

Welcome to the latest issue of the *Journal of Work-Applied Management* (JWAM). JWAM continues to grow in terms of its downloads and citations, and this issue embraces its international reach with contributions and collaborations from the UK, the US, Ireland, Poland, Serbia, Greece, China and Indonesia. Applied methodologies are central to the ambition of a *sustainable* form of development (Leal Filho *et al.*, 2022), especially in terms of regional and global peace. At the time of writing this editorial, we feel a deep concern for and connection to the United Nation's Sustainable Development Goal 16, *promoting just, peaceful and inclusive societies* (see <https://www.un.org/sustainabledevelopment/peace-justice/>). Although this issue is a general issue, there are resonances with how applied methodologies can help transition to new spaces and places which embrace inclusion and peace. Rather than an editorial which summarises the key points of the articles presented, I would like to sketch out some of the resonances which I think are important for societal transitions right now.

The first is the reminder that learning through practice provides one of the most fruitful spaces to learn the skills that can create real impacts at work (Miller and Konstantinou, 2022), and that technology continues to provide positive ways to value and appreciate the acquisition of such capabilities over time (Holtzman *et al.*, 2022). The workplace is not just a site of skill acquisition but impact, where work-based research can often drive change at an organisational or industry level (Pepper *et al.*, 2022). There may be challenges to learning such skills and delivering such impacts in journeys of transition, but it is important to realise the wider landscape of impact in the longer term (Nzekwe-Excel, 2022).

Second, transitions can be challenging and sometimes feel impossible. To facilitate deep change, onboarding (Jeske and Olson, 2022) and coaching are critical and provide a wide range of positive contributions to transitions (Wang *et al.*, 2022). During – and importantly beyond – initial work socialisation, empathy is also critical to change (Lambert *et al.*, 2022) especially for the different circumstances people experience in their life (Ochrach *et al.*, 2022).

Finally, creativity to find new solutions beyond seemingly impossible situations is a foundational idea (Soñta, 2022), but needs forms of leadership which embrace collective societal and planetary health and which usurps economic gain (Dwi Baskoro, 2022). This highlights the importance of a previous JWAM special issue which demonstrated practical case examples of how applied methodologies can deliver novel and creative solutions (Scott *et al.*, 2020).

In sum, in times where peace is challenged, action (through applied methodologies), empathy and creativity are themes which remain highly relevant. JWAM will remain committed to these ideas and will continue to welcome articles which provide new insights



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especially where they offer a way forward for a range of communities. In the meantime, our thoughts are with those whose lives are experiencing dramatic challenge and transition.

Editorial

Tony Wall

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