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Eduardo Luis Soares Tomé
Editor

Intangibles in the Knowledge Economy

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Editor

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*This volume is dedicated to all the persons,
authors, and non-authors who throughout the
years contributed to the eight editions of
TAKE that took place between 2016 and
2024.*

Foreword

This volume includes papers presented at TAKE 2024 Conference, The Multidisciplinary Conference on Intangibles, held between the 2nd and the 4th of July 2024 at Lusofona University in Lisbon. Detailed information about the Conference is to be found on the Conference Website: <https://take-conference2024.com/>. A Book of Abstracts was also published. TAKE 2024 included 70 presentations in parallel sessions plus 2 keynotes, 2 special sessions, a Gallery of Art, a Knowledge Café, a Pre-Conference Workshop, a book presentation, one doctoral workshop, and a poster session, by 95 participants, from 21 countries and 5 continents. Done after the COVID-19 crisis, TAKE 2024 was a joyful event moment, in scientific and human terms. Science advances through creativity and conferences are essential for that creativity to happen. We thank infinitely all those involved, which contributed to the success of the event. We hope to continue the TAKE saga, next year with TAKE 2025, which will happen in July 2025 in Sofia. Bulgaria.

Best wishes and kindest regards.

Eduardo Tomé, on behalf of the Organizing Committee

Preface

At the time of writing (November 2024), Humanity is facing many challenges and uncertainties. One of the ways to solve those challenges is to create innovative thinking as described in [Cultivating Innovative Thinking: A Literature Review](#) of this book. In that search, values analysed in [The Elusive Nature of Values—What Do We Really Mean by Integrity?](#) are fundamental, and they are made more important given the erosion of truth addressed in [Fake News and Lateral Thinking: Navigating the Erosion of Truth](#). In the scope of the new type of society we live in, two phenomena, apparently antagonistic have paramount importance: artificial intelligence and sustainability. The former is addressed in [Unleashing the Potential of Artificial Intelligence for Human Resources Management](#) relating to Human Resource Management, [Exploring the Interplay Between Artificial Intelligence, Emotional Intelligence, and Knowledge Management: A Conceptual Framework](#) relating to emotional intelligence and knowledge management, and [Formulating Winning Business Strategy in the Knowledge Economy Context: The Role of Artificial Intelligence](#) related to winning business strategies; the latter is addressed in [The InnoGreen Project's Green Business Innovation Canvas: Adopting Innovative Green Practices](#) related to Green Business Innovation, [Developing Eco-Leadership in the Digital Age: Opportunities and Challenges](#) on Eco-Leadership, [Strategies for Bioeconomy Development: Insights into Brazil's New Industrial Policy](#) on Bio-Economy, and [CSR in Moroccan SMEs: Between Challenges and Opportunities](#) on Corporate Social Responsibility. Quite crucially we live in a global world, and sometimes it is forgotten that not only goods and services must move but also people—therefore and quite crucially; Chap. [Roaming Talents: Soft Skills and Learning Strategies of Digital Nomads](#) is focused on Digital Nomads, [Migration of Slovenes to Portugal](#) is on migration between two countries, [The Knowledge Management in Context of Telecommuting Due to Covid-19](#) is on telecommuting, and [The Return to the Office Needs Human-Centered Design: Here's Why and How](#) on the return to office after COVID-19; if the movement of people was already decisive before the pandemic, it became even more complex afterwards with the emergence of hybrid solutions, remote work, and “work-from-anywhere” practices. Having said that, people remain the most important part of organizations, and many papers on

the TAKE2024 conference and in this book address people-related topics namely learning and organizational learning. On learning, [Active Learning and Gamified Business Simulation in the Training of Industrial Engineers](#) discusses the gamified business simulation of industrial engineers, [Linking the Business Process View and Competence Modelling Using the ESCO Classification—Use Case of a Sales and Distribution Process](#) addresses competence modelling of a sales and distribution process, [Attitudes of Teachers and Students in Business and Economics Fields About E-Learning and Usage of Mobile Technologies for Learning Purposes](#) analyses attitudes of teachers and students of business fields, and [The Scientist-Practitioner Journey: Embracing Evidence in Management Learning Amongst Business Students](#) describes the “scientist-practitioner journey of business students”. On organizational learning, [Evaluating How Different Knowledge Types Affect Knowledge Hiding: Comparative Insights from Chinese and German Automotive Knowledge Workers](#) analyses knowledge hiding, [Relationship Between the Big Five, Leadership Competencies, Employee Satisfaction, and Extraordinary Effort: A Case Study of Private Company in the Health Sector](#) is on Leadership, [Entrepreneurship of Women 50+: An Overview of Motivating Factors](#) is on Entrepreneurship of humans over 50 years old, and Chap. [Conceptual Overview of Organizational Culture and Its Effect on Organizational Performance](#) is on organizational culture and performance. Also some of the papers presented at the Conference and included in this book relate to public policies namely [Understanding Social Benefit-Driven Organizations in Health: A Scoping Review and the Portuguese Experience](#) on the health sector, [Public Policies Affecting the Seed Industry and Their Role in the Market Working](#) on the seed industry, and [Evaluation of the Performance of Public Sector Policies: Criteria, Future Evolution and Legal Regulation](#) on the evaluation of the performance of public sector policies. The book ends with three chapters on more economic issues, namely [Correlation Between Income and Expenses from Investment Properties and Net Profit in Insurance Companies in Croatia](#) on investment Properties, [The Influence of Populism on the Volatility of Stock Markets](#) on the Stock market, and [Human Resources in Portugal—A Century of Very Relevant History](#) on the historical influence of Human resources in the Portuguese economy.

All in all, we believe this book makes justice to TAKE2024 as a diverse, far-reaching and thought-provoking forum, where many current topics were discussed and addressed in very important and interesting ways.

LISBOA, Portugal

Eduardo Luis Soares Tomé

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