

The Portability of Stardom
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Abstract

Many people wonder “Could I do better—be more effective, advance more quickly—at another employer? What makes me successful? Is it me or is it my surroundings?” Meanwhile firms ask “How can we attract star talent?” These are the core questions that I explore in my book. The presentation will describe research findings about the portability of stardom. From both an individual’s perspective and a firm’s perspective, I will focus on answering three related questions: Does switching firms have an effect on the short-term and long-term performance of stars? What makes a difference to portability of performance? Is the departure or hiring of stars value-enhancing or value-destroying activity for their firms?