**Integrating talent management and diversity. What’s going on in the UK?**

New hot topic research published by the CIPD ***Opening up talent for business success*** describes how UK organisations are addressing the challenge of integrating talent management and diversity as a way of sustaining business performance and competitiveness.

Based on a series of focus group discussions with one hundred diversity specialists and HR practitioners and a number of in depth organisational case studies the practical research results show that leading edge players are a long way ahead of the pack. Way behind are organisations that are newer to this agenda. They treat talent and diversity management as separate issues and give a variety of reasons why they do this. So which approach is best and why?

Claire McCartney and Dianah Worman, who carried out the research will share the findings and point out the implications and ask conference delegates for observations about these.

They will present the main findings of the work they have done in a plenary session and facilitate discussion of the issues and implications in greater detail with conference delegates attending the xxxx stream.

They will raise some specific questions for discussion in a highly participative stream session designed to explore

* the issues organisations will have to address in order to be successful in introducing more inclusive approaches to their employment and development policies and practices
* the implications for the design of public policy interventions to support the progress of inclusive approaches to talent management
* the implications for people themselves and
* how academics can produce research evidence to inform change and influence the understanding of stakeholders to support progress.

Later this year Claire and Dianah will be taking forward an international research perspective on talent management and diversity. They will use focus group discussions and case studies to find out what is going on in targeted emerging European economies, the Gulf and parts of Asia.

A separately commissioned international literature review will gather important background information about economies in these regions, employment and discrimination law, skills and employment custom and practice. This will help to shape the next stage of their practical research programme as will observations, thoughts and ideas captured from the Vienna conference itself.