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## Editorial

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**Biographical note:** Fabrizio Maimone received an MA in International Politics and a PhD in Communication Sciences and Complex Organizations. Then, he has a Professional degree in Human Resources Development. He is a Lecturer of Organizational Theory and Design at LUMSA University and of Organizational Communication at LUISS Business School, in Rome, Italy. He is the Editor-in-Chief of the European Journal of Cross-cultural Competence and Management (EJCCM) and member of the board of the International Association of Cross-cultural Competence and Management (IACCM). He works also as a Management Consultant and Trainer and supports private and public organisations in designing and implementing HRM, change management, individual and organisational learning, communication strategies and programs, with a particular regard to intercultural and cross-cultural management. He is the author of several articles, chapters and books. Then, he is the co-editor of “Evolution of the Post-bureaucratic Organization” and author of the forthcoming “Intercultural knowledge sharing in MNCs. A Glocal and Inclusive Approach in the Digital Age”.

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Editorial: back to the future, mindset, trust, mentoring, intercultural competences and the vision of EJCCM.

EJCCM has a new Editor-in-Chief. I had the honour and the great responsibility to pick up the baton from Daniel Dauber that was called to face new academic challenges. I wish to say thanks to Daniel for his excellent job.

New members have joined the editorial board of EJCCM. I would like to express my gratitude to all new and old members of the editorial board and, particularly, to Nigel Holden, who has resigned after a long time of collaboration with the journal, and to Brendan McSweeney, who has just joined the co-editor team.

The gentle reader will find in this issue four very insightful and challenging papers. Fink and Yolles propose a conceptual paper that focuses on the relation between cultural Mindset Agency and Sagiv-Schwartz value theories, with a particular regard to the implications for political thought in societies and organisations. Bakay, Akyüz and Ateş, then, report the results of a quantitative research, conducted on two samples of professionals, working in USA and Turkey. The findings of the empirical study show a positive relation between trust and affective commitment and highlight some significant and relevant cross-cultural differences. Madan and Srivastava, moreover, investigate the relationship among mentoring, managerial effectiveness and employee engagement, conducting a study on a sample of 300 middle-level managers, working for five different private sector banks, in India. The last but not the least, van der Poel reports the findings

of an empirical study, conducted on a sample of 100 abroad students, that shows the positive relation between active intervention in the student's engagement and reflection and the development of four intercultural competences, in abroad students.

*European Journal of Cross-Cultural Competence and Management* is the place for international, cross-cultural and intercultural management scholars and experts, who wish to share the results of their outstanding and rigorous research within an inclusive, multicultural, multidisciplinary knowledge space. EJCCM is devoted to facilitate the construction of bridges and encourage dialogue among cultures, disciplines, research perspectives, theoretical and empirical approaches, quantitative and qualitative methodologies, mainstream and post-modern/critical stances and is a glocal academic journal for a global audience.