

## **About the Authors (in alphabetical order)**

**Liga Andersone**, Ph.D. candidate – is a researcher at Riga Stradins University, also holds the diplomatic rank of Counsellor, and has extensive diplomatic experience in external relations and security policy. She has served as a political adviser for the EU’s Special Representative for Central Asia, and an international relations officer at Central Asia Division of the European External Action Service. From 2016 until 2020, she worked for the Russia and Ukraine Section at NATO Headquarters. She has dealt with security and defence sector reform both in Ukraine and on the NATO-Ukraine Platform on Countering Hybrid Warfare. Currently, she represents Latvia at the Working Party of Foreign Relations Counsellors of the Council of European Union.

**Katarzyna Bentkowska**, Ph.D. – is an Assistant Professor at the Institute of Markets and Competition (Collegium of Business Administration) at the SGH Warsaw School of Economics. Her research interests comprise formal and informal institutions, transaction costs, the transition towards a circular economy, institutional factors determining adaptation to climate change, and behavioural economics. She is the author of numerous publications in these areas.

**Iuliia Dobroskok**, Ph.D. – is Head of International Relations Office at the Simon Kuznets Kharkiv National University of Economics, and is responsible for the internationalisation of the University. Her research interests include studying in international economic relations and digital transformations of the economy. She is the coordinator of the Jean Monnet Erasmus+ projects entitled: “Digital Trade Transformation: EU experience for UA”; “EU Study Days”; the latter project being supported by the EU Delegation to Ukraine, “Double Degree Program MBA: Organisational Transformations and Sustainable Development”; and “MBA: Organisational Transformations with Cybersecurity”. She is also a team member of the Erasmus+AFID project entitled “Providing Academic Freedom and Inclusion Through Digitalisation”, and is responsible for dissemination strategy.

**Przemysław Dubel**, Ph.D. – is Director of UW Centre for Technology and Knowledge Transfer, Associate Professor at the Faculty of Management at the University of Warsaw, Rector’s Plenipotentiary for Strategic Projects, and Director of the University Technology Transfer Centre of the University of Warsaw. He is an expert in project implementation co-financed by European Structural Funds. As regards his academic activity, he specialises in regional development management with particular emphasis on the impact of projects funded by the European programmes on the dynamisation of the European market, in addition to being the author and co-author of numerous academic publications dedicated to the aforementioned issues. Besides being the author of several dozen expert opinions, Professor Dubel is also an active consultant.

**Ayo Eso**, Ph.D. – specialises in financial inclusion and the impact of technology on poverty alleviation. He has a lot of business experience in finance, technology, and the advisory service in data privacy. Currently, Dr. Eso leads 3Consulting, a company with an international presence across Africa and the UK. He hopes his work will invariably empower AI technology to drive financial inclusion in order to lift poverty for all.

**Aleksandra Gawel**, Ph.D. – Professor of Economics, works at the Poznań University of Economics and Business in the Department of International Competitiveness in Poland. She received her Ph.D. in 1997, her habilitation (post-doc degree) in 2008, and her professorship of economic science from the President of Poland in 2015. She is the author and co-author of numerous publications on entrepreneurship, female entrepreneurship, entrepreneurial education, innovation, the business cycle, the labour market, and regional development. Her current research is focused on the sustainable aspects of entrepreneurship, primarily in the context of social and gender equality, and the quality of institutions in shaping entrepreneurship. Prof. Gawel collaborates as a reviewer for many national and international journals. She also has experience working on editorial boards, including serving as the chairwoman of the editorial board of the Poznań University of Economics and Business’ Publishing House.

**Inna Gruzina**, Ph.D. – is an Associate Professor at the Management and Business Department at the Simon Kuznets Kharkiv National University of Economics in Ukraine. Her research interests include the formation and effective management of competent organisations in the context of intensive European integration processes. Professor Gruzina is a team member of the working group of the educational and scientific program “Management” of the

third (educational and scientific) level of higher education, and has published over 80 scientific papers, including the co-authorship of 5 monographs.

**Girts Jirgensons**, Ph.D. student at Riga Stradins University, in addition to being a public servant at the Ministry of Health in Latvia with expertise in legal services in public and administrative law, and whose research focus is on human resources in the health sector in the EU.

**Zuzana Kapsdorferová**, Ph.D. – prof. Ing., has been working at the Institute of Economics and Management in the Faculty of Economics and Management at Slovak Agricultural University since 2022. Her pedagogical and research activities are focused on the areas of quality management systems, project management, agricultural advisory, food waste, and social responsibility. As a researcher, she has coordinated 17 international projects (Horizon, FP7, KA2+, IP, and Tempus, among others) along with 15 domestic research projects. Her experience and skills are documented by her international engagement and active participation in several foreign conferences and project meetings, and she is also involved in publishing activities. Dr. Kapsdorferová has published 8 monographs in domestic and foreign publishing houses, and 13 university textbooks in addition to publishing 159 works in domestic and foreign scientific journals and proceedings. She serves as ambassador for the Global Harmonization Initiative in the Slovak Republic, is a member of the Slovak Academy of Agricultural Sciences, in addition to being a member of the editorial boards of various scientific journals. She is active in organising, *inter alia*, scientific events, international conferences, and summer schools. She has lectured at numerous foreign universities, including in such places as Taiwan, Indonesia, Italy, Finland, Estonia, the Netherlands, Morocco, Latvia, and many other countries.

**Kalina Klobukowska**, M.A. – Chief Operating Officer at the Main Inspectorate of the Plant Health and Seed Inspection Service (general director's office). In her work, she is responsible, *inter alia*, for the Inspection Development Strategy. Her scientific interests focus on communication in the management of companies with distributed organisational structures.

**Paweł Klobukowski**, Ph.D. – Assistant Professor at the Faculty of Management of the University of Warsaw, and also works at the Department of Entrepreneurship and Management Systems in their Faculty of Management. He deals with regional entrepreneurship, start-ups, and technological entrepreneurship. From 2019 to 2022, he participated in the FITOEXPORT project in an expert capacity at the University of Warsaw, a project whose aim was to build a strategy for the Plant Health and Seed Inspection Service.

**Ewelina Kochanek**, Ph.D. – is a Dr. hab. in the scientific discipline of Security Science. Between 2005 and 2012, she worked at the National Security Bureau as an appraiser. Currently, she works at the Institute of Political and Security Sciences at the University of Szczecin, and is the author of numerous publications, mainly in the field of energy security.

**Paulina Kubera**, Ph.D. – received her M.A. in law from the Adam Mickiewicz University in Poznań, Poland, in 2002. She holds a Ph.D. in economic sciences in the field of management sciences which she obtained from the Poznań University of Technology (2008). Currently, she is an Assistant Professor at the Division of Entrepreneurship and Business Communication, in the Faculty of Management Engineering at the Poznań University of Technology. Her work has concentrated on entrepreneurship and SME law and policy, state aid for entrepreneurs, corporate sustainability, the evaluation of public programmes targeted at businesses, as well as behavioural public policy. She is the author of nearly 50 scientific publications.

**Julita Majczyk**, Ph.D. – Assistant Professor at the University of Warsaw. She holds a Ph.D. in Economic Sciences from the University of Warsaw, in addition to receiving a Master's Degree in International Economics from Poland's Jagiellonian University, and a Bachelor's Degree in Business Economics & Enterprise from the University of the West of Scotland Business School in the UK. Her research interests and continuing line of research include leadership and team motivation, styles of governance, image management, and entrepreneurship. She is a member of the Academy of Management.

**Anna Masłoń-Oracz**, Ph.D. – serves as Rector's SGH Plenipotentiary for Africa and is also an Assistant Professor at the Warsaw School of Economics in addition to lecturing at Warsaw University. Her academic specialisation encompasses both political science and economics. Dr. Masłoń-Oracz is an active member of the International Women's Forum, and holds the position of Vice-President within the Polish European Community Study Association. Her involvement extends to international projects across numerous African nations.

**Tomasz Rosiak**, Ph.D. – is an Assistant Professor at the Faculty of Management of the University of Warsaw, and works in the Strategy and Leadership Unit. In his research on the functioning of organisations, he draws on the body of theories of learning organisations, systems approach, and change management. From 2019 to 2022, he led the FITOEXPORT project at the University of Warsaw, whose was to build a strategy for the Plant Health and Seed Inspection Service. Its main scope was to boost organisational learning

and the absorption of new technologies. His professional experience covers consulting projects in the fields of strategy, business process optimisation, and organisational-structure design.

**Sergejs Stacenko**, Ph.D. – holds a doctorate in Public Administration, and is a sworn advocate and a senior researcher at Riga Stradins University in Latvia. He has international experience as a researcher and is a visiting professor at the *Institut für Osteuropäisches Recht Lehrstuhl für Bürgerliches Recht und Osteuropäisches Recht*, Kiel, and the *Ernst Moritz Arndt Universität Greifswald* in Germany, along with the *Manipal Academy of Higher Education* in India. His research in EU-funded projects and publications covers issues in European social dialogue, employment policies, and legal issues related to labour disputes. He has long-standing experience in working in different capacities for the Ministry of Justices and Ministry of Economy, and also as an adviser to the Minister for Education and Science of the Republic of Latvia.

**Anna Pawłowska**, Ph.D. – is an Associate Professor and a graduate of the Faculty of Psychology and Faculty of Management at the University of Warsaw. She connects these two perspectives in her research, publication, and consulting activities for state administration and corporations, and was recently employed by the Department of Psychology and Sociology of Management in the Faculty of Management at Warsaw University. She has conducted research in domestic and international EU projects for the public sector along with SMEs in the field of human-capital management, and has been published in international publications on the issues of the modern labour market, vocational behaviour, entrepreneurial competences, and using AI in human-resource management.

**Ivanna Pererva**, Ph.D. – is an Associate Professor in the Management and Business Department at the Simon Kuznets Kharkiv National University of Economics in Ukraine. Her research interests include strategic enterprise management, project management, entrepreneurship, the IT industry, digitalisation, innovation, and leadership. She is the coordinator of the Austrian-Ukrainian mobility programme for bachelor degrees in Global Sales and Marketing with the University of Applied Sciences Upper Austria (Steyr, Austria). She is also a team member of the working group of the Bachelor's Degree Programme in the Management of Creative Industries.

**Nadiia Proskurnina**, Ph.D. – is a Doctor of Science in Economics, a Full Professor, and Head of the Department of International Economics and Management at the Simon Kuznets Kharkiv National University of Economics.

Her research interests include international and global economy, management, and international and digital marketing. She has been involved as co-developer and teaching staff member of the Jean Monnet Erasmus+ project entitled “Digital trade transformation: EU experience for UA”, and is responsible for the module “Digital Marketing Tools: EU Experience”.

**Olena Vrublevska**, Ph.D. – is an Associate Professor in the Department of Marketing at the Ivan Franko National University of Lviv, Ukraine. She is the author of about 100 publications including research papers, a textbook, chapters in two monographs and another textbook, and multiple guidelines for learners. Dr. Vrublevska defended her Ph.D. dissertation in the field of Economics of the Environment and Natural Resource in 1995 at the Ukrainian National Forestry University. The areas of research and teaching conducted by Dr. Vrublevska during her more-than-25-year academic career have been environmental and forestry economics and policy. Currently, she is focusing on the issues of societal marketing and sustainability. Dr. Vrublevska has also held the position of the head of the university’s international office, and put her academic career on hold for more than two years while she worked as a state expert at the Ministry of Education and Science of Ukraine. She was a visiting professor at the University of Milano-Bicocca, Italy, in 2023.