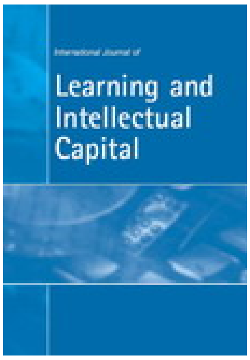

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1 Introduction

The second Horizon Europe Strategic Plan 2025–2027 sets out strategic orientations for research and innovation investment: "green transition, digital transition and a more resilient, competitive, inclusive and democratic Europe" [European Commission, (2025), p.1]. It aims to "tackle the key global challenges such as climate change, pollution and loss of biodiversity, the digital transition and an ageing population" [European Commission, (2025), p.1]. It directs investments towards strategic orientations and creation of competitive advantages for companies. Intellectual capital and knowledge management will play a critical role in addressing these challenges.

Governments and businesses must design actions and policies that enable them to enhance their innovative capabilities in critical areas and also create strategic knowledge-based resources. This intellectual capital facilitates the generation of long-term competitive advantages and the ability to survive in an increasingly globalised economic environment. Intellectual capital is becoming increasingly strategic in the creation of competitive advantages for companies, countries, and regions. The creation and development of human capital, relational capital, and structural capital are strategic pillars for the positioning of companies and countries in the digital age. Furthermore, valuable intellectual capital will serve to successfully navigate the digital and green transition. Finally, the building of intellectual capital reports will assist companies in navigating complex environments (Minnetti et al., 2025; Yang et al., 2025; Ordóñez de Pablos, 2004; Zhang et al., 2019, 2012).

2 Contents of the issue

Issue 2 of the *International Journal of Learning and Intellectual Capital* presents a collection of five papers addressing key topics such as competitive advantages, green intellectual capital, information technologies, knowledge sharing, sustainability, and teamwork. The research covers evidence from countries including China, India, Iraq, and Pakistan.

This issue aims to stimulate discussion on how organisations can effectively manage strategic resources and develop long-term competitive advantages in the digital age. Additionally, it delves into the role of green intellectual capital, organisational culture, and teamwork in driving company success.

The first paper titled 'Elevating firms' sustainability through the power of green intellectual capital: a study unveiling sustainable success' (by Rafique, Javed, Amir, Shaukat and Alzoubi) affirms that

> "In an era where sustainable development is a global priority, businesses are increasingly focused on adopting practices that ensure long-term sustainability. Despite these efforts, many firms struggle to effectively harness green resources to enhance their sustainability performance. Thus, the current study explores the impact of green intellectual capital on firm sustainability, along with the mediating role of green human resource management practices and financial conditions. Data was collected through a self-administered questionnaire from the manufacturing sector of Pakistan, and the analysis was conducted using SPSS and AMOS. The findings highlight the significant impact of green structural and relational capital on firm sustainability. Additionally, both financial condition and green human resource management practices emerge as significant key mediators in this relationship. This study contributes theoretically to the literature on green intellectual capital and green human resource management, providing insights into the mechanisms that drive sustainable growth. For practical applications, the findings offer guidance to firms on how to optimise sustainability by strategically utilising green resources for long-term benefits."

The second paper titled 'How competitive strategy affects the building of strategic position through the mediating role of leader's knowledge: evidence from Karwanchi Group in Iraq' (by Abdullah, Ahmed, Fadhil and Dizdar) presents the results of an empirical study focused on the identification of

> "The role of competitive strategy, low-cost strategy and differentiation strategy, in building the strategic position of organisations through the mediating role of leader's knowledge. This study adopts a descriptive analytical approach by collecting data through a questionnaire and analysing it to express the opinions of a sample of employees in the Karwanchi Group for the production of soft drinks, juices and mineral water. The data is collected through a questionnaire built based on a five-point Likert scale. A non-random sample of 316 is selected to represent the original community of 1,800. The data are analysed using SMART, PLS4. The study concluded that the strategic position of organisations is achieved through competitive strategy, especially the differentiation strategy, which was more important than the low-cost strategy. The role of leader's knowledge mediates and maximises the relationship."

The third paper titled 'Organisational learning culture as a catalyst for teamwork effectiveness: a serial mediation study in IT firms in India' (by Manigandan, Priya, Supriya, Balaji and Sasirekha) states that

> "Enhancing teamwork effectiveness (TSE) fosters a culture of continuous learning and innovation, particularly in dynamic industries like information technology (IT). Considering its importance, this study investigates the influence of organisational learning culture (OLC) on TSE and the serial mediation of team cohesion (TC) and self-competence (SC) of employees concerning this relationship in the Indian IT industry. The study used a

cross-sectional survey method and 387 samples to analyse the hypothesis using a structural equation modelling approach. According to the results, OLC has a detrimental effect on TSE within the framework. However, Teamwork Effectiveness is influenced by TC's substantial serial mediation effect between OLC and SC. It discloses that recognising and understanding TC and SC reap the benefits of OLC improving TSE, potentially reducing layoff and attrition while increasing team productivity. This study adds to the body of knowledge on adult TSE in the workplace and emphasises its applicability to the Indian workforce context."

The fourth paper titled 'The impact of some intellectual properties on the business performance on a sample of the Shanghai and Shenzhen Stock Exchanges for the period 2019 and 2022: a moderating role of intellectual capital' (by Yuan, Abidin and Zulhumadi) explores

> "How intellectual property affects corporate performance in Chinese pharmaceutical and information technology sectors. In addition, this research examines the role of intellectual capital as a moderator in the relationship between corporate performance and intellectual property. The value added intellectual coefficient model measures intellectual capital. Between 2019 and 2022, there were 272 firm – year appraisals of IT and pharmaceutical businesses listed on the Shanghai and Shenzhen Stock Exchanges. The endogeneity problem is resolved by using fixed effects regression analysis. This research suggests that trademark and patent protection improve business performance in China's pharmaceutical and information technology industries. Except for licensing, all intellectual property positively impacts corporate performance, according to the results. IC is a key moderator in the relationship between corporate performance and IP. This is the first empirical study of intellectual property and its relationship with corporate performance in China's developing IT and pharmaceutical industries."

Finally, the last paper of the issue, titled 'Investigating the impact of intellectual capital through VAIC model on the financial performance of IT firms in India' (by Khan, Chaturvedi, Kumar, Barin, Sheikh and Ahmad) presents the results of a study that

> "Investigates the impact of intellectual capital (IC) on the financial performance of Indian IT firms. It also investigates the effects of each component of IC (human capital, structural capital, and financial capital) on company financial performance. The study used annual reports from IT companies spanning ten years, from 2013–2014 to 2022–2023. The researchers employed descriptive statistics, correlation, and multiple regression models to determine the influence and relationship between IC and financial performance. This analysis included a total of 221 firms. The findings revealed that the organisations are effectively employing their IC in value development. The empirical results demonstrated that Capital Employed Efficiency improves corporate productivity as evaluated by ATO, whereas ROE and ROA are positively influenced by human capital efficiency. All of the performance indicators are unaffected by structural capital efficiency."

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