

## Editorial

Welcome to the first issue in Volume 3 of the *International Journal of HRD Practice, Policy and Research*. For some years now there has been growing recognition of the impact of HRD beyond its traditional settings and aspects of focus. From an overtly ‘practice’ perspective let’s just look at Standards for a moment. Standards are a prevalent feature of the contemporary organizational environment. But as perceptively argued by Valerie Anderson (2017) standards are ‘no respecter of disciplinary specialisms’ and many of them have implications of our work as HRD professionals. From a more research-oriented perspective Jim Stewart (2017), following a review of HRD in terms of the UK research assessment, argues that it is likely that HRD has played a much wider role in achieving impact than might be suggested by examining only directly HRD related case studies. Jamie Callahan, in an article in 2012, takes the argument about perspectives on HRD a step further. “I don’t want the field to be satisfied with what we think we ‘know’ is HRD. Let’s take some risks and think creatively about how to see different kinds of social collectives as ‘spaces’ for HRD so we can continue to shape our identity as a field that is relevant to the engagement of learning in ‘organizations’”. In lending the *Journal’s* support to such positions, I highlight three of the articles in this latest issue of *IJHRDPP&R*, which seem to me to reflect, albeit modestly, this wide-lens perspective on HRD. The first is the article by Steven Chase, Director of People in the Thames Valley Police Force in the UK. Its focus is individual and organizational fairness in policing. HRD, implicitly, is drawn into this examination as the author explores opportunities to promote a culture of learning in this increasingly important and politically sensitive context — and which relates not just to policing. In the second, an account of practice in relation to the leadership and management of change within a chemical manufacturer, a word search reveals no mention of HRD and only a handful of references to training. Yet what is ‘shared leadership’ if not a critical HRD construct with potentially huge practice implications for inclusive organization development? Alina Waite, Indiana State University, USA, examines experiential learning using graduate-level research. In one sense experiential learning might be regarded by many as pretty ‘mainstream’ HRD. However, her research is notable in two key respects. Despite its prominence within HRD practice evidence-based data on its use and practice in organizations remains limited. Secondly a glance through the settings and contexts of the research studies explored by the author provides further support for the *Journal* to take a wide-lens perspective in considering what can make a valued contribution to *IJHRDPP&R*.

Elsewhere in this issue Vivienne Griggs (University of Leeds) and Jenny Allen (NHS England) provide an excellent example of collaboration between academia and practice. Their article addresses informal learning in the context of a professional group. A template for HRD practitioners wishing to develop professional learning communities in their organizations results from the collaboration. Importantly, it is also an excellent template for the *Journal* in terms of contributions of HRD scholarly-practice. Finally, I note a valuable, rather more policy-oriented, article on training in SMEs from researchers at the Human Resource Development Fund, Malaysia. My personal interest in training and development in SMEs began some 20 years ago. The apparent paucity of training in SMEs training providing an excellent basis for my own research and teaching. It is interesting to find not dissimilar problems still taxing the minds

of policy makes on a global basis. Whilst the programme explored in the article, to encourage SMEs to train, might best be described as partially effective issues remain in relation to such policy interventions, not least those of the ‘measurement’ of impact.

I am indebted to Sarah Minnis (Texas A&M University, USA) and Ann McSorley (Scottish Social Services) for two viewpoint articles in the HRD Forum section; focusing on HRD scholarly practice and quality apprenticeships respectively. This section is complemented by a review of *The Human Workplace* a book addressing ideas about the people-centred organizational development. All three provide the basis for ongoing discussion and debate and indeed further substantive articles.

A few thoughts about the remainder of the year and into 2019. I have little doubt that the *Journal* is close to a level of maturity where it warrants a Special Issue. Indeed, three themes are being actively considered for such an initiative — ‘HRD in Africa’, ‘HRD Impact’ and thirdly, an issue drawing together the best of the inputs to the Practitioner Day at the forthcoming UFHRD Conference in June. To achieve all three this year is overly ambitious but it is certainly a target of mine that at least one will see the light of day in the next 12 months. Two other developments are usefully highlighted here. Firstly, an application to Scopus is imminent. According to Elsevier, its owner and host, Scopus is the largest abstract and citation database of peer-reviewed literature. Recognition by Scopus will be a further milestone in the *Journal*’s development. Secondly, there is a need to strengthen the *Journal*’s support network and by this I mean both its partners — UFHRD and IFTDO — and its Editorial Board and Editorial Advisory Board. All connected with the *Journal* need to be active in helping source material and aiding and extending the promotion of the *Journal* and its dissemination worldwide. As regards the Editorial Board important steps have already been taken and I should like to welcome to the Board Jenny Allen, from the National Health Service in the UK, and from the USA Sarah Minnis (Texas A&M and Anthology Consulting) and Darren Short (GoDaddy Inc). Both Sarah and Darren have strong links with the Academy of Human Resource Development (AHRD) — indeed Sarah is the former chair of the AHRD’s Scholar Practitioner Special Interest Group – and thus reflect an important closer relationship between the *Journal* and the AHRD. Some changes are also underway and planned with the Editorial Advisory Board. Let me use this opportunity to say thanks to those leaving and issue a warm welcome to those who have recently joined and will join in the near future. Together, this loose community of *Journal* champions, can do two vital things: support and invigorate those involved with the *Journal* in a day-day, week by week capacity and secondly, sustain the longer-term development of the *Journal* as an outlet for scholarly-practice contributions — we are only at the tip of the iceberg here.

## References

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