definition of Corruption as a Result of the Global Economic Crisis – The Case of Iceland, in Organizational Immunity to Corruption: Building Theoretical and Research Foundations, Warsaw: Polish Academy of Sciences, pp. 363-372.

Vance, C.M., & Vaiman, V. 2008. Smart Talent Management: On the Powerful Amalgamation of Talent Management and Knowledge Management, in Vaiman, V. & Vance, C. (eds.), Smart Talent Management: Building Knowledge Assets for Competitive Advantage, Northampton, MA: Edward Elgar Publishing, pp. 1-15.

Books:

Vaiman, V., & King, K.A. 2022. Global Talent Management: Excellence in Management Practice, Northampton, MA: Edward Elgar Publishing, forthcoming.

Vaiman, V. & Vance, C. (eds.). 2022. Smart Talent Management, 2nd Edition, Northampton, MA: Edward Elgar Publishing, forthcoming.

Apfelthaler, G., & Vaiman, V. (eds.). 2020. Start Here. Go Anywhere, 3rd Edition, USA: California Lutheran University.

Apfelthaler, G., & Vaiman, V. (eds.). 2018. Start Here. Go Anywhere, 2nd Edition, USA: California Lutheran University.

Vaiman, V., Schuler, R., Sparrow, P., & Collings, D. (eds.). 2018. Macro Talent Management: A Global Perspective on Managing Talent in Developed Markets, New York City/London: Routledge.

Vaiman, V., Schuler, R., Sparrow, P., & Collings, D. (eds.). 2018. Macro Talent Management in Emerging and Emergent Markets: A Global Perspective, New York City/London: Routledge.

Apfelthaler, G., & Vaiman, V. (eds.). 2016. Start Here. Go Anywhere, USA: California Lutheran University.

Vaiman, V., & Haslberger, A. (eds.) 2013. Managing Talent of Self-Initiated Expatriates: A neglected source of the global talent flow, UK: Palgrave Macmillan.

Vaiman, V. (ed.) 2010. Talent Management of Knowledge Employees: Embracing Non-traditional Workforce, UK: Palgrave Macmillan.

Vaiman, V. & Vance, C. (eds.) 2008. Smart Talent Management: Building Knowledge Assets for Competitive Advantage, Northampton, MA: Edward Elgar Publishing.

Editorial Work – Academic Journals:

Kim, S., Vaiman, V., & Sanders, K. 2021. Strategic Human Resource Management in the Era of Environmental Disruptions, Human Resource Management, forthcoming.

Vaiman, V., Colling, D., & Cascio, W. 2020/21. Special issue on the shifting boundaries of talent management, Human Resource Management, forthcoming.

Vaiman, V., & Collings, D. 2018. Contextualizing talent management. Special Issue of Journal of Organization: People and Performance, Vol. 4, No. 4.

Scullion, H., Vaiman, V., & Collings, D. 2016. Strategic Talent Management Revised? Special Issue of Employee Relations, Vol. 38, No. 1.

Vaiman, V., Scullion, H., & Collings, D. 2014. Global Talent Management. Special Issue of Human Resource Management Review, Vol. 25.

Vaiman, V., Scullion, H., & Collings, D. 2013. Talent Management in International Context. Special Issue of International Journal of Human Resource Management, Vol. 24, No. 9.

Vaiman, V., & Apfelthaler, G. 2012. Professional Services Industry: Challenges and Opportunities of Internationalization, Special Issue for Service Industries Journal, Vol. 32, No. 10.

Nayir, D.Z., & Vaiman, V. 2012. Editorial for a special issue on Emerging Markets, European Journal of International Management, Vol. 6, No. 3.

Vaiman, V., Collings, D., & Scullion, H. 2012. Global Talent Management: Trends, Challenges, and Opportunities. Management Decision, Vol. 50 (anniversary edition).

Collings, D., Scullion, H., & Vaiman, V. 2011. European Perspectives on Talent Management, European Journal of International Management, Vol. 5, No. 5, p.p. 453-462.

Schuler, R., Vaiman, V., & Cheng, J.L. 2009. The Rapid Rise, European Journal of International Management, Vol. 3, No. 3.

Vaiman, V. 2007. International Management: Exploring the Variety, European Journal of International Management, Vol. 1, No. 4.

Work-in-Progress:

Vaiman, V., Dickmann, M., & Parry, E. Examining Talent Flows Across Organizational and Macro Levels, to be submitted to Human Resource Management (Wiley).

Vaiman, V., Collings, D., & Cascio, W. The Shifting Boundaries of Talent Management, Special Issue for Human Resource Management (Wiley).

Kim, S., Vaiman, V., & Sanders, K. 2021. Strategic Human Resource Management in the Era of Environmental Disruptions, Human Resource Management, forthcoming.

Vance, C.M., Vaiman, V., & Andersen, T. An Analysis of Potential Contributions of the Host Country National Local Liaison Role in Global Knowledge Management, (to be submitted to Human Resource Management Journal).

Professional Articles, Reviews, and Editorials:

Vaiman, V. 2020. Is Talent Management Still Relevant? C-Suite Quarterly, <http://csq.com/profile/vlad-vaiman/>.

Vaiman, V. 2019. Keys to Keeping Talent: Opportunities for Career Growth, C-Suite Quarterly, <http://csq.com/profile/vlad-vaiman/>.

Vaiman, V. 2019. Keys to Keeping Talent: Exciting and Challenging Work, C-Suite Quarterly, <http://csq.com/profile/vlad-vaiman/>.

Vaiman, V. 2018. How to Identify High-Potential Employees in Your Organization, C-Suite Quarterly, <http://csq.com/profile/vlad-vaiman/>.

Vaiman, V. 2018. European Journal of International Management (EJIM): The long and winding road, European Journal of International Management, Vol. 12, No. 1.

Vaiman, V. 2017. Millennials and the Modern Workforce, C-Suite Quarterly, <http://csq.com/profile/vlad-vaiman/>.

Vaiman, V. 2017. Talent Management and Workforce Trends, C-Suite Quarterly, <http://csq.com/profile/vlad-vaiman/>.

Vaiman, V. 2017. Workforce trends challenge for tri-county employers, Pacific Coast Business Times, March 17.

Vaiman, V. 2016. Understanding the Talent Challenge, C-Suite Quarterly, <http://csq.com/profile/vlad-vaiman/>.

Vaiman, V. 2016. Soft skills key to successful managers, Pacific Coast Business Times, July 22.

Scullion, H., Vaiman, V., & Collings, D. 2016. Guest Editorial, Employee Relations, Vol. 38, No. 1.

Vaiman, V. 2015. Employers must find ways to plug national talent drain, Pacific Coast Business Times, November 20.

Vaiman, V. 2013. Maintaining the talent flow – how to keep your best workers, Pacific Coast Business Times, November 29.

Vaiman, V. 2013. Retaining talent is important during booms and busts, Pacific Coast Business Times, November 7.

Nayir, D.Z., & Vaiman, V. 2012. Editorial for a special issue on Emerging Markets, European Journal of International Management, Vol. 6, No. 3.

Vaiman, V. 2011. Talent Shortage and Unemployment (translated to Icelandic), Frettabladid, largest national daily newspaper in Iceland, October 3.

Vaiman, V. 2010. Cross-cultural Competencies as a Requirement for Future International Success of International Businesses, Tímarit Háskólans í Reykjavík [Reykjavik University Magazine], 1st inaugural issue.

Schuler, R., Vaiman, V., & Cheng, J.L. 2009. The Rapid Rise, European Journal of International Management, Vol. 3, No. 3.

Vaiman, V. 2009. Talent Management in the Current Economic Situation (translated to Icelandic), Vidskiptabladid, largest national business newspaper in Iceland, January 15.

Vaiman, V. 2008. Requirements for Future Success: A Few Thoughts on Internationalization of Icelandic Business (translated to Icelandic), Frettabladid, largest national daily newspaper in Iceland, December 5.

Vaiman, V. 2007. International Management: Exploring the Variety, European Journal of International Management, Vol. 1, No. 4.

Vaiman, V. 2006. Building an Effective Retention Policy, Human Resource Professional, February.

Vaiman, V. 2002. Human Capital Consulting: The Time is Now, Journal of the Canadian Association of Management Consultants.

Peer-reviewed Conference Proceedings:

Vaiman, V. (with Khoreva, V., & Bondarouk, T.) 2019. From digi-imitators to digi-trendsetters: The influence of digitalization on global talent management, Proceedings of the Academy of Management annual conference (Boston, MA).

Vaiman, V. (with Outila, V., & Holden, N.) 2019. Macro Talent Management: An Example of Russia, Proceeding of the XX April International Academic Conference on Economic and Social Development (Moscow, Russia).

Vaiman, V. 2019. Macro Talent Management: Foundations for a Developing Field, proceedings of the 3rd annual AoM HR Division Conference (Dublin, Ireland).

Vaiman, V. (with King, K.). 2019. Talent Management: Towards a Macro-Contingent Model, Proceedings of the 3rd annual AoM HR Division Conference (Dublin, Ireland).

Vaiman, V. (with Khoreva, V.). 2018. From Digi-imitators to Digi-trendsetters: Making Sense of How Digitalization Transforms Global Talent Management, Proceedings of the 7th Annual EIASM Workshop on Talent Management, (Helsinki, Finland).

Vaiman, V. (with Khoreva, V.). 2018. Decision Making in Global Talent Management, Proceedings of the 15th International Conference on Human Resource Management (Madrid, Spain).

Vaiman, V. (with Tarique, I.). 2017. Co-organizer of and presenter at the International Symposium on Emerging Field of Macro Talent Management, Proceedings of the Academy of Management annual conference (Atlanta, Georgia).

Vaiman, V. (with Kuznetsova, O., & Holden, N.). 2016. Macro-perspective on global talent management: Application in the Russian context with a view to learn, Proceedings of the 5th Annual EIASM Workshop on Talent Management (Copenhagen, Denmark).

Vaiman, V. (with Khoreva, V.). 2016. Talent status awareness: An alternative perspective, Proceedings of the Academy of Management annual conference (Anaheim, California).

Vaiman, V. (with Sackmann, S., Michailova, S., et al). 2015. Co-organizer, presenter, and panelist of the International Symposium on Revitalizing Cross-cultural Management: Advancing Organizations & People in a Global Business World, Proceedings of the Academy of Management annual conference (Vancouver, Canada).

Vaiman, V. (with Vance, C.M., & Van Bakel, M. 2015. Field Validation of the Host Country National Liaison Role. Western Academy of Management annual conference (Kauai, HI, USA).

Vaiman, V. (with Apfelthaler, G., & Domicone H). 2014. Bridging the gap between higher education, labor market imperatives, and government policy, QS Asia Pacific Professional Leaders in Education Conference (Taipei, Taiwan), session "Internationalizing the Curriculum: Educating Global Citizens."

Vaiman, V., Collings, D., & Scullion, H. 2014. Global Talent Management. Organizer and Chairman of the 3rd annual EIASM Workshop on Talent Management (Berlin, Germany, www.eiasm.org).

Vaiman, V., Vance, C.M., Andersen, T., & Van Bakel, M. 2014. For Building Truly Global Leadership Talent, Don't Neglect Host Country Nationals. Western Academy of Management annual conference (Napa, USA).

Vaiman, V., Collings, D., & Scullion, H. 2013. Global Talent Management. Organizer and Chairman of the 2nd annual EIASM Workshop on Talent Management (Brussels, Belgium, www.eiasm.org).

Vaiman, V. (with Collings, D.G.). 2013. Co-organizer, presenter, and panelist of the AoM PDW symposium on Talent Management in International Context. Proceedings of the Academy of Management annual conference (Orlando, USA).

Vaiman, V. (with Wankel, C., & Stachowicz-Stanusch, A.). 2012. Co-organizer, presenter, and panelist of the AoM symposium on Management education against corruption: Developing guidelines for curriculum change. Proceedings of the Academy of Management annual conference (Boston, USA).

Vaiman, V., Collings, D., & Scullion, H. 2012. Global Talent Management. Organizer and Chairman of the inaugural EIASM Workshop on Talent Management (Brussels, Belgium, www.eiasm.org).

Apfelthaler, G., & Vaiman, V. 2011. EJIM Research Forum: Emerging Markets: Economic Imperatives & Societal Needs. Organizer, chairperson, and presenter at the IMD Symposium. Proceedings of the Academy of Management annual conference (San Antonio, USA).

Vaiman, V. 2011. Strategic HRM in the Post Crisis World. Organizer and presenter. Proceedings of the 26-th Annual Conference in Strategic HR Management (Iceland).

Vaiman, V., & Cheng, J.L. 2010. EJIM Research Forum: National Health Care and International Competitiveness: Economics, Culture, and Strategy. Organizer and presenter at the IMD Symposium. Proceedings of the Academy of Management annual conference (Montreal, Canada).

Vance, C.M., Andersen, T., & Vaiman, V. 2010. Intercultural encounters in off shoring: liaison roles of host country nationals in a Danish MNC in Malaysia. Proceedings of the 3rd annual International conference on Intercultural Communication (Denmark).

Haslberger, A., & Vaiman, V. 2010. Investigating Voluntary Turnover among Traditional and Self-Initiated Expatriates. Proceedings of the 25-th Annual Conference in Strategic HR Management (Spain).

Vaiman, V. 2009. Making Business Education Sustainable for Future Scholars and Managers – In Search of Answers. Organizer and Presenter at the All-Academy Symposium. Proceedings of the Academy of Management annual conference (Chicago, USA).

Vaiman, V., with Lemmergaard, J., & Azevedo, A. 2009. The influence of needs, personality characteristics, and work motivation on Human Resource Management strategies - A comparison between traditional and non-traditional workforce. Proceedings of the 24-th Annual Conference in Strategic HR Management (Belgium).

Vaiman, V. 2008. The Questions They Ask – The Answers We Give. Presenter at the Symposium sponsored by IM and MC Divisions of the AoM. Proceedings of the Academy of Management annual conference (Anaheim, USA).

Vaiman, V. 2008. Self-propelled Expatriates: Voluntary Turnover and Embeddedness. Proceedings of the 23-rd Annual Conference in Strategic HR Management (Slovenia).

Vaiman, V. 2007. New Directions in International Management Research. Organizer and presenter at the Symposium sponsored by IM, BPS, and OB Divisions of the AoM. Proceedings of the Academy of Management annual conference (Philadelphia, USA).

Vaiman, V., & Lemmergaard, J. 2007. Non-traditional Employees and Retention Management. Proceedings of the 22-nd Annual Conference in Strategic HR Management (Belgium).

Vance, C.M., & Vaiman, V. 2006. Considering the Importance of the Host Country National Liaison Role. Proceedings of the European International Business Academy Conference (Switzerland).

Vaiman, V., & Vance, C.M. 2006. Disconcerting Resistance to the Absorption and Transfer of Management Knowledge across Cultures. Proceedings of the Academy of Management annual conference (Atlanta, USA).

Vaiman, V. 2006. European Small and Medium Enterprises and a Market Potential for Management Consultants. Internationalization Consulting, an international conference organized by the European Commission in the frameworks of the INCO project (Sweden).

Vaiman, V. 2005. A Look at the New Approach to Voluntary Turnover: Practical Solutions for Management Consultancies, Proceedings of the 20-th Annual Conference in Strategic HR Management (UK).

Vaiman, V. 2004. Retention Strategies in International Management Consultancies. Proceedings of the Academy of Management annual conference (New Orleans, USA).

Vaiman, V. 2004. Best Retention Practices in US-based Management Consultancies, Proceedings of the 19-th Annual Conference in Strategic HR Management (France).

Vaiman, V. 2003. Protecting Implicit Knowledge in International Professional Services Firms: A Conceptual Framework. Proceedings of the European International Business Academy Conference (Denmark).

Vaiman, V. 2003. Retention Management as a Means of Protecting Tacit Knowledge in International Professional Services Firms, Proceedings of the 7-th Annual Conference in International HRM (Ireland).

Vaiman, V. 2003. Retention Management in International Professional Services Firms: A Conceptual Framework, Proceedings of the 18-th Annual Conference in International Human Resources Management (Belgium).

Book Chapters (editorial review):

Vaiman, V. 2010. Chapter 10 – Global Management, in Wankel, C. (ed.) Management Through Collaboration: Teaming in a Networked World, New York, NY: Routledge.

Vaiman, V. 2009. Chevron, in Wankel, C. (ed.) Encyclopedia of Business in Today's World, Thousand Oaks, CA: Sage Publications.

Vaiman, V. 2009. Motorola, in Wankel, C. (ed.) Encyclopedia of Business in Today's World, Thousand Oaks, CA: Sage Publications.

Vaiman, V. 2009. Roche Group, in Wankel, C. (ed.) Encyclopedia of Business in Today's World, Thousand Oaks, CA: Sage Publications.

Vaiman, V. 2009. Time Warner, in Wankel, C. (ed.) Encyclopedia of Business in Today's World, Thousand Oaks, CA: Sage Publications.

Vaiman, V. 2009. UBS, in Wankel, C. (ed.) Encyclopedia of Business in Today's World, Thousand Oaks, CA: Sage Publications.

Vaiman, V., & Smolarski, J. 2006. Internationalization Consulting: A Market for Future Growth? In Internationalization of Small and Medium Enterprises, Prague: Aldebaran Publishing.

Vaiman, V. 2006. The Pilot Project. In Internationalization of Small and Medium Enterprises, Prague: Aldebaran Publishing.

MAJOR CONFERENCE AND RESEARCH SEMINAR PRESENTATIONS

Global Talent Retention: Perspectives from Around the Globe, panel symposium presentation at the Academy of Management annual conference (Vancouver, BC), 2020.

Revitalizing Macro Talent Management (MTM) – Views from the Futurist, Pragmatist and Idealist, PDW presentation at the Academy of Management annual conference (Vancouver, BC), 2020.

Critical reflections on Talent Management: A Timely debate, panel symposium and presentation at the 16th International Conference on Human Resource Management (Paris, France), 2020.

Global Talent Management: It Is Time to Act! Invited speech at the 2019 California HR Conference (Long Beach, CA), 2019.

Macro Talent Management: Latest Developments in a Nascent Field, PDW organization and presentation at the Academy of Management annual conference (Boston, MA), 2019.

From digi-imitators to digi-trendsetters: The influence of digitalization on global talent management, presentation at the Academy of Management annual conference (Boston, MA), 2019.

Macro Talent Management: An Example of Russia, presentation at the XX April International Academic Conference on Economic and Social Development (Moscow, Russia), 2019.

Macro Talent Management: Foundations for a Developing Field, PDW organization and presentation at the 3rd annual AoM HR Division Conference (Dublin, Ireland), 2019.

Talent Management: Towards a Macro-Contingent Model, Presentation at the 3rd annual AoM HR Division Conference (Dublin, Ireland), 2019.

From Digi-imitators to Digi-trendsetters: Making Sense of How Digitalization Transforms Global Talent Management, Presentation at the 7th Annual EIASM Workshop on Talent Management, (Helsinki, Finland), 2018.

Decision Making in Global Talent Management, presentation at the 15th International Conference on Human Resource Management (Madrid, Spain), 2018.

Talent Management: Towards a Macro-Contingent Model, presentation at the European Academy of Management (EURAM) conference (Reykjavik, Iceland), 2018.

Identifying and Engaging High-Potential Employees, presentation for the Professionals in Human Resources (PIHRA) Woodland Hills Chapter (Woodland Hills, CA, USA), 2018.

High-Potentials in an Organization: How to Manage your Best Prospects, presentation for the East Ventura County Employer Advisory Council (Westlake Village, CA, USA), 2018.

Keynote speech and panel participation at the PIHRA/SHRM Strategic LeadHer 2017 Conference, (Malibu, CA), 2017.

International Symposium on Emerging Field of Macro Talent Management, organization and presentation at the Academy of Management annual conference (Atlanta, Georgia), 2017.

Talent Management: Challenges of Managing Millennial Workforce, keynote speech at the first Executive Talent Management Series event on Engaging, Developing, and Retaining Millennials (Thousand Oaks, CA), 2016.

Macro-perspective on global talent management: Application in the Russian context with a view to learn, presentation at the 5th Annual EIASM Workshop on Talent Management (Copenhagen, Denmark), 2016.

Global Talent Management Challenges: Home and Abroad, invited speech at the 2016 California HR Conference (Long Beach, CA), 2016.

International symposium on Exploring Meaningful Solutions to Real Business Talent Challenges, organization and presentation at the Academy of Management annual conference (Anaheim, CA), 2016.

Talent status awareness: An alternative perspective, Presentation at the Academy of Management annual conference (Anaheim, CA), 2016.

International symposium on Revitalizing Cross-cultural Management-Advancing Organizations & People in a Global Business World, Presentation at the Academy of Management (Vancouver, Canada), 2015.

Field Validation of the Host Country National Liaison Role. Presentation at the Western Academy of Management annual conference (Kauai, HI, USA), 2015.

The Future of Talent Management. Research seminar at Copenhagen Business School (Copenhagen, Denmark), 2014.

For Building Truly Global Leadership Talent, Don't Neglect Host Country Nationals. Presentation at the Western Academy of Management annual conference (Napa, USA), 2014.

International Symposium on Talent Management, Presentation at the Academy of Management (Lake Buena Vista, USA), 2013.

Talent Management and Leadership in Emerging Markets. Presentation at the Center for Emerging Markets, School of Business, Northeastern University (Boston, USA), 2012.

Academic Writing and Publishing: What Editors are Looking For? Presentation at the 2nd Annual Conference of International Network of Business and Management Journals (INBAM), Valencia, Spain, 2012.

Weak Business Culture as an Antecedent of Financial Crisis in Iceland. Research series presentation at Desautels Faculty of Management, McGill University (Montreal, Canada), 2012.

Strategies for Leveraging Talent in Times of Change. A keynote speech at the joint Amgen-CLU School of Management forum (Thousand Oaks, USA), 2011.

Talent Management in the Emerging Markets: A Neglected Issue in International Management. Keynote presenter at International Management Forum (Graz, Austria), 2011.

Talent Management. A keynote speech at the first annual meeting of the Icelandic Association of HR Managers (Reykjavik, Iceland), 2011.

EJIM Research Forum: Emerging Markets: Economic Imperatives & Societal Needs. Organizer and presenter at the IMD Symposium. Proceedings of the Academy of Management annual conference (San Antonio, USA), 2011.

Weak Business Culture as Antecedents of Economic Crisis: The Case of Iceland. Invited presentation at the University of Southern Denmark's research forum (Slagelse, Denmark), 2010.

EJIM Research Forum: National Health Care and International Competitiveness: Economics, Culture, and Strategy. Organizer and presenter at the IMD Symposium. Proceedings of the Academy of Management annual conference (Montreal, Canada), 2010.

Investigating Voluntary Turnover among Traditional and Self-Initiated Expatriates. 25-th Annual Conference in Strategic HR Management (Barcelona, Spain), 2010.

Sustainable Business Education: Meeting demands of Future Scholars and Managers. Keynote speech at the All-Academy Symposium on SBE. Academy of Management annual conference (Chicago, USA), 2009.

The influence of needs, personality characteristics, and work motivation on Human Resource Management strategies - A comparison between traditional and non-traditional workforce. 24-th Annual Conference in Strategic HR Management (Brussels, Belgium), 2009.

The Questions They Ask – The Answers We Give. Academy of Management annual conference (Anaheim, USA), 2008.

Investigating Voluntary Turnover among Self-propelled Expatriates. 22-nd Annual Conference in Strategic HR Management (Bled, Slovenia), 2007.

New Directions in International Management Research. Academy of Management annual conference (Philadelphia, USA), 2007.

Considering the Importance of the Host Country National Liaison Role. Reykjavik University Research Seminar (Reykjavik, Iceland), 2007.

An Examination of the Liaison Role of the Host Country National First-Line Manager in Facilitating Effective Host Operation Knowledge Transfer. European School of Management and Technology Research Seminar (Berlin, Germany), 2007.

Disconcerting Resistance to the Absorption and Transfer of Management Knowledge across Cultures. Academy of Management annual conference (Atlanta, USA), 2006.

European Small and Medium Enterprises: A High Growth Market Potential for Management Consultants. Internationalization Consulting, an international conference organized by the European Commission (Stockholm, Sweden), 2006.

Global Leadership Issues, Series of lectures in Global Studies, University of Graz (Austria), 2006.

Global Leadership: Myth or Reality? ERIM Research Seminar, Erasmus School of Management (The Netherlands), 2005.

A Look at the New Approach to Voluntary Turnover, 20-th Annual Conference in Strategic HR Management (Belgium), 2005.

Retention Management in International Management Consultancies. Academy of Management annual conference (New Orleans, USA), 2004.

Best Retention Practices in US-based Management Consultancies, 19-th Annual Conference in Strategic HR Management (France), 2004.

Protecting Implicit Knowledge in International Professional Services Firms: A Conceptual Framework. European International Business Academy Conference (Denmark), 2003.

Retention Management as a Means of Protecting Tacit Knowledge in Management Consulting Firms. 7-th Annual Conference in International HRM (Ireland), 2003.

Ethnocentrism as an Impediment to Attaining Dynamic Capabilities in Multinational Corporations. International Seminar in Knowledge Management (U. of St. Gallen - Harvard U.), 2002.

Appraisal Process in Global/Local Mobile Companies. Forum in International HRM (Switzerland), 2001.

Cross-cultural Motivation Audit Aimed at Decreasing Voluntary Turnover in Multinational Enterprises. Forum in Research Methods in International Management (Switzerland), 2001.

CONFERENCE ORGANIZATION

9th EIASM Workshop on Talent Management (with H. Scullion and D. Collings), Cork, Ireland, 2020, virtual.

8th EIASM Workshop on Talent Management (with H. Scullion and D. Collings), Toulouse, France, 2019.

7th EIASM Workshop on Talent Management (with H. Scullion and D. Collings), Helsinki, Finland, 2018.

6th EIASM Workshop on Talent Management (with H. Scullion and D. Collings), Barcelona, Spain, 2017.

5th EIASM Workshop on Talent Management (with H. Scullion and D. Collings), Copenhagen, Denmark, 2016.

4th EIASM Workshop on Talent Management (with H. Scullion and D. Collings), Valencia, Spain, 2015.

3rd EIASM Workshop on Talent Management (with H. Scullion and D. Collings), Berlin, Germany, 2014.

2nd EIASM Workshop on Talent Management (with H. Scullion and D. Collings), Brussels, Belgium, 2013.

International Symposium on Talent Management, Academy of Management, Lake Buena Vista, USA, 2013.

Global Leadership Summit, member of the Organizing Committee, Boston, USA, 2012.

The International Federation of Scholarly Associations of Management (IFSAM) conference, Organizing Committee member and Track Chair, Limerick, Ireland, 2012.

EIASM Workshop on International Strategy and Cross-Cultural Management (with M. Pudelko, C. Carr, and S. Reiche), Reykjavik, Iceland 2012.

1st EIASM Workshop on Talent Management (with H. Scullion and D. Collings), Brussels, Belgium 2012.

EJIM Conference on Global Leadership (with M. Mendenhall, M. Maznevski, and G. Stahl), IMD, Lausanne, Switzerland 2011.

EJIM Research Forum: Emerging Markets: Economic Imperatives & Societal Needs (with G. Apfelthaler), IMD Symposium at the Academy of Management annual conference, San Antonio, USA 2011.

EIASM Workshop on Strategic Human Resource Management (with M. Hilb, D. Ondrack, and M. Segalla), Reykjavik University, Iceland 2011.

EJIM Research Forum: National Health Care and International Competitiveness: Economics, Culture, and Strategy (with J. Cheng), IMD Symposium at the Academy of Management annual conference, Montreal, Canada 2010.

MEDIA APPEARANCES

2020. Autonomy, pay, recognition keys to retaining talent, op-ed in Pacific Coast Business Times, May 8.

2018. Culture key to attracting and retaining top talent, op-ed in Pacific Coast Business Times, March 20.

2017. Life as a global citizen, a 805Connect podcast, <https://soundcloud.com/805connect/life-as-a-global-citizen-vlad-vaiman-phd>

2017. Workforce trends challenge for tri-county employers, op-ed in Pacific Coast Business Times, March 17.

2016-2019. Ongoing coverage of practitioner-oriented articles published in C-Suite Quarterly, <http://csq.com/profile/vlad-vaiman/>.

2016. Soft skills key to successful managers, op-ed in Pacific Coast Business Times, July 22.

2015. Employers must find ways to plug national talent drain, op-ed in Pacific Coast Business Times, November 20.

2014. Economy Up, MBAs Down, a feature in San Fernando Valley Business Journal by Elliot Golan, November 17.

2014. Public-safety chiefs fear losing employees if pension measure passes, Ventura County Star by Kathleen Wilson, January 26.

2013. Cal Lutheran Goes Global for Talent: Business school appoints international scholar to faculty, a feature in the San Fernando Valley Business Journal by Joel Russell, November 25.

2013. Iceland and Upcoming Problems, an interview with Wirtschaftswoche [Business Week], the largest German business publication, April 30.

2011. Political Life in Iceland – Professionals Needed, Morgunbladid [Morning Paper], second largest national daily newspaper in Iceland, October 23.

2011. Significance of Human Capital, Frjals Verslun [Free Trade], Icelandic business magazine, May.

2010. Seeing Gold in Icelandic Life (in Icelandic), personal and professional profile, Frettabladid, largest national daily newspaper in Iceland, June 5.

2009. Loss of Face in Intercultural Relations, TV interview for Kastljós [Spotlight], a daily national in-depth news program, Reykjavik, Iceland, April 29.

2009. Talent Management in the Current Economic Situation (translated to Icelandic), Vidskiptabladid [Business Paper], largest national business newspaper in Iceland, January 15.

2008. Requirements for Future Success: A Few Thoughts on Internationalization of Icelandic Business (translated to Icelandic), Frettabladid [News Paper], largest national daily newspaper in Iceland, December 5.

ASSOCIATIONS

- Professionals in HR Management Association (PIHRA, 2017)
- Canadian Association of Management Consultants (CAMC, 1998)
- Academy of Management (AOM, 1999)
 - Past Chair of the Membership Involvement Committee, IM Division
- Society of Human Resources Management (SHRM, 2001)
- European Institute for Advanced Studies in Management (EIASM, 2002)
- Academy of International Business (AIB, 2003)
- European International Business Academy (EIBA, 2003).

LANGUAGES

English, Russian, intermediate German. Basic French, but should be able to recover working level within five months.

BUSINESS SKILLS

Consulting in talent management, competitive intelligence, international human resources management (expatriation), and cross-cultural management. Excellent business writing and presentation skills.

CITIZENSHIP

Canadian, US Permanent Resident

REFERENCES

- Prof. Nancy Adler (nancy.adler@mcgill.ca), McGill University, Canada, 1-514-398-4031.
- Prof. Randall Schuler (schuler@rci.rutgers.edu), Rutgers University, USA, 1-732-445-5827.
- Prof. Sheila Puffer (s.puffer@neu.edu), Northeastern University, USA, 1-617-373-5249.
- Prof. Lewis Bagby (lbagby@uwyo.edu), University of Wyoming, USA, 1-307-766-3677.
- Prof. Martin Hilb (Martin.Hilb@unisg.ch), University of St. Gallen, Switzerland, 41-71-224-2370.
- Prof. Francis Hoy (fhoy@wpi.edu), Worcester Polytechnic Institute, USA, 1-508-831-4998.
- Prof. Daniel Ondrack (Ondrack@Rotman.Utoronto.Ca), University of Toronto, Canada, 1-416-978-3886.
- Prof. Nigel Holden (N.Holden@lubs.leeds.ac.uk), University of Leeds, UK, 44-7756-902584.
- Prof. Mark Mendenhall (Mark-Mendenhall@utc.edu), University of Tennessee, USA, 1-423-425-4406.