



EDITORIAL

Blockchain Technologies are still mostly used for Security reasons on the Financial System, but slowly are being incorporated on other áreas, so this time we start with a paper dealing the way that these kind of advanced Technologies may be applied to help managing the dynamic logistic needed for Smart Cities and actualy also on what may be called their autopoietic development. The next paper deals with the critical challenges as well as the oportunities that represent the Industry 4.0 in terms of innovation and productivity for developing countries like Brazil, particulary due to the fact of great gaps in terms of educational lelvel for the Future of Work. Following this kind of ideas next paper also from Brazil, showed through a survey in the state of Bahia the extent to which the SME where prepared in terms of digital maturity for the COVID-19 to overcome impacts. Next paper deals with the importance of practicing physical activity and having good eating habits as predictors of a healthy lifestyle; this is particularly important due to the fact shown by the World Health Organization (WHO) regarding tobacco consumption's role as one of the leading preventable causes of death worldwide; and moreover the extent to which Social Marketing done by the Fitness Business services may help to deal with that. Next paper focus Quality Management Systems that deal with standardization and technical regulations aimed to ensure the quality of the product or service offered to protect the consumer, society, and the environment; but now regarding the Triple Bottom Line of Sustainability, and hence moving into the emerging Green Swans more recently proposed by J. Elkington and also more in accordance with the ESG requirements. Now we go to an interesting paper dealing with an experience with youngsters and teachers in a small touristic kind of city in Brazil, realized through a Quality of Life Project to find out the collective Feelings fostered by a Resilient City Program showing the importance of the project for people's lives and the understanding of their feelings, for developing themselves and particularly strengthening local resilience; all this may help to consider as a good example for Strategic Planning of Resilient and Regenerative Cities. Voluntary work has contributed a lot to social development both locally and globally; and actually, many organizations have benefited from this type of work. Moreover, Brazil is usually recognized internationally for both Football and Carnival, both with strong ethnic roots, however very little is said about the Social Impact of the so-called Samba Schools that organize the Carnival performances; so next paper deals with a Case Study in a School of Samba in Brazil. Next paper is dealing with a qualitative research to find out how the Evolution of Digital Payment in Brazil is working that showed, as it was to be expected, that effectively credit card is the payment method that most motivates consumers in e-commerce. Next paper consists on a study showing the importance of using PMI to overcome Communication Barriers of Virtual Teams of Multiple Projects that is particularly important in today's COVID-19 context. Moral Harassment may arise from interpersonal conflicts that are poorly managed particularly on the context of banking organizations; and whose effects according to the next paper, could impact people and organizations; so, it's important to identify the occurrences of interpersonal conflicts and evaluate the relevance or not of acting on them to overcome higher conflicts. Next paper is about a study regarding the impacts and importance to deal with a Strategic Communication Plan based on Social Networks to deal with the transition to on-line courses that has being going on. Competence management in the world of Industry 4.0 may be a useful people management model to increase efficiency, effectiveness and even reduce bureaucracy as well as raising the quality of services provided in several countries and different continents, and next paper represents an exploratory study that shows

that actually the workers surveyed are very optimistic about this model of people management and that the obstacles to be overcome are mostly found in management. Next paper consists on a study to understand the challenges inherent to professionals who make the transition from career to leadership when exercising this happens for the first time based on Ram Charan's leadership pipeline that shows the importance of adequately preparing leaders to assume this kind of first leadership position by considering the development of skills, perception of new values and adjustments in time management. Finally we closed this issue with a paper dealing with the Social Representation Theory (SRT) initially developed by Serge Maosovic, and its application regarding Innovation Principles and Practices in Multicultural Contexts, based on an exploratory study of a total of 584 among students, professionals and teachers coming from Bolivia, Brazil, India and México; showing that idiographic cultural aspects associated with the individual's country, age, gender, language, or social position actually don't have an impact on the perception of what the concept of innovation is; but actually the main influencer for the formation of the central core of the social representation of the innovation concept was more specifically the academic environment on which each group was associated.

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