

## Lessons learned from leading diverse teams

This title was on the LinkedIn website, and it caught my attention, although I should modify it for REM's case, since unlike the title, I feel led by the various colleagues that make up the REM associate editor team because they are top researchers in their professions.

Therefore, as we begin the 86th anniversary of REM, I thank everyone, and say to each one, that I need to keep in mind that receiving feedback from the team is a fundamental theme for the continuation of the magazine and its dissemination around the world, in accordance with the thoughts of the students who created it in 1936.

Another important factor for continuity is the succession of leaders. I know that being an editor is a long learning process, involving various steps in their career (professor, researcher, advisor, etc.), to which is now added that of PUBLISHER. It is known that the new publisher can maintain the old team, as well as form a new team, etc., placing great demands on the new leader. As they say in sports slang, it is essential to love the shirt.

Although "the love of the shirt" may exist, the time to hand over the command must be kept in mind, and I believe that REM should already start thinking about this succession, if it wants to reach the top of the dissemination of science in the field of Engineering.

Another issue raised by Blog SciELO is the cost of a publication ([https://blog.scielo.org/blog/2021/11/10/quanto-custa-um-artigo/#.YY\\_Ac73MIb0](https://blog.scielo.org/blog/2021/11/10/quanto-custa-um-artigo/#.YY_Ac73MIb0)), whose average cost is \$460 to \$520. The article must be worth reading, as REM has been charging \$250 (per approved article), and the Gorceix Foundation, which owns the publication, has sponsored the rest. But it is good for authors/readers to know this, since a truth that must always be remembered is that there is no free lunch.

Finally, leading does not allow you to forget your support base, made up of employees of the Gorceix Foundation, and those who provide their support in corrections, whether in language, or in adapting references to technical standards, etc. There is also the fundamental support of the SciELO team, which boosted the Open Access Movement in Brazil and in several countries.

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