

Dear Readers,

It is with great excitement that we present to you the third volume of the GiLE Journal of Skill Development (GJSD). Volume 3 Issue 1 features a rich tapestry of perspectives, with authors exploring the complexities of the employability landscape, the challenges faced by graduates entering the workforce, the immense potential for personal and social change through the acquisition of life skills, and the key traits and qualities that contribute to effective leadership.

This volume starts with the **Guest Column** section in which *Dr Anita Pierog* introduces the integrated CRAFT leadership model which is a practical tool that can enhance leadership development and help leaders of today and tomorrow become more efficient. The model emphasizes the importance of cultivating these five qualities in oneself and in one's team, in order to navigate the challenges of leadership and achieve organizational success. The new methodology that was developed by a Hungarian executive coach, Beáta Kalamár has been successful in both multinational and SME environments and is also the subject of this issue's book review.

In the **Food for Thought** section, we are happy to present two articles from renowned and emerging experts in the field. Our editorial team has carefully curated two articles that showcase the latest thinking from both seasoned and up-and-coming scholars in the field. The first is co-authored by *Dr William Donald* and an early career researcher, *Dr Nimmi P. Mohandas*. Their article highlights that the COVID-19 pandemic negatively impacted university students and recent graduates in the UK, causing lower well-being and hindering preparations for the university-to-work transition. As a solution, they advocate participation in "serious leisure", which can improve self-perceived employability and workplace well-being. In the second article, *Mr Ian Fellow* – an early career academic transitioning from industry – argues that employability must be viewed as a desirable outcome of higher education. He further suggests that critical educators have the chance to make a positive impact in this regard through the cultivation of desirable graduate attributes and employability skills.

The Issue continues with four **Research Articles**. The GiLE Foundation strives to provide a platform for Early-Career Researchers as well as for established researchers who are happy to collaborate and publish their work together with emerging researchers in the field including Masters and PhD students.

Dr Mauro Giacomazzi, Mr Edimond Serwanga and Ms Gillian Atuheire demonstrates the effectiveness of a professional development model for improving teachers' instructional design skills to nurture critical thinking in the classroom.

Dr Lucilla Crosta, Ms Valentina Banda, and Mr Emin Bakay studied the development of soft and digital skills in university students from seven institutions in Europe. The results showed a shortage of 21st Century Skills in young graduates and a mismatch between the value placed on these skills and the training provided by universities.

Dr Md. Mamunur Rashid, Mr M. M. Abdullah Al Mamun Sony, and Mr Sadman Joa Aninda discuss the need for individuals to be aware of and prepared for multidimensional threats and risks and highlight the role of academic institutions in teaching emergency response and crisis management.

Ms Monika Kristl Volfova focuses on the impact of the COVID-19 pandemic on the readiness of enterprises for employee training using ICT. The article compares medium-sized enterprises from the Visegrad Four countries.

Volume 3. Issue 1. concludes with a **Book Review**. The author, *Dr Károly Polcz*, recommends the book titled CRAFT Leadership for anyone seeking to develop or improve their five leadership qualities (Courage, Resilience, Agility, Focus, and Team) and become a future-proof leader. The book views leadership in a broad perspective, recognizing that everyone is a leader in their own life and needs the skills to navigate our world.

I hope that the papers in this volume will inspire and challenge our readers to think critically about the role of personal skill development in shaping a better future for all. I encourage everyone to take to heart the words of the Roman poet Horace, who urged us '*Sapere aude*' - to dare to know and seek wisdom. By doing so, we can continue to advance our understanding of personal skill development and make meaningful contributions to our communities and the world at large.

On behalf of the Editorial Team of the GiLE Journal of Skill Development, I would like to extend our sincere gratitude to all of the authors who have contributed to this volume, and to our readers who continue to support and encourage us in our mission.

I wish you all happy reading, and I look forward to your submissions to Vol. 3 No. 2 in 2023.

With warm regards,

Dr habil. Judit Beke

Judit Beke is the Editor-in-Chief, Co-Creator of the [GiLE Foundation](#)

