

صندوق حمایت از پژوهشگران و فناوران کشور (بنیاد ملی علم ایران) برگزار می کند:

# سومین همایش مدیریت استعدادها در هزاره سوم



محورهای اصلی و تخصصی

- مدیریت استعداد، مفاهیم کاربردی، علم و آینده پژوهی
- مدیریت استعداد، بهره وری و بهبود عملکرد افراد، سیستم ها و جامعه
- مدیریت استعداد و نقش آن در توسعه اقتصادی، سیاسی و فرهنگی جوامع
- بررسی نقش بخش خصوصی در فرایند استعدادیابی و استعدادپروری
- رسانه، فرهنگسازی، آموزش و عمومی سازی علم استعداد در جامعه
- نقش فناوری و فناوری ارتباطات و اطلاعات در مدیریت استعداد
- نقش بازی، اسباب بازی و بازی های رایانه ای در مدیریت استعداد
- راهکارهای مدیریت استعداد و عوامل تاثیرگذار بر آن در خانواده، مدرسه و جامعه
- بررسی تجارب جهانی و ایران در استعدادیابی و مدیریت استعداد
- نظام آموزشی کشور، مدیریت استعداد، چالش ها و راهبردها

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## Abstract Book of the Third Conference on Talent Management in the Third Millennium

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### Oral Presentations

#### O1

##### Giftedness: Paradigm for National Development

*Leticia Peñano-Ho*

Child Psychology Expert at Nurture Network, Founder and President of the Philippine Center for Gifted Education (PCGE), Current Chair and President of the Philippine Association for the Gifted Philippine

The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): O1

Ang Pilipinong Pantas Para Sa Sambayanang Pilipinas (The Filipino Gifted for The Philippines) is the hash tag of the Philippine Center for Gifted Education (PCGE). With its trifocal core values of Equity- Divergence- Excellence, it has established a paradigm for giftedness which can serve as a blueprint for developing countries. The world's giftedness map is differentiated by local culture based on social, economic, and natural environment demands. Cultural and social correlates determine what a people, country considers to be important as it national goals and, therefore, should provide opportunities for development. It is a country's loss if it does not create opportunities for gifted people who eventually migrate to another site to achieve their potential. Research has shown the development of new variables included in the definition of giftedness. Giftedness is in search of a definition which can aptly define what a culture demands and, consequently, how it identifies the gifted, nurture it and ensure its end product. Gifted persons inspire awe from people because of their speed in learning and innovative ideas. But this awe needs to be supported by pillars which are FUNDS for national development:

- Finding the gifted
- Understanding the gifted
- Nurturing the gifted
- Developing the gifted for

#### O2

##### Gifted Identification in the 21st Century

*Albert Ziegler*

Secretary General of the International Research Association for Talent Development and Excellence (IRATDE), Vice-President of the European Council for High Ability (ECHA), Chairman of the European Talent Support Network (ETSN), Editor-in-Chief of High Ability Studies (HAS), Professor of Educational Psychology Chair for Educational Psychology and Research on Excellence, University of Erlangen Nuremberg Germany

The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): O2

Traditionally gifted identification tries to identify persons with specific traits which presumably indicate extraordinary learning potentials. A modern alternative is to try to identify the persons with the most promising learning pathways. Thus, the modern approach of identification is not only directed at the presence, but it is rather future-oriented and its focus is the dynamics of the process of successful talent development. In this contribution talent development is treated under the aspects of adaptation and regulation. First, several identifying characteristics of talent development are given. It is proposed that it can best be interpreted as a process of adaptation to specific learning environments. Its result is functional action repertoires in talent domains. Two types of regulation are distinguished: homeostatic and Homeorhesis. This is followed by replies to two central questions: Who regulates and what is regulated during talent development? Here endogenous and exogenous resources are discussed and the concepts 'educational capital' and 'learning capital' are introduced. To conclude, a thorough re-orientation of gifted identification is advocated. In support of the regulation processes necessary during the development of excellence, attention to four principles is recommended: 1) The principle of the co-evolution of the components of the actiotope, 2) the principle of dynamic-interactive regulation, 3) the principle of capital orientation, and 4) the constructivist, or learning pathway principle.

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### O3

#### **Presentation: Talent Development for Women**

*Heidrun Stoeger*

University of Regensburg, Germany

The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): O3

The presentation will start with research findings and statistics pertaining to the career paths taken by gifted women. A discussion will then follow of key findings of longitudinal studies on the career paths of girls who had been identified as being gifted. Consideration will also be given to the participation rates of girls and women in various talent domains as well as within educational and corporate hierarchies. While the talent-development trajectories of gifted women have improved somewhat in recent years, inequitable gender differences on talent-development outcomes persist. I will interpret findings on why this is so, looking at both individual-level explanatory variables (e.g., motivation, interest, confidence in one's own abilities, and attributions) and context-based explanatory models (e.g., stereotyping, expectations, third-party opinions, opportunity structures, and social norms with respect to employment and family activities). The presentation will conclude with a description of possible interventions for reducing gender differences and helping women to make the most of their talents-especially in domains in which they remain underrepresented.

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### O4

#### **Multipliers of Talent Development**

*Ugur Sak*

Director of Center for Practice and Research for High Ability Education Anadolu University, Eskisehir, Turkey

The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): O4

This talk will include a discussion of the influence of multipliers on the transformation of early childhood proclivities into adult competencies. The interaction between innate skills and competence and person and environment usually is initiated by early developed skills and produces a type of multiplier over time on the development of intellectual abilities (Dickens & Flynn, 2001). Each increase in innate skill causes a slight increase in competence and the increase in competence initiates better designs in environment. In turn, the better environment further increases competence. This reciprocal causation between skills-competence and person-environment produces faster rates of subsequent development. The effect of multipliers was investigated in children's reading skills. Children who were better in reading in their early years compared to those children who were poor readers got much better readers later

in their life. It is hypothesized that early advantages can bring about reciprocal causation between the development of reading skills and reading itself. Such effects also were partly proven by the author's research in mathematics besides reading. Gifted students who had better skills in reading and mathematics at first grade did indeed better in later grades. In terms of person-environment relationships, a wider social change slightly rises the average competence of the society. This slight enhancement in the competence of the society slightly increases its individuals' performances because of the high demand in the society. In turn, the small increase in individual performance further improves the quality of group environment. This interaction process produces significant ability differences between generations. For example, men's 100-meter world record was 10.60 seconds in 1912 and 9.58 in 2009. That is, social changes, "such as invention of tv, increase in interest in sport and increase in Olympiads" multiplied the development of talent in sport. This presentation will include a critics of well-known effect models such as Matthew effect, social multipliers and dynamical systems and their influences on talent development and on the development of society as a whole.

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### O5

#### **The Best Practice in Supporting Gifted and Talented Children in 21st Century**

*Roya Klingner*

Head of Global Center for Gifted and Talented Children, Munich, Germany

The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): O5

Who is Gifted? What is Talent? It is sometimes a challenge to identify Gifted and Talented Children with different cultural backgrounds. Even though it is very important to understand the hidden potential in a child as soon as possible. In this presentation, I will share my experiences that I made after years working with gifted children from all around the world. There are many factors that we should analyze first when we want to support them in 21st century.

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### *Poster Presentations*

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### P1

#### **Pathology of Talent Management in Research Sector of Brilliant Talent Schools**

*Robabe Rahmati<sup>1</sup>, Mohsen Reza Mohsen Pour<sup>2</sup>*

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<sup>2</sup>Department of of Educational Psychology, Alborz, Iran

The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P1

Nowadays, the necessity of using talent management to increase the productivity of organizations, such as organization of education, is being felt more than ever. This research was carried out to evaluate the current challenges in the implementation and management of projects and inventions in the brilliant talents schools in Alborz city. This research is a field survey type of study and the research population included all female students, supervisors, and research authorities in Farzaneghan schools of Karaj in the academic year of 2016-2017. The researcher-developed open-ended questionnaire was used as tool in this research. From professors' perspective, 13 factors were proposed as main barriers and challenges of talent management in the research sector of talented students, which the most important of them was paying attention to memorizing rather than thinking in the education system factor with 87%. From the students' perspective, 10 factors were proposed in this regard, which the most important of them was the great barrier of university entrance exam with 89%. As a result, planning and eliminating these barriers is considered as necessities of talent management in the Iran's education system.

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## P2

### **A Study on Academic Performance and Social Development of Students Who Do Grade-Skipping**

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<sup>2</sup>Department of Curriculum Studies, Tarbiat Modares University, Tehran, Iran

The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P2

The main purpose of this research is to study the effects of academic acceleration on gifted students. This study examines the different perspectives of student's academic performance such as science, mathematics and reading. In addition to socio-emotional skills and home learning environment of these students have compared with non-accelerated students. This study is part of a longitudinal study, with 364 students from four provinces of Iran that are Tehran, Hamedan, Gilan and Hormozgan. Some of these students have skipped from the second grade to the fourth grade in 2012-2013. They have been matched with two peer groups by considering the gender, intelligence, and economic-social status (R.B. Cattle test was used to match the intelligence). acceleration students (R.B. Cattle test was used to match the intelligence). The results of this study do not show any significant difference between accelerated and non-accelerated students in any of the above domains, and it seems that one grade skipping does not cause a significant difference in performance of accelerated students.

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## P3

### **Investigating the Role of Talent Management Mediator in the Relationship between Global Mentality and Foreign Knowledge Management with Organizational Performance**

*Fariborz Rahimnia, Farshad Ghaderi*

Department of Management, Faculty of Economics and Administrative Sciences, Ferdowsi University of Mashhad, Mashhad, Iran

The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P3

The fact that human resources today are the most important competitive factor among organizations is very evident. Meanwhile, identification and management of the talents of this manpower is an important factor in gaining competitive advantage in the organization's human resources. Talent management is defined as a tool for identifying, hiring, nurturing, upholding and maintaining prone individuals with the goal of optimizing the organization's ability to realize business outcomes. Given the fundamental role of human resources in all parts of the organization, the whole operation of the organization is influenced by human resources, but for the benefit of the organization, the organization must be under the influence of talent management to achieve productivity. So, firstly, the talents related to talent management are fully explained, and then the productivity of human resources and related factors is important, and it is important to note that the role of employee mentality is also largely due to the shift in productivity that is associated with This topic has also been discussed. Subsequently, with the presentation of the integrated model, the role of talent management has been shown in promoting business performance. Using the results of this research, it is possible to manage the human resources of the organization in such a way that the existing talent can lead to more and better performance.

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## P4

### **Study on Characteristics and Environmental Features of Female Entrepreneur Managers in Iran**

*Hourieh Jamed*

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The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P4

The century is the beginning in the field of the exploration and promotion of human talents, and this important thing will not be achieved except by reviewing and treating the hidden reserves of human beings. white a careful look around the world we will find people who

have discovered talents and presented new ideas that have led to the dynamism and creation of productive organizations. This leading force in the world is now entrepreneurs. This research has been devoted to the impact of personality and environmental characteristics on the level of entrepreneurship among female managers in the country. According to the women's selection criteria for entrepreneurship, which should be effective in gross domestic product and lead to a large number of people, 50 people were selected from all over the Iran. The sample was selected by the community due to the limited statistical population. The data were collected and analyzed using six social entrepreneurship self-assessment questionnaires, personality traits, creativity, emotional intelligence and organizational support. Findings of this study showed that there is a significant relation between personality characteristics, emotional intelligence, creativity, organizational support and entrepreneurship. In the meanwhile, the creativity variable with the correlation coefficient (0.425) has the highest correlation with entrepreneurship. Also, among personality traits (A+, C+, E+, O+, N-), Neuroticism has a reverse effect on female entrepreneurship as the only factor. Higher levels of extraversion, openness to experience, responsibility, creativity, and emotional intelligence show the impact of personality on the incidence of female entrepreneurship.

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## P5

### **Review of Problems in Sport Lesson in Schools from the Viewpoint of Sports Teachers**

*Reza Rezaei*

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The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P5

Aims of Education in schools by offering various courses to students realized Yabd.trbyt physical education programs that are part of other courses as well as a significant share Drtrbyt Vtndrsty young generation. Research is trying to deal with problems existing physical education in schools in the province in high school physical education from the perspective of the authorities, principals, teachers, PE and non-PE men and women, students, athletes and non-athletes, girls and boys can show a picture of the current reality and also provide 59 persons), directors of secondary schools (973 students), teachers of physical education (433 students), teachers, non-PE (8106 people), students, athletes and non-athletes (269 142 people), sample clustering, classification with respect to the sample ( 100% physical education officials, school principals 14/5 per cent, physical education teachers 29/11 percent, non-physical education teachers 62 / tenths of a percent, and students athletes and non-athletes 04 / hundredths of a percent of the important results of this study are:

1. all groups studied (all groups) first priority problems of physical education and sport have considered impossible. 2. Physical Education authorities (09/93%) and school administrators (58/75%) in place of physical education in the school system Vmtqdnd Rakhly well have evaluated the physical education in its real position was.

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## P6

### **Talent Management Strategy and Create Sustainable Competitive Advantage in Insurance Industry**

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The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P6

The aim of this research is to explain the scientific foundation and offer practical strategy for creating sustainable competitive advantage in insurance industry based on talent management. The research is applied from goal perspective and descriptive from data collection type and it is casual according to relationship among variables .The data were collected by talent management questionnaire and sustainable competitive advantage questionnaire. The research statistical population consisted of managers and experts of the 11 superior insurance firms in east Azerbaijan province. The statistical volume was determined 305 individuals by using Cochran formula in confidence level of %95 that they were selected by simple random and cluster sampling method. The results of structural equations modeling showed that talent management by recognition coefficient of 0/85 is the strong predictor of sustainable competitive advantage. According to the role of talent management in creation of the sustainable competitive advantage, this research can solve the problems of the chief mangers in talent management aligned with creation of sustainable competitive advantage in this industry.

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## P7

### **Manage the Talent Development of Future-Generation with a Multidimensional Talent Model**

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The Research Institute for Science, Technology and Industry Policy (RISTIP), Sharif University of Technology, Tehran, Iran

The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P7

The nature of economic, social, cultural and managerial issues is changing. We should not look at human beings with the view of a tool, but today human wealth, in particular with the view of human dignity, is the

main focus of the knowledge economy. Human not only create development, but it is development goal, not developmental tools. Families, organizations and governments must change in the paradigm of dealing with humans. Man is not the modern slave of the capitalist system and liberalism, but his dignity must be preserved and his abilities and talent for the creation of the world should flourish. The concept of talent management, which has been developed since 1981, is more of a concept for human resource professionals who talk about how to attract, develop and maintain talent and motivate employees in companies. But the concept that is mentioned in this study is based on theoretical foundations and Philosophical vision that are referred to the “development of future generation talents”. This concept emanates from a functional concept in business management, in a broader sense of education, and the creation of value from “human capabilities” and special respect for human dignity. In this research, we have tried to explain the views of the thinkers first and then explain the theoretical foundations of the research based on the new attitude to man and explain the author’s view by exploring comprehensive literature on the subject with ontological and epistemological perception. Then, with a review of extracted models, a special model should be designed.

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## P8

### **Talent Management Strategies by Attitude of Cognitive Semantics of Growth in the Quran**

*Maryam Moeini*

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The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P8

This paper deals with the descriptive analytic approach to the importance of managing talents and its solutions from the point of view of the Quran. Educational fundamentals in the Qur’an address the talents, possibilities and necessities of man as well as talent management practices. Educational foundations are divided into three categories: scientific, philosophical and religious, in which only religious principles are discussed in this article. Principles of Education Each vision of its educational foundations will be followed by its own methods and techniques. The achievement of true welfare is not possible without the “safe life for the growth and development of human talents”. What we need today is to know the importance of investment and cultural planning accurately to achieve talent management. To achieve this, we need to understand the principles and practices proposed by the human creator. Principles and methods of education have been proposed in the Holy Qur’an, which can regulate persons, family and social arenas and solve these problems. The key question is whether all human abilities are arranged linearly

and consecutively? Is there a pivotal talent helping to grow all talent?

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## P9

### **Talent Management and Dynamic View of Talent in Small and Medium Enterprises**

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The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P9

Talent Management (TM) has become one of the key strategic issues for leaders in global organizations and the majority of research on TM focuses on the large multinational enterprise (MNE) context. Despite the importance of small and medium-sized enterprises (SMEs), research in the area of talent management in this context is scarce, particularly conceptual research. This paper tries to address this gap by a) providing a theoretical rationale for the difference between large and SME firms in their talent management and human resource practice; b) exploring the applicability of the notion of talent management conceptualized in large firms to the SME context. c) proposing a framework that helps identify the characteristics of talent in SMEs. We are critical of the best practices approach and we argue that the notion of talent management is likely to be different in SMEs compared with large firms mainly due to distinct institutional and structural factors.

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## P10

### **The Role of Social Media in Managing the Talent of Educational and Organizational Systems**

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The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P10

Modern technology, especially ICT and its relationship with education is the subject, which education system and any organization faces it in the 21st century, and what is arisen here as a new issue is the use of modern information and communication technology in the teaching -learning and keeping talent process. This study was carried out using library method with the aim of investigating the role of social media in talent management. By reviewing the theoretical and research literature on the subject, we can conclude that the use of communication technology in education means that we should bring this technology into classroom and use it in the learning process so that students will get a constructive attitude toward this technology. Also, one of the important motivations for attracting and keeping talents in the organizational system is to provide the opportunity to learn. In the age of technology, the

attraction of organizations is that they can provide learning opportunity for employees. For these people, access to opportunities for learning, growth and work in challenging plans is more important than salary and benefits. Undoubtedly, the media plays a very effective and facilitating role in this field.

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## P11

### Why Cannot We Assess Aptitude in Iran?

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The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P11

In Iran, there has not yet been a specialist course at university for aptitude assessment, so definitions of intelligence, talent, aptitude and talent management have been used in the same manner. Based on this attitude, the work in this area has been in career development and guidance, not aptitude assessment; intelligence tests were often used and talents were not considered. For this reason, the purpose of this review article is to describe concepts and methods for aptitude assessment (pencil-paper tests, brain waves in neuroscience and genetics) and the problems of these methods in Iran. In the end, considering the prevalence of tests in measuring talent and aptitude, the problems of existing tests, that have no norms in Iran, have been addressed.

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## P12

### Tradition and Modernity Contrast, Challenge Ahead Talent Nurture

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The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P12

Societies that are transitioning from traditional to modern society will feel the generation gap, because in these societies, traditional values and patterns have rapidly dimmed, and on the other hand, norms of modernity in society not institutionalized. This issue appears in education system and then the talent development of students. The point that is disturbing is the consequences of this educational culture of society and families are child trouble and inadequacy in their education. According to what is prevalent in society, this proposition becomes objective, that we are only modernized in appearance, but we do not know the depth of these appearances, and it caused root problems. Providing a precise definition of many items, especially traditions, has created challenges that we were not able to overcome. Education in Iran have distance from its

modern functions, and most of the energy and resources spend on the common level of education, namely, knowledge (memorization), and its ultimate goal is acceptance at the university, neglecting the cultivation of knowledgeable, capable, socially responsible citizens. The contrast between tradition and modernity affects students' ability and talent from two aspects. On one hand, families may prohibit their children from following the paths they are interested in, by imposing their traditional intellectual roots. On the other hand education system can Challenge the process of developing student talent by traditional educational methods that are not yet updated, such as homework based, dictation based, score based, Entrance Exam based, document based and lack of facilities and educational spaces. Part of the problems and issues of education system are rooted in the views and attitudes of the families. The family is more concerned with their children job prospects, and therefore, it has Material view for education and fostering talent. But parents are not even guilty of this issue because they are not trained and shadowed by incorrect educational culture all their spheres of life. The complexities of today's life and the confrontation between tradition and modernity have doubled the need to teach life skills. Unfortunately, there is no place in our education system. Part of our educational system problems are rooted in formal and compulsory education. Official and compulsory education is in contrast to the nature and spirit of children. Children are forced to go to school in accordance with the home and school curriculum and they have almost no power and role in choosing a course, class, school, teacher, book, homework, grade, and exam. In this space, the talent and creativity and joy of the kids are ignored and tension and agitation, anxiety and frustration are easily generated. If we want education, burden both of modern science and technology and tradition, we need a thorough and effective theory. In addition to the challenges of tradition and modernity, the issues of globalization and the rapid pace of scientific, intellectual and cultural developments, especially in the field of communication and media, have become a challenging issue for our educational institutions. The rapid pace of those developments has led to a generation gap, a gap between parents and children, a gap between teachers and educators with students, and finally a gap between the clergy and the younger generation.

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## P13

### The Importance of Talent Management in Education

*Mohsen Hajkazemian<sup>1</sup>, Somayeh Kamali<sup>2</sup>*

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The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P13

Among the most important tasks of social institutions in addition to the production and distribution of vital necessities of the people, is education of people in the community; this task is dominated by formal education non formal education, and hidden curriculum by educational institutions. The purpose of this research is to explain the role of teacher in Student talent management as future human capital for the development of society. Research method is analysis of theoretical foundations in the field of students' talent management and talent management of employees in organizations. Findings of the research show that teacher talent management is effective in enhancing student's talent.

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#### **P14**

### **The Position of Elitism and Promoting The Support of The Elite in Preventing their Migration from University Education**

*Mozhdeh Haddadi*

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The Neuroscience Journal of Shefaye Khatam, 2018; 1(S3): P14

Elite migration is one of the phenomena faced by the country for several years and if there are no ways to counteract it, we will see this phenomenon as well. And this is a kind of loss of a large capital called elite and educated manpower. The brain drain has been trapped by young people for many years, as a social disaster, especially in Third World countries. This dilemma, which, according to the pathologists, is known to have been exploited by Third World countries by developed countries, And one of the most devastating social crises. Some scholars also believe that the government should provide a state for creativity, innovation and elite products bringing them to the market with a comfortable imagination in this case, the elites can also meet market needs. Social science experts believe that in the case of phenomenon (brain drain), society must be provided with a suitable platform for the elites to be used in every respect. So that the elites do not get out of the country and the phenomenon of brain drain does not take place. If the elite are motivated and targeted, and the conditions and facilities for their research activities are provided, they can take effective steps in the direction of excellence, progress and development of the country.

صندوق حمایت از پژوهشگران و فناوران کشور (بنیاد ملی علم ایران) برگزار می کند:

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