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As a result of the dynamic demographic, economic and social changes the concept of talent management has become one of the most important topics in today's organizations.

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Chapter two covers a set of critical issues that include defining the concept and the scope of talent management, transforming human management and talent management in organizations and factors facilitating talent management. The chapter also includes some of the related issues such as Talent Management Model in the Organization or Strategy and Program for Talent Management.

Part two summarizes the research implemented as part of the Visegrad Fund project called "Integrated Talent Management - Challenge and Future for Organizations in the Visegrad Countries". The research survey was conducted to explore the current state of applying the concept of talent management in the organizations of the Visegrad four countries. It also provides a summary of what makes the research survey worth paying