

Dear Readers,

Commitment is the foundation of great accomplishments. In 2022, our committed editorial team members helped create and maintain an interdisciplinary community of academics, industry experts, early career researchers and young professionals. At the GiLE Foundation, we are dedicated to diagnosing as well as solving the problems young people face in terms of their personal skills development. We focus on publication and knowledge transfer, and at the same time, aim to empower young researchers and young professionals.

Volume 2 No. 2. is here with a bang! In the **Guest Column** section, *Dr William Donald and Dr Maria Mouratidou* are two subject matter experts who focus on supporting young people in the transition from higher education into the labour market. They look at the challenges and opportunities that university students face at the pivotal moment when they transition from university into industry and prepare for a sustainable career. Next, in the **Food for Thought** section, we present two very timely and relevant articles written by *Ms Ute Franzen-Waschke*. Now that hybrid work apparently ‘is here to stay’, the author – a senior consultant and coach – looks at how leaders need to be upskilled and which new skills they need to lead effectively in a remote or hybrid environment. The second contribution considers why leaders should pay attention to diversity, equity, and inclusion in remote and hybrid environments.

The theme is continued in our **Early-Career Researchers** and **Research Articles** sections. The contributions can be grouped into two main categories: the importance of leadership skills and employability skills. For graduates and young professionals to become employable, especially in today’s turbulent and unpredictable world, they need to have a set of personal qualities, behaviours, and attitudes.

The importance of improving the performance of virtual teams at a time where technology presents seemingly limitless opportunities, cannot be overstated. *Ms Zara Alexa Schweimler* focuses on leadership skills that are needed to create a team culture that works well in the case of multicultural virtual teams.

“Artificial intelligence”, “discriminatory algorithms”, and “machine learning” are concepts that have begun to invade and transform our way of life. They bring significant benefits to individuals and society, but they present certain risks as well. *Mr Shivaan Munnisunker* looks at the areas of AI ethics that leaders must be aware of if they are to operate successfully.

Women are often powerful agents of change. *Ms Moldir Pocstar* considers why there are several females with advanced educational degrees, yet only a few of them are in leadership positions in higher education in Kazakhstan.

The famous Disney characters have always affected people’s character development. In their research paper, *Mr Norbert Griszbacher, Ms Ildikó Kemény and Dr Ákos Varga* look at how the Disney movies, films and cartoons make an impact on the cognitive and behavioural development of young people from early childhood.

The last research paper is written by three established academics, *Dr Graham Manville, Dr William Donald, and Professor Anita Eves*. Their paper explores the opportunities and challenges of embedding authentic assessment into the university curriculum. Such an approach to course

evaluation tests students' skills and knowledge in real-life situations to prepare them for the world of work and to help universities remain relevant in a changing world.

Volume 2. No. 2. concludes with the newly introduced **Policy and Social Challenges** section. In the first paper published in this section, a young leader and professional, *Mr István Kárász*, who is President of Pact4Youth Association in Hungary and analyst at the Research and Innovation and Open Science consultancy in Technopolis Group, discusses nothing less relevant for our readership than how Open Science can be a key enabler of development and an opportunity for young researchers.

You may have noticed that our website underwent an overhaul in 2022. Our team expanded the journal's online presence, as well as started improving article discoverability, and establishing a reputation for high-quality publication in our field. Individual papers are uploaded to the Hungarian Scientific Bibliography (MTMT) a few days after the release of the Issues, and all the papers are archived and made freely available at the Library and Information Centre of the Hungarian Academy of Sciences (Electronic Periodical Archive and Database, EPA). Moreover, GJSD continues to publish articles in an open access format with no Article Processing Charges (APCs) or publication fees – ensuring that the work of our contributors can receive maximum visibility and impact – regardless of their access to financial resources.

I would like to thank all the Editors of this Issue, as well as the Contributors who have chosen our journal to disseminate their research. I wish you all happy reading, and I look forward to your submissions to Vol.3. No.1 in 2023.

Kind regards,

Dr. Judit Beke

Judit Beke is the Editor-in-Chief, Co-Creator of the GiLE Foundation

