

Editorial

Welcome to Issue 2 of 2018. The topics in this issue range from the impact of leadership development to the relationship between ethics and HRD. In between we have the first of a two-part article exploring the relationship between HRD and Capacity Building. I look forward to part 2 which will apply this first phase of the authors' research to the country of Bahrain. The article on the research and evaluation toolkit offers something a little different. It outlines a resource, applicable to mentoring programmes in all sectors and organisational context but importantly is itself research based. It is particularly pleasing to be able to include the interview with Fostine Odhiambo, former Group HR, Training & Development Director with the Turks Group, based in East Africa. This ensures HRD in Africa is firmly on the agenda for the *Journal* and its future coverage. I am indebted to my EAB colleague, Paul Turner, for introducing me to Fostine and setting up the interview possibility. And, we continue to explore what HRD might look like in the future. In the article from Tricia Harrison and colleagues the focus is the surprises that might await HRD. Fascinating stuff.

Tensions remain about what the *Journal* is trying to do by way of its content. I have received over the last few months at least four submissions which reflect a particular characteristic. The articles present what would appear to be perfectly legitimate and well managed HRD research. Each, though, singularly fails to include any serious discussion of the HRD practice implications of the research findings. Perhaps the authors find themselves locked in the ivory tower against their will. Or maybe they simply cannot see the pathways out. Either way, the result is that the research is an end in itself. Knowledge is being produced but not put into practice. Such contributions are frustrating and sometimes depressing. But, there is another way of looking at them. They provide, in a perverse sort of way, a strong justification in support of the *Journal* and its fundamental goal of promoting content more directly focused upon professional practice.

Looking ahead to 2019 there is much to engage our attention. I highlight three here. Firstly, the *Journal* will report, via its first Special Issue, on an EU funded project in Global Entrepreneurial Talent Management involving 13 partners in Europe and Korea and being led by Northumbria University. The overarching aim of the research project is to improve employability and future global talent management to support economic development. The research project will identify and address the talent management issues of the future by working with, and in, three stakeholder groups: students and graduates (the future generations), employers (wealth-creators of the future), and higher education institutions (educators of the future). Secondly, discussions are underway about the ongoing resourcing of the *Journal*. It is hoped that definitive proposals will be forthcoming in the new year that will safeguard the future of the *Journal* — and possibly, open up new possibilities. Finally, and on a more personal note, I will step down as Editor in the Spring. Sarah Minnis, USA and Mark Loon, UK, both currently Associate Editors will step up as Joint Editors in Chief. I look forward to a fuller introduction from the new editors in the next issue. The timing for this handover feels right. Volume 4 will be well underway; the *Journal* has

not folded after just one or two issues. It is finding its way in a crowded market. I am sure Sarah and Mark will bring a new momentum to the *Journal* whilst holding true to its unique position championing HRD scholarly practice.

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