

Shaping tomorrow: Human Resource Development International at the Forefront of Change

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For over 20 years, Human Resource Development International has stood as a beacon of academic and intellectual progress in the field of human resource development (HRD). During this time, the journal has steadfastly upheld its mission: to serve as a premier platform for debate, exploration, and innovation within this interdisciplinary domain. This mission remains a cornerstone of the journal, rooted in its dedication to integrating theory with practice, fostering a global perspective, and championing empowerment and change.

Today, as we enter a new chapter, the responsibility of advancing this legacy falls to the new Editorial Team. We are privileged to build upon a foundation marked by notable achievements, thanks to Dr Rajashi Ghosh (past Editor-in-Chief): sustained growth in the journal's impact factor, a rising volume of high-quality submissions, burgeoning interest in special issues, increasing global downloads, and, most importantly, a broader international reach. These milestones position Human Resource Development International as a leading voice in the HRD community and beyond.

In an era of rapid and unprecedented change, the journal is poised to address the evolving challenges and opportunities facing HRD practitioners, academics, policymakers, and society. Our vision is to actively promote empowerment, leadership development, and transformational change while remaining aligned with contemporary HRD values. As part of this, Human Resource Development International will continue to prioritise critical engagement with systemic barriers and power dynamics, offering a platform to interrogate and dismantle inequities within organisations and beyond. Amplifying diverse voices is essential and plays a critical role in shaping meaningful future changes.

Furthermore, Human Resource Development International will maintain its strong commitment to cross-cultural and international perspectives. By addressing HRD

challenges in diverse cultural and organisational contexts, the journal fosters a nuanced understanding of HRD as both a universal and context-sensitive discipline. This global orientation not only enriches the field but also ensures its relevance across varied socio-economic and cultural landscapes. To remain at the forefront of academic discourse, the journal will focus on emerging trends such as digital transformation, sustainability, and diversity. While embracing these contemporary themes, we also recognise the importance of grounding our work in historical analyses of HRD practices, providing a continuum of knowledge that bridges past insights with future possibilities.

Our goal is to expand the journal's accessibility, enabling broader engagement with readers and contributors worldwide. We aspire to deepen our connections with specific communities, amplify voices from underrepresented regions, and champion research that addresses localized HRD challenges and opportunities. By encouraging innovative methodologies and interdisciplinary approaches, we aim to inspire groundbreaking contributions that enrich the field. Exploring the role of new technologies, AI, and workplace well-being are equally important areas for further research. HRD should be at the forefront of exploring these issues.

Most importantly, our commitment to the Academy of Human Resource Development (AHRD) and the University Forum for Human Resource Development (UFHRD) remains strong, as these communities have been instrumental in the journal's growth.

Equally, we are committed to strengthening ties with practitioners. Bridging the research-practice gap is vital, but our ultimate aspiration is to deliver research that creates tangible, meaningful impacts on individuals, organisations, and society at large. Through this, Human Resource Development International will continue to uphold its mission as a force for positive change and a catalyst for progress in the field and beyond.

As we embark on this new chapter, we invite the global HRD community, academics, practitioners, and policymakers alike to join us in shaping the future of HRD scholarship. Together, let us advance knowledge, foster innovation, and contribute to the ongoing transformation of the field, and, most importantly, explore issues that affect modern organisations and society. Hence, the first issue published under the new team focuses on *Leadership and HRD Synergy: Pathways to Employee Excellence and Organisational Growth*. This critical area of research offers an opportunity to question traditional practices and explore new ideas on how we can foster meaningful growth and development for individuals and organisations alike. Enjoy reading...

Acknowledging Our Team

This would not be possible without a great team. I am honoured to work with Dr. Dae Seok Chai, Associate Editor for the Peer-Reviewed Section of the journal and Associate Professor of Educational Administration and Human Resource Development in the School of Education and Human Development at Texas A&M University. His work will be instrumental in supporting the journal's efforts. He stated that Ghosh (2019) and McLean (2017) challenged the status quo of research in an international context,

particularly calling for more research in cross-cultural contexts within the field of HRD. Although international HRD research has been a key area within the field, it has not been widespread, and research in cross-cultural contexts is particularly rare at the AHRD and UFHRD conferences. If papers submitted to these conferences are considered as possible submissions to the four AHRD flagship journals, this could present an issue for Human Resource Development International. Aligned with these calls and trends, my vision for the journal is to promote its uniqueness compared to the other three flagship journals focusing on HRD in international contexts, and to encourage scholars to conduct and submit rigorous research in cross-cultural contexts. For example, Human Resource Development International can promote research on culturally marginalized populations at cultural borders (e.g., international students, immigrants, and foreign workers). Additionally, we can link current HRD trends with culture, such as comparative research on the implications of AI in HRD across various cultural contexts.

I am also privileged for Dr Ague Mae Manongsong for continuing the role of Managing Editor. Ague is an Assistant Professor, School of Leadership and Human Resource Development, Louisiana State University. As she stated, Human Resource Development has historically focused on understanding how individuals, teams, and organizations function, while also striving to enhance their growth and performance. Its multidisciplinary roots spanning psychology, sociology, economics, and organizational theory offer a wide range of analytical tools for examining the competence and capabilities of workers, as well as the relational contexts in which they operate. I have come to appreciate the breadth and depth of HRD scholarship, particularly as it extends into the international arena. Human Resource Development International contributes meaningfully to the field by encouraging authors and readers to adopt a global lens one attentive to how social, cultural, political, and economic contexts influence developmental processes. The journal's international scope underscores the complexity of human experiences within organizations. Yet, it remains essential to acknowledge the importance of inclusivity, as no single framework or approach can fully capture the entirety of work experiences across diverse geographies, cultures, and workforce compositions.

Looking toward the future, several critical trends merit focused attention. The continuing impact of globalization, combined with shifting demographics and charged political climates, calls for more research on inclusivity, equity, and the experiences of marginalized populations. Such efforts must employ critical frameworks that challenge existing norms and offer the potential for transformative developmental experiences. Meanwhile, as organizational boundaries become more fluid, new career trajectories and professional identities are emerging, warranting deeper exploration into the supports necessary to foster a sense of belonging and meaningful growth. Further, the integration of emerging technologies, such as artificial intelligence, is poised to reshape both the nature of work and the ways people learn within organizations. Understanding how these technological shifts affect relational dynamics, mentoring, and developmental opportunities, especially for marginalized groups will be paramount. Ultimately, HRD's continued relevance will depend on its capacity to remain reflective, inclusive, and responsive to a changing global landscape.

I also want to take this opportunity to welcome our new Associate Editor for the Perspectives section, Dr Michael Mustafa. Michael is an Associate Professor of Entrepreneurship and Management at the University of Nottingham Malaysia. His wealth of experience, passion for innovation, and critical thinking will be instrumental in the growth and development of the journal.

Finally, I would like to thank Alene O'Malley, our Social Media Editor, for her support in promoting the work of the journal. Alene has already made an impact by expanding the visibility of Human Resource Development International through increased traffic on the journal's social media posts on LinkedIn, Twitter, and Facebook. I would also like to thank the quantitative, qualitative, and mixed-methods editors for their support in ensuring high-quality, rigorous research in the journal.

A great team of colleagues and scholars to deliver on our promises and drive the journal toward sustained growth and development.

Let the work begin... exciting times ahead!