HRD Forum

Scoping the Future of the Journal

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The incoming Editors of the Journal outline their thoughts on future contributions to the Journal.

Scholarly-based and reflective practitioners of human resource development (HRD) have a unique opportunity to both make use of the research published in *The International Journal of Human Resource Development Practice, Policy & Research* as well as contribute their knowledge and perspectives from practice to inform ongoing research in the field. Practitioners of HRD are on the front lines of utilizing promising practices derived from research implications as often as they are grappling with emerging challenges impacting an increasingly technologically and globally diverse population. It is this position as practitioners who are engaged with the literature on HRD that excites us. With a variety of paper types being introduced by the new journal co-editors, we hope practitioners will bring their experiences to bear in articles aimed for an audience interested in considering how practice informs research and research informs practice in human resource development.

We welcome contributions that not only inform our readers of ‘what is new’ but also in a manner that is cogent. Differentiating the types of papers guides contributors to develop more rigorous and focused articles, within a word count range that maintains the attention and interest of readers. Of course, we recognize that, for example, an article can begin with an evaluation of the implementation of a new training programme, which then goes on to conceptualize a new approach based on lessons learned. Nonetheless, a high quality article that reports an evaluation of a programme will entail a description of the aims of the programme, methodology, results and its comparison with the programme aims, and recommendations. Such level of detail in itself merits the focus on an entire paper.

Conceptual Paper

Conceptual papers should present an idea, concept, or framework through the use of literature support to address a practice-oriented problem offering potential solutions or critique. It may seek to identify new information on a topic, build on existing theory, or provide an opportunity to build an argument for further research of a subject. Conceptual papers may culminate in diagrams that summarise all the elements and its relationship with one another in a succinct manner.

Critical Reflection

In critical reflections, the ‘journey’ is more important than the ‘destination’. Such articles take the reader through the journey of the author’s sensemaking and sensegiving processes. They help the author to articulate the way they have made sense of complex problems and why they may have interpreted a phenomenon in a particular manner. These reflections are critical because they explore the paradox, tension, perceived impasse, and other issues that the author has experienced. Critical reflections do not just draw on the cognitive (rational) aspects of the journey but also on emotional and relational experiences. The value that readers can draw from critical reflection is not just the ‘conclusions’ drawn by the author but also in the richness of the story itself.

Evaluation

An evaluation paper of a model, strategy, programme, or other impact to practice, provides readers insight into the efficacy found in your organization and could drive further research on the subject. Writing an evaluation paper with research colleagues may give you the opportunity to gain insight into making changes or developing alternative practices based on what is learned.

Provocation

Provocations have many purposes. Nevertheless, a frequent purpose of provocations is to help others to ‘see’ an existing phenomenon in different ways and to conjecture ‘what ifs’. If provocation itself is not novel, the reasons for it can be. To give you an idea, a provocation may involve highlighting that there are opportunities in a trend that is typically viewed as problematic. Similarly a provocation is adopting an ‘integrated’ (converging) view that shows how two seemingly unrelated phenomena may be symbiotic. We hope that provocations help to shape new trajectories of thinking and line enquiries in practice, policy and/or research.

Conversation / Meet the Person (by Invitation)

A conversation paper between esteemed practitioners, which may also involve a member of the editorial board. The practitioners are persons who have interests around a common topic and are an effective way to convey shared or dissenting views on the subject and promote further knowledge for practice and research and may be submitted by invitation from the editors. The conversation may also take the form of an interview by an editorial board member with a well-known, popular, high achieving, or cutting-edge expert practitioner.

Exemplary Contribution (by Invitation)

Exemplary contributions are by invitation from the *Journal* to potential authors who may wish to share their stories of achievement, which are notable and may be of interest to many of our readers. Authors may be practitioners from the private, public, and voluntary sectors but also policy makers and scholars who are not just in the field of HRD but also parties interested in the advancement

of HRD. These contributions may be to, but not limited to, economic, social, and environmental causes. The exemplary contributions may take the form of a critical reflection article.

Books and Resource Reviews (by Invitation)

In the interest of providing *Journal* readers with information about new books and resources relevant to the study and practice of human resource development, book and resource reviews may be submitted by invitation from the editors.

Summary

We appreciate that it is difficult to convey complex ideas and issues in a concise manner, and we do consider the contribution-to-length ratio of each article. Nonetheless, please bear in mind that readers and reviewers will lose interest if the paper is unnecessarily verbose. The table below provides an indication of the word count range and guidelines for each type of paper.

Article type	Submission guidelines
Conceptual paper	Word count between 4,000 and 5,000 words excluding references. Usually does not include empirical data but draws upon influential literature.
Critical reflection	Word count between 3,000 and 4,000 words excluding references. Likely to include a description of the author's circumstances (e.g. role in organization) as this provides a sense of why the object and/or subject of reflection is important to the author.
Evaluation	Word count between 5,000 and 7,000 words excluding references. Draws upon data and provides a clear sense of the methodology in collecting and analysing the data.
Provocation	Word count between 3,000 and 5,000 words excluding references. Similar to a conceptual paper, a provocation article usually does not include empirical data but draws upon influential literature. Tends to highlight contradictions and anomalies.
Exemplary contribution	Word count between 3,000 and 4,000 words excluding references. Likely to highlight evidence of achievements and attainments.
Books and resource reviews	Word count between 2,000 and 3,000 words excluding references.

Table 1: Word Count Range and Guidelines to Each Type of Paper

In expanding the types of papers to be published by the *International Journal of Human Resource Development Practice, Policy & Research* we hope to further encourage practitioners to contribute articles that will help inform ongoing research and drive collaboration with scholars to develop practice-based research. HRD is a field of practice with broad impacts across all organizations. As a domain of study, researchers are always seeking to further understand what is taking place within organizations, and it is through collaboration with and information from practitioners engaged in the work of HRD that much the best research comes about. The aim of this *Journal* is to foster and support papers that make a broad impact to organizations spanning the globe where research informs practice of HRD and practice provides the foundation for research exploration.

About the Incoming Editors

Sarah E. Minnis

Sarah E. Minnis, PhD is an Assistant Professor in the Master of Science in Human Resources program at Western Carolina University. She has over 25 years of higher education administration, career advising, and organization development experience with more than 12 years specifically addressing veterans' reintegration, career development, and sustainable employment. Sarah's ongoing research and practice is in helping higher education and employment communities better understand the value and more effectively utilize the talents of veterans. Sarah has published and presented nationally and internationally on her research and practice. With ten years of active involvement within the Academy of Human Resource Development, Sarah has previously served as a member of the Scholar Practitioner Special Interest Group Steering Committee and Chair of the Scholar Practitioner Special Interest Group. Sarah currently serves as Co-Chair of the Scholar Practitioner Special Interest Group. Sarah is Co-Editor of the *International Journal of HRD Policy, Practice & Research* as well as Editorial Board member for the *Journal of Veterans Studies and Advances in Developing Human Resources*. Sarah holds a PhD in Human Resource Development from Texas A&M University, a Master's degree in student affairs from Western Kentucky University, and a Bachelor's degree in psychology from Central Washington University.

Mark Loon

Mark Loon, PhD, DBA, is the Assistant Dean of Research and Innovation in the College of Liberal Arts, the Director of Research for Bath Business School and a Reader in Management. Mark's research areas are in learning and development, strategic capabilities and business model innovation. He has published in journals such as *Asia Pacific Journal of Management*, *International Journal of Human Resource Management*, *Journal of Business Research*, and *Journal of Managerial Psychology*. He has published practitioner reports and books with the Chartered Institute of Personnel and Development (UK). He is currently a co-investigator on a project on improving mental wellbeing of social workers funded by the UK's Department for Work and Pensions. Since Feb 2016, Mark has been the Chair of the British Standards Institute's Mirror Committee of ISO's Technical Committee 260 that is leading the development on International Standards in Human Resource Management. He was also an expert panel member in the development *PD 76006:2017 Guide to learning and development*, published by the British Standards Institute and *ISO 30401:2018 Knowledge management systems: Requirements* published by the International Standards Organization. Mark is also a special advisor for the Management Knowledge and Education Committee at the British Academy of Management and he leads the Strategic Capabilities and HRD stream at the University Forum for HRD conference. He holds two doctorates, a PhD (innovation) and DBA (learning and development) from Australia, an MBA from the UK and a BA in Business Administration from the US; and he is a Senior Fellow with the Higher Education Academy in the UK. Prior to academia, he was a management consultant employed by firms such as by Cap Gemini, Ernst & Young and KPMG. He had a private practice in Sydney providing consulting and business analysis services to clients in the financial services and public sectors. His clients include Morgan Stanley, QBE, RailCorp and University of Sydney. He was a consultant with an Oil and Gas firm in Kazakhstan and has worked with the Malaysia and Indonesian governments on their national Machinery and Equipment, and Shipping sectors respectively. He is a trained Six Sigma Black Belt.