



Ukrainian
Catholic
University

Developing Leadership in Ukraine

Interim Project Report
(2020–2021)

Our Accomplishments



SIGNIFICANT RESULTS:

- The new joint program for C-level ***Leading Organizations in New Era*** with **Prof. Gerard Seijts** was launched.
- **Two researches were completed:**
 - [Culture of Character in Organizations in Ukraine: Leadership Character Insight Assessment;](#)
 - [Teenagers' Leadership in Ukraine: the Character of the Leader and Team Dynamics.](#)



OUR IMPACT:

- Executive programs — **920 participants**
 - Executive education programs — **547**
 - Modules within Master's programs — **90**
 - Corporate programs — **283**
- Online programs — **1,331 participants**
- Learned about the Leadership Character — **325 young people (aged 14–18) from all over Ukraine**
- Reached out by the Leadership in Practice program — **approx. 5,500 people**
 - Offline activities — **approx. 2,500**
 - Online projects — **approx. 3,000**

**Leadership Studies
and
Dissemination of Results**

Completed Research (1)

CULTURE OF CHARACTER IN ORGANIZATIONS IN UKRAINE: LEADERSHIP CHARACTER INSIGHT ASSESSMENT



TIME FRAME:

January 2018 – July 2021



THE TOTAL NUMBER OF RESPONDENTS:

2,249 (up to 30 respondents per subject)

Research Team:

Research design — Prof. Lucas Monzani (Ivey), Prof. Andrew Rozhdestwensky (CfL).

Research execution — team of the Center for Leadership of UCU.

Objective:

The research was carried out to understand better **the needs and actual state of leadership in the business and public sector** in Ukraine.

Within this research:

- the analysis of a Leader's Character structure among managers was conducted;
- the correlation between leader's virtues and such indicators among their subordinates as psychological safety, involvement in decision-making, and belonging to the organization, and other indicators were defined.

Impact:

The character structure of Ukrainian leaders is obtained. There is a correlation between the Leader's Character, employees' well-being, and different employees' indicators mentioned above. Based on the findings, Executive Education programs were updated based on the research results.

Completed Research (2)

TEENAGERS' LEADERSHIP IN UKRAINE: THE CHARACTER OF THE LEADER AND TEAM DYNAMICS



TIME FRAME:

January – July 2021

Research team:

Research design:

Prof. Lucas Monzani (Ivey), Prof. Andrew Rozhdestwensky (CfL).

Research

execution: UCU Admission Office with the assistance of the Center for Leadership of UCU.

Objective:

The research conducted among the Lviv region teenagers aims to (1) define if/how workshops on Leadership Character for team leads influence the group dynamics, (2) understand what virtues of Leadership Character Ukrainian teenagers should develop, (3) prove or disprove the hypothesis that the theme of leadership is poorly discussed among high school students, (4) understand what influence a mentor has on developing Leadership Character.

Findings:

1. Leader's Character influences group dynamics.
2. Awareness and work on the Leader's Character help to better cope (with fewer losses) with the crisis and critical situations within the team.
3. Understanding leadership and developing the Leader's Character significantly impacts each high school student's further development, teamwork, and personal success.

Impact:

We obtained the structure of teenagers' character in a typical Ukrainian high school environment. The information on strong and weak sides of character among the teens allows us to provide recommendations on developing the Leader's Character among them. Those recommendations will be provided in the policy paper to both local and regional governments.

Ongoing Research

LEADERSHIP IN HORIZONTAL FORMATIONS

Time frame: February 2021 – November 2021

The research was designed by Prof. Lucas Monzani and Prof. Andrew Rozhdestwensky.

Objective: Leaders of non-governmental organizations (NGOs) interested in promoting collective action aimed at social improvement must connect their organizations with the “social patchwork” that extends beyond the organizations’ boundaries. The NGOs striving for the same shared goal (e.g., anti-corruption efforts) can create stronger synergies and increase the collective likelihood of successfully tackling significant social issues. Respectively, the research aims to (1) define if/how the Leader’s Character influences the way NGOs create and maintain their networks, (2) provide a methodological tool that might help NGO leaders to build more resilient networks with other NGOs; and, consequently, facilitate the emergence of efficient collective actions.

UKRAINIAN CORPORATE LEADERS: HOW LEADER’S CHARACTER AND DEVELOPED INSTITUTIONS CAN PREVENT CORRUPTION

Time frame: February 2021 – May 2022

It is an experimental research designed by Prof. Lucas Monzani and Andrew Rozhdestwensky.

Objectives:

- ❑ to examine if/how the Leader’s Character influences the decency, morality, ethics, and non-corruption (or corruption) attitudes in the decision-making process in the organizations;
- ❑ to explore the correlation between the Leader’s Character and workplace well-being, job satisfaction, organizational commitment, work engagement, etc.

Dissemination of Research Results

CONFERENCES

The representatives of the Center for Leadership of UCU participated in several international conferences to present the results of the Center's studies on the global scale.

1. WESTERN ACADEMY OF MANAGEMENT 2021 CONFERENCE

April 21–24, 2021 (online)

Andrew Rozhdestwensky and **Prof. Lucas Monzani** presented the results of the research “**The Role of Leader’s Character in Moderation of the Negative Relation between Leadership Context Hostility and Leader Subjective Well-being**” completed in 2019.

Data presented at this Conference included the one obtained in 2019 from the completed research “**Civil leadership vs. Military Leadership: Validating the Model of Leadership Based on Character**” and the new sample gathered in 2021. Thus, the additional 71 military and 61 business leaders participated in the research.



Dissemination of Research Results

CONFERENCES

2. SOCIO-ECONOMIC APPROACH TO MANAGEMENT CONFERENCE

May 27, 2021 (online) — St. Thomas University (MN, USA)

The SEAM Institute (USA) in collaboration with the College of St. Scholastica (USA) and Institut de Socio-Economie des Entreprises et des Organisations (ISEOR) (Lyon, France) organized an international conference that had presenters from 5 countries (USA, France, Lebanon, Ukraine, and Saudi Arabia).

The main topic of The 9th International US Conference on the Socio-Economic Approach to Management was **“Back to the Future: Shaping Post-COVID-19 Organizational Leadership and Change”**.

Andrew Rozhdestwensky presented on the topic **“Sharing Organizational Values with New Employees Working Online”**.

NUMBER OF ATTENDEES:

32 presenters and more than 100 participants from different universities.

In addition to the institutions mentioned above, the following universities participated in the Conference:

- University of Balamand, Beirut, Lebanon;
- St. Joseph University, Beirut, Lebanon;
- University of St. Thomas, Minnesota, USA;
- Jean-Moulin University, Lyon, France.

Publications

1. Two case studies for Kyiv School of Energy Policy

The Center for Leadership of UCU has written two case studies for Kyiv School of Energy Policy, a part of DiXi Group — a think-tank involved in research and consultations in the energy sphere. On the one hand, the cases focused on the main energy problems in Ukraine — issues related to gas and electricity markets. On the other, the cases emphasized the vital role of leadership character in the reformation of these markets.

2. Case-quests: a new learning format at the Lviv Business School of UCU that has helped businesses to act quickly in a crisis

A case-quest methodology was **submitted to Emerald Open Research**. It was launched by the Lviv Business School of UCU and the Center for Leadership of UCU as a new learning format to help participants (entrepreneurs) learn to quickly find solutions to complex business problems in times of crisis.

With open peer review controlled by the author and an open data policy, the research will be freely available to read, download and reuse, reaching a truly global audience.

3. The book chapter to an anthology of leaderless management

The Center for Leadership of UCU is now working on contributing to an anthology in which “the leaderless management” is debated by scholars. The book proposal will be submitted to Palgrave Macmillan and their book series Palgrave Debates in Business and Management.

Our book chapter is entitled: ***“Managing but not leading: can a bird fly to the utmost without wings?”***.

**Leadership Education:
From Raising Awareness
to Practice**

Academic Programs: Executive Level (1)

MANAGEMENT AND LEADERSHIP IN THE MILITARY UNIT

December 2020 – May 2021

Ukrainian servicemen were taught **Leadership Based on a Character concept** and key management areas of responsibility (decision-making, task setting, planning, interaction with subordinates, etc.).

The Leadership Based on Character concept has become the **key to the development of leadership** in the Ukrainian army.



150

participants



“This training has both broadened my horizon significantly and inspired me to work on myself.”

“The training is critically necessary for all who serve as a commander.”

“It is a simple program with complex questions, a practice related to a collective discussion. A professional teaching method was applied.”

***Anonymous feedback of servicemen,
program participants***

Academic Programs: Executive Level (2)



Ian O. Ichnatowycz
Institute for Leadership

LEADING ORGANIZATIONS IN NEW ERA

May 27–29, 2021 (offline & online)

The Lviv Business School of UCU in cooperation with the Center for Leadership of UCU and Ian Ichnatowycz Institute for Leadership (Ivey Business School) have developed a **unique program for C-level executives**.

A significant part of the program was taught by **Prof. Gerard Seijts**.

It is designed to highlight the most present-day issues: from leader's role as mentor and coach to how to work with angry and irritated by the pandemic employees; from successful communication with stakeholders during the pandemic to rebuilding trust after the organizational crisis and determining key indicators of leadership.



15

participants

—
CEOs and
owners



Academic Programs: Executive Level (3)

LEADERSHIP BASIC ONLINE COURSE

(on *Prometheus* — a Ukrainian educational platform of massive open online courses)

Start date: July 20, 2021

The course is designed to promote **Leadership Based on Character** concept.

It is designed for business owners, middle-ranking managers, and managers, who have recently taken or are about to take a leadership role.



LECTURERS OF THE CENTER FOR LEADERSHIP OF UCU:



Rev. Pavlo Khud Khrystyna Dolna



**NUMBER OF PARTICIPANTS
OF THE FIRST PROGRAM: 130**



TIME FRAME:

The program is held twice a year.

The next course will be launched
in Spring 2022.

As the continuation of this course, the **LEADERSHIP ADVANCED** online course is being developed.
Planned start date — **Fall 2021**.

Academic Programs (4)

Course for UCU students on *LEADERSHIP Based on Character*

(within the core curriculum program)

September – December 2020

The course is designed to build and maintain **Leader's Character** based on competencies, dedication, and 11 virtues of the leader.

Learning outcomes:

- creating road maps for the development of students' 11 leader's virtues;
- reflection as a developed skill;
- awareness of the phenomenon of organizational culture and tools for its management;
- understanding of different role models of a leader.



36

participants



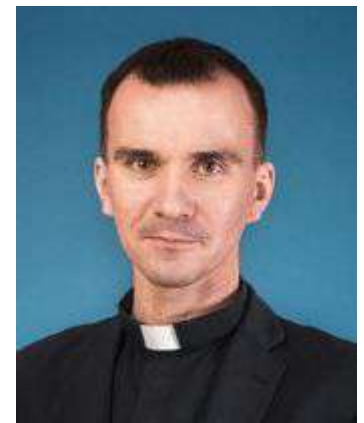
LECTURER OF THE CENTER FOR LEADERSHIP OF UCU:

Rev. Pavlo Khud

Rev. Khud is an expert in communications.

He has been working at UCU since 2010.

Since 2018, Rev. Khud has been acting as the Deputy Dean of the UCU Faculty of Social Sciences and a faculty member of the Center for Leadership of UCU.



Academic Programs (5)

LEADERSHIP WORKSHOP. SCHOOL EDITION

March 6 – April 3, 2021

The workshop was held within the research “**Leader’s Character Among Teenagers**”.

The Center for Leadership of UCU together with the UCU Admission Office launched the 4-week free online leadership course for active high school students in the Lviv region. The project was designed to develop leadership and teamwork skills through studying and solving real case scenarios. Also, it was an opportunity to explore leadership issues among students and develop appropriate curricula, recommendations, policies.

The high school students, working in thirty teams, were utterly absorbed in teamwork trying to elaborate solutions to the real business tasks suggested by students/alumni of the Center for Leadership of UCU and Lviv Business School of UCU. They also attended a leadership training course and a teamwork course conducted by **Marta Tychenko, Head of the UCU Student Career Center.**



150

participants



“It was a great opportunity not only to discover but also to develop leadership qualities. It is nice that we have people and institutions in our country that offer the teenagers such an opportunity.”

**Solomiia Krysko, 9th grade student,
project participant**

Mentorship Program

TARGET AUDIENCE:

UCU students of the 2nd – 5th years of study



60 mentees

46 mentors



AREAS OF COOPERATION OF A STUDENT AND A MENTOR:

- Setting goals for personal and professional development. Building a student's career plan.
- Identification of the additional directions for professional development (courses, projects, and internships).
- Learning about **Leadership Character** and its development.
- Ongoing feedback from the mentor. Monitoring the success of the implementation of goals and career plans during the work.
- Frequency of student and tutor meetings: at least once a month (online or offline).



PROJECT RESULTS:

Methodical materials for students and mentors are developed.

More than 90% of students rate the program as essential for their career growth and are ready to advise it to their friends and group mates.

Open Events to Promote Leadership Character

Academic Events (1)

OPEN EVENTS



40

THE MINISTRY OF DEFENSE CASE: “THE BOOK OF REFORMS” PRESENTATION IN KHERSON

October 8, 2020

Andrew Rozhdestwensky and **Yuriy Husyev**, former Deputy Minister of Defense of Ukraine, Head of Kherson Regional State Administration, presented the case of the Ministry of Defense of Ukraine in 2013–2014.



“The Book of Reforms” (40 copies in total) was spread among the regional libraries and higher educational institutions.

This is how the essence of the case method was introduced to the public: by means of case analysis, discourse, vigorous debates, and suggestions for solutions the teacher reveals to students the dilemma, which is explained by the relevant scientific theory.

OPEN LECTURE “WHY DOES LEADER’S CHARACTER MATTER?”

October 8, 2020

A public lecture by **Andrew Rozhdestwensky** was held at Kherson National Technical University.

70

Academic Events (2)

OPEN EVENTS



45

THE GREAT ANNUAL LVIV BUSINESS SCHOOL ALUMNI MEETING: LEADERSHIP DAY AND ALUMNI AWARDS 2020

November 21, 2020 (online)

On this symbolic day — Day of Dignity and Freedom — the alumni were speaking about leadership (particularly the importance of ethics in leadership and the growing role of humility for leaders) during the challenges with **His Beatitude Sviatoslav (Shevchuk), the Head and Father of the Ukrainian Greek Catholic Church**, and **Volodymyr Fedorin, Editor-in-chief of «Forbes Ukraine», journalist, public person and co-founder of Bendukidze Free Market Center.**



“Without the humility, there isn’t any leadership. Because to be humble means to know the truth about yourself, about your strengths and weaknesses, only then can you effectively ask others for help. Only then the real leadership is possible.”

His Beatitude Sviatoslav

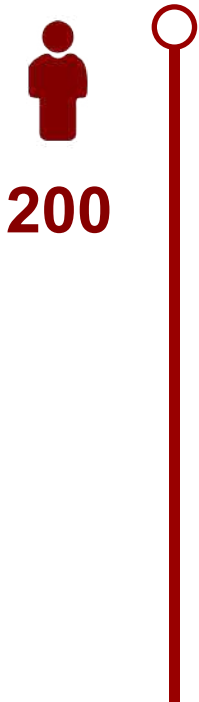
Academic Events (3)

OPEN EVENTS

LEADER'S CHARACTER: CREATING EFFECTIVE TEAMS (online)

The series of webinars from Lviv Business School and the Center for Leadership of UCU

The article topics were suggested by **Prof. Gerard Seijts** and discussed together with **Andrew Rozhdestwensky**.



1. Webinar **EMPLOYEE ENGAGEMENT: HOW LEADERS CAN MAKE A DIFFERENCE TO IMPROVE ORGANIZATION** (March 25, 2021)

Discussion of the article **“What Engages Employees the Most or, the Ten C’s of Employee Engagement.”**

Topics for the discussion:

- Are we witnessing a crisis in employee engagement today?
- What influences employee engagement?
- How much does the “lack of engagement” cost for a company?
- What can a leader do to increase team engagement?



Academic Events (3)

OPEN EVENTS



83

2. Webinar GOOD LEADERSHIP IN HR: LEVEL UP YOUR COMPANY (April 1, 2021)

Discussion of the article “**Embedding Leader Character into HR Practices to Achieve Sustained Excellence.**”



Topics for the discussion:

- Skills set for good leadership (good leadership).
- How to implement the leadership into the HR system.
- Leader’s Character evaluation.
- Classification of potential employees by character.
- Behavioral modeling and mentoring.

75

3. Webinar LEADERSHIP — KEY TO ONE-TEAMING (April 8, 2021)

Discussion of the article “**One-Teaming: Gaining a Competitive Edge through Rapid Team Formation and Deployment.**”

Topics for the discussion:

- The role of the leader in one-teaming.
- What strengthens and weakens team unity?
- How can companies create team unity values?
- Is a leader’s humility the key to creating an effective and cohesive team?



Leadership in Practice

Leadership Award

6 students received Leadership Awards in September 2020



As the study process was held primarily online, Mr. Popovych had a chance to implement a library modernization project in his hometown Nadvirna, Ivano-Frankivsk region. During this year, he initiated the creation of a book club at the library. He also assisted the library in applying for a grant from the Ukrainian Book Institute. With the funds raised on the crowdfunding platform GoFundMe, the club's team has already purchased 100 examples of books on self-development, business, and psychology. Additionally, Mr. Popovych had an exciting volunteer experience at the UCU Development Department.

Mykhailo Popovych, 3rd year student, History



Ms. Kachmar initiated the creation of the student organization “Druzi” (“Friends”), which aims at engaging the first-year students in the University community. Also, she has successfully conducted a few internships, including the Ukrainian fact-checking project VoxChek and Transparency International Ukraine, having received many beneficial analytical, writing, and other skills related to the Ukrainian political and economic environment. In the fall semester of 2021–2022, Ms. Kachmar will study at the University of Malta within the Erasmus+.

Nadiya Kachmar,
3rd year student, Ethics. Politics. Economics



Anna Didula,
3rd year student,
Cultural Studies

Leading the Student Fraternity during this academic year, Ms. Didula coordinated the implementation of eight projects. In particular, the “Easter Together” project which took place in eastern Ukraine in Kherson, “Poetry Evening”, “Singing Nights”, “Visiting children at state orphanages”, and the project devoted to the Revolution of Dignity. Two more projects are in the process of preparation and implementation. In addition to student activities, this year, Ms. Didula organized 40 classes for the group of nine girls aged 12–13 in the “Plast — National Scout Organization of Ukraine”.

Leadership Award

6 students received Leadership Awards in September 2020

Throughout the year, Ms. Dymyd and her father, UCU professor Rev. Mykhailo Dymyd, posted 50 videos on current Christian issues on their YouTube channel entitled “A Christian or a Bandit” that gathered more than 4,000 subscribers and almost 200,000 views. Furthermore, they published a book with the same title containing 30 answers to the most popular Christian questions. In September 2021, Ms. Dymyd is going on a 14-month mission to Italy, which aims at consolation for people in need — drug addicts, elderly, children, homeless, and ill.



Magdalyna Mariya Dymyd,
4th year student, Theology

This year was very fruitful for Ms. Mykytchyn, as she has gained new experience in working with youth and helped to develop a Christian community. With a team of students, Ms. Mykytchyn is working on organizing training for children’s Christian animators raising the topic of autism in a special way. Having gained new skills in graphic design, she helps some of the UCU

student organizations by advertising their activities for free. She is also preparing to study in Belgium in the fall semester of 2021–2022 within the Erasmus+.

Olha Mykytchyn,
2nd year student,
Social Pedagogy



The most important part of Mr. Tsebenko’s student life is not only studying and writing the bachelor’s thesis on Lviv history but also volunteering and serving people in need. This year, he is a mentor of the student organization “Vidlunnia” (“The Echo”), focused on the development of volunteers and a culture of volunteering and philanthropy at the UCU community. During this year, the organization was able to involve 200 students in volunteering in its social projects. More than 20 of them became leaders who are responsible for a particular project or activity.



Orest Tsebenko,
4th year student,
History

Small Grants Program

THE BIG PICTURE

8



grants were distributed to support projects aiming to share ideas of responsible leadership

5

Projects

received grants for the second time

+

1

Project

small student project was expanded

+

2

Project

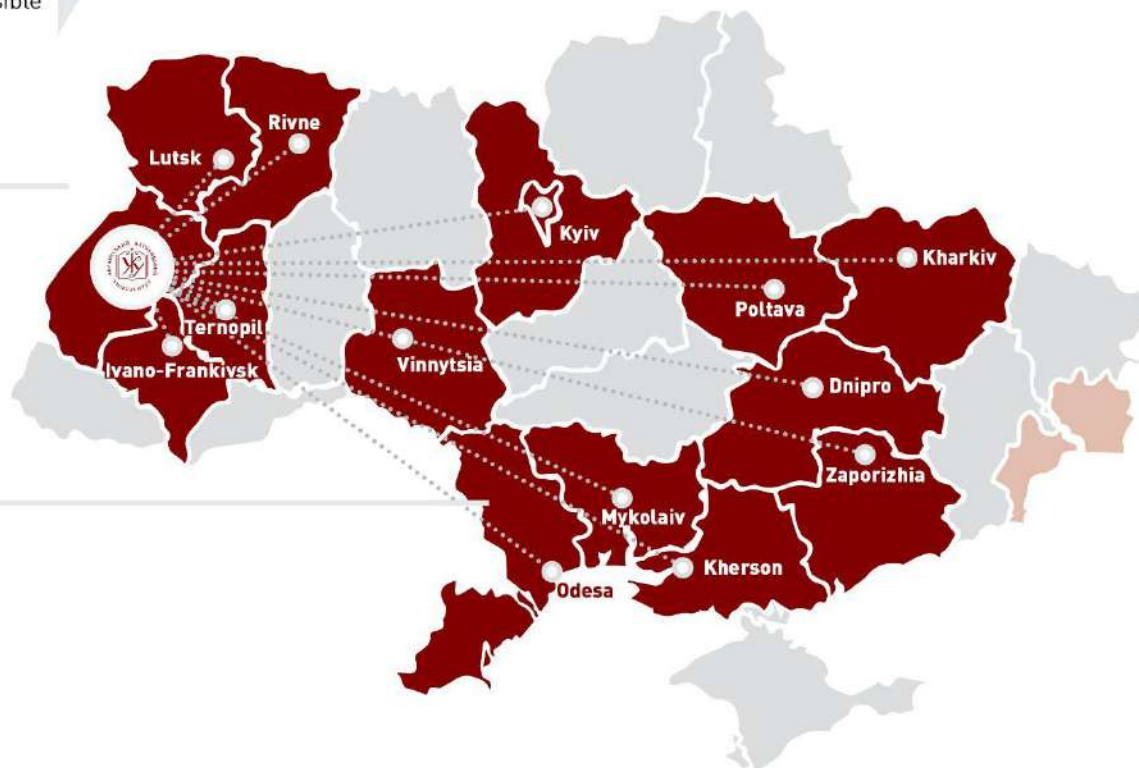
pilot projects were implemented



MORE THAN
2500
people in **14** regions were involved in activities offline



The online projects reached more than
3000
people in 5 countries



Small Grants Program (1)

LEADERSHIP IN TIMES OF UNCERTAINTY



PROJECT DESCRIPTION:

- The project is about leaders — students and graduates of the School of Public Management and the Institute of Leadership and Management of UCU, who applied their knowledge in healthcare, government, politics, NGO, social initiatives, and education during the pandemic.
- Each hero of the project is endowed with all **the leader's virtues**, but, in particular, makes the best example in one of them.



KEY SPEAKERS REPRESENTING THE LEADER'S VIRTUES:

- **Collaboration** — Taras Khavunka, Head of the Lviv Regulatory Hub;
- **Temperance** — Oksana Romanukha, Head of the Traffic Safety campaign;
- **Humility** — Zoreslava Liulchak, Director of the Dzherelo Children's Rehabilitation Center;
- **Courage** — Andrii Vasko, Director of the Lviv Regional Center for Emergency Medical Care and Disaster Medicine.



SUSTAINABILITY OF THE PROJECT:

To make the project more widespread, the organizers are discussing with Lviv Business School of UCU and the Center for Leadership of UCU the implementation of videos in online leadership courses. These videos will be posted on Ukrainian platforms and will be used for educational purposes **to share the Leadership Based on Character concept**.



TIME FRAME: **First release — May 2021**

Currently, there are 4 videos released, and 7 more videos are to be released soon.

Small Grants Program (2)

THE CAREER NAVIGATOR



PROJECT'S AIM AND ROLE IN LEADERSHIP QUALITIES DEVELOPMENT:

- To help students in grades 8–11 develop their skills, determine their professional orientation, choose a university, the most suitable specialty, and become an ideal candidate for a job.
- **Students also learn who a leader is, learn about 11 leader's virtues and character, and how to acquire them.**



PROJECT DESCRIPTION:

- Due to quarantine restrictions, Career Navigator has become an online course.
- Through this format, the organizers could scale the course to a broader audience than in previous years and attract students from different regions of Ukraine.
- The course lecturer is **Marta Tychenko, Head of the UCU Student Career Center** and career counselor.



TIME FRAME:

- The first course took place **in June 2021.**
- The next set is scheduled **for October 2021.**



STATISTICAL AND GEOGRAPHICAL DATA:

- 65 students were registered for the course, **44** of them (68%) **passed it with flying colors** and received certificates.
- 65% of participants were from the Lviv region; the others were from Ivano-Frankivsk, Ternopil, Vinnytsia, Volyn, Zaporizhzhia, Odesa, Poltava, Rivne, Kherson, and Kyiv regions.

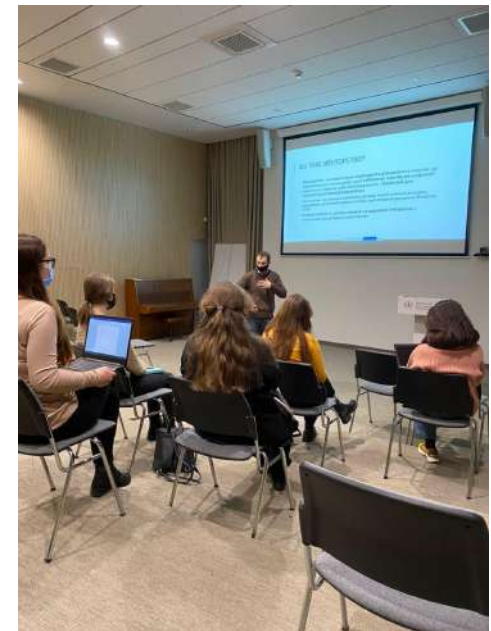
Small Grants Program (3)

UNITED BY HEART VOLUNTEERING PROJECT



PROJECT'S AIM AND ROLE IN LEADERSHIP QUALITIES DEVELOPMENT:

- The project anticipates UCU volunteer students mentoring children with difficult life circumstances who live in the Pokrova (The Protection) family home.
- It is a rather lengthy process, which will eventually lead to the so-called “Win-Win” effect: children and mentors have the opportunity to develop a range of different qualities, especially leadership.



TIME FRAME:
January – June 2021

Small Grants Program (3)

UNITED BY HEART VOLUNTEERING PROJECT



PROJECT RESULTS:

Quantitative indicators:

- Supervisions for mentors — **3** (two psychologists involved).
- Open lectures on preventing and overcoming emotional burnout and the development of personal skills of mentors — **3**.
- Joint meetings of all children and mentors (two introductory meetings & art therapy session) — **3**.
- Pairs of mentor-child formed — **15**.



Qualitative indicators:

- An efficient system of social networks was created.
- 60% of project participants are ready to continue working with children after the project ends.
- The opportunities for comprehensive development for orphans and children with difficult life circumstances through individual interaction were created (including improving children's academic performance, in-depth study of English, playing chess — an alternative to virtual games).

“Mentoring was an impetus for me to do something more; it made me bolder and more determined, formed the ability to compromise, the ability to listen, the ability to accept and be patient.”

Olha Bulavka, UCU student, project participant

Small Grants Program (4)

THE VOLUNTEERING LABORATORY



PROJECT'S AIM AND ROLE IN LEADERSHIP QUALITIES DEVELOPMENT:

- To form leaders for service. Working with children with difficult life circumstances in the context of serving the University, society and gaining experience for the students is one of the best solutions that will help the University educate leaders of change.
- To form a vision of developing leadership qualities in each volunteer who joins the organization (the “Volunteer Path”). It is a development plan, ranging from involving the student in the organization and volunteering to take the position of head of a department.



MAIN ACTIVITIES:

- conducting a series of meetings for students to develop volunteer skills (meetings of volunteer teams, strategic sessions, training for volunteers, meetings-reflections, etc.);
- searching for new opportunities for volunteering;
- organizing and conducting events for children and people in need;
- weekly volunteering at eight permanent volunteer bases.



TIME FRAME: August 2020 – June 2021

Small Grants Program (4)

THE VOLUNTEERING LABORATORY



PROJECT RESULTS:

Quantitative indicators:

- Students who gained experience in social volunteering (over 5,000 hours of volunteering per year) — **234**.
- External events — **3**.
- Reflection meetings for volunteers — **11**.
- Events for the organization's team (particularly, one joint strategic trip of team members and a school of quality involvement for volunteers coordinators) — **5**.
- Basic training for volunteers — **2**.
- Volunteer activities involved: children with difficult life circumstances — **60**; people in need — **120**.



Qualitative indicators:

- Both structure and strategy of development of the organization were elaborated.
- There were created small volunteer communities around the volunteer bases, where volunteers come steadily.
- There was created a strong team of coordinators (eight student-leaders), who started giving independent reflections to their volunteers.

Small Grants Program (5)

THE VOLUNTEER-YOU ONLINE PLATFORM



PROJECT'S AIM AND ROLE IN LEADERSHIP QUALITIES DEVELOPMENT:

- To develop a platform for all volunteering opportunities in Lviv.
- To create a tool for involving volunteers in the activities of non-governmental, student, religious organizations, and charitable foundations.



MAIN ACTIVITIES:

- improving the beta version of the platform and expanding the functionality of the site;
- the platform has become a tool for conducting a field practice for the first-year Social Work students at UCU. Thus, students could choose the base for their practice from the list suggested by the Department of Social Work and Pedagogy, through the platform.



TIME FRAME:

September 2020 – June 2021

“The opportunity to create and improve a platform is an opportunity for me to prove myself as a value leader with a vision and ability to lead a team.”

Uliana Borysovskya, UCU student, project coordinator

Small Grants Program (5)

THE VOLUNTEER-YOU ONLINE PLATFORM



PROJECT RESULTS:

Quantitative indicators:

- An updated version of the website with **8 new features** was launched.
- **348 UCU students** are involved in volunteering through the website.
- Daily platform view traffic within **60 clicks**.
- **754 local volunteers** on the platform.
- Total audience coverage on social networks — **2,300 views**.

Long-term indicators:

- The level of interest and involvement in volunteering in the UCU community has increased.
- A contribution to the development of the culture of volunteering among students was made.
- A platform that has the potential to become a tool for the implementation of local volunteers was created.

Qualitative indicators:

- The interest in volunteering among the community of students has increased.
- The level of communication between organizations and volunteers has improved.
- The field practice for the first-year students of the UCU Social Work program was launched.



Small Grants Program (6)

Brotherhood of St. Nicholas Lviv Theological Seminary of the Holy Spirit The Christmas Factory



PROJECT'S AIM AND ROLE IN LEADERSHIP QUALITIES DEVELOPMENT:

Creating a family spirit for orphans through joint Christmas celebrations, games, workshops, and discussions, in particular on leadership and career choices.



TIME FRAME: **January 2021**



PROJECT RESULTS:

Quantitative indicators:

- Number of groups — **2**.
- Children involved — **63** (45 and 18).
- Seminarian brothers involved — **5**.
- Volunteers involved — **4**.
- Number of catechesis held — **5**.

Qualitative indicators:

- Helping children to find their professional interests.
- Developing leadership qualities in children through a series of activities.
- Improving leadership qualities among seminarian brothers.

Small Grants Program (6)

Brotherhood of St. Nicholas, Lviv Theological Seminary of the Holy Spirit The Christmas Factory



“It was an exciting project, in which we had a chance not only to share the joy of Christmas with children but also learn a lot ourselves. We got this opportunity and realized it fully.”

**Br. Nazarii Pyrih,
Seminarian student**

Small Grants Program (7)

Student organization “POLITclub UCU” “BRUSSELS IS ON THE WIRE!” PROJECT



PROJECT’S AIM AND ROLE IN LEADERSHIP QUALITIES DEVELOPMENT:

- To raise Ukrainians’ awareness of geopolitical trends and developments concerning the European Union, their impact on the EU’s relations with Ukraine, and Ukraine’s European integration.
This podcast is a joint project of the “POLITclub UCU” student organization (Lviv, Ukraine), the NGO “UCU Alumni Association” (Lviv, Ukraine), and the NGO “Promote Ukraine” (Brussels, Belgium).
- To develop the leadership potential of the project team members in the coordination of work both within the multifunctional team (journalists, editor, designers, editors) and in cooperation with partners in forming an expert base or working on product improvement.



MAIN ACTIVITIES:

It is a Ukrainian-language podcast that analyzes current news in the context of the European Union’s domestic and foreign policy and Ukraine’s European integration and is issued twice a month. Each theme discussion involved Ukrainian and European diplomats, economists, lawyers, journalists, and other experts.



TIME FRAME:

February – May 2021

Small Grants Program (7)

Student organization “POLITclub UCU” “BRUSSELS IS ON THE WIRE!” PROJECT



PROJECT RESULTS:

- **21 topics** discussed;
- **20 experts** involved;
- the mark of **3,000 auditions** reached;
- **500+ likes, 20+ saves, 30+ shares** on social networks under the publication of the themes;
- project’s advertisement has been shown 36,750 times to 17,318 users of Facebook and Instagram;
- top cities by auditions: Kyiv (34%), Lviv (21%), Kharkiv (7%), and Dnipro (7%);
- the audience of listeners from Ukraine, the USA, Poland, Germany, and Italy.

“The implementation of the project, in my opinion, moves us to three crucial goals. Firstly, it opens the European Union to Ukrainians with its true agenda. And this is highly important during the European integration efforts of our country, when, according to opinion polls, 67% of Ukrainians support Ukraine’s accession to the EU. Also, it allows each team member to develop their professional and leadership skills. Thirdly, the implementation of the project brings the POLIT podcast into a new orbit of team coherence, which will qualitatively affect the performance of our future projects.”

Danylo Karpa, UCU student, project coordinator



Small Grants Program (8)

Student Organization “UCU Student Association” EASTER TOGETHER 2021



AIM: The Easter Together project is an annual activity of the UCU students, aimed at uniting Ukrainians of East and West based on Christian values and traditions of celebrating Easter.



PROJECT DESCRIPTION:

- The students' team organized a visit to the orphanage in Stepanivka village, Kherson region, to conduct the masterclasses and games for orphans.
- They held an Easter festival in Kherson and entertainment for children of the parish outside the city, involving the Kherson Plast center, the Center for children with special needs, and locals.



NUMBER OF PARTICIPANTS:

- **28 volunteers and organizers** from all over Ukraine (Lviv, Kyiv, Mykolaiv, Kherson).
- **350 people involved in the activities** (Plast members, students and administration of the local university, orphans, parishioners, children with special needs and their parents, locals).



TIME FRAME:

March – May 2021

Small Grants Program (8)

Student Organization “UCU Student Association” EASTER TOGETHER 2021



Easter celebration in Kherson



Inspiration for Leaders

GRADUATION CEREMONY 2021 AT UCU

“Whenever you have the opportunity to build or create something — a soccer team, a business process, an IT company, a parish, a clinic, a youth group (anything), think: ‘How would UCU do this?’ It will make you think about the marginalized, the poor, the integrity of the person, the truth, the team, the power of transparency, the involvement of your partners.

When you are tired, and no one says a word of gratitude, and everything seems in vain, think about the founders of UCU — Metropolitan Andrey Sheptytsky in interwar, divided Lviv; Patriarch Josyf Slipyj after 18 years in Stalin’s camps and Rome in the 1960s; young Harvard graduate Dr. Borys Gudziak in post-Soviet Ukraine — and ask yourself: ‘Where did they find the strength and inspiration?’

When you are disillusioned because it is difficult to act according to your principles and values, ask: ‘How would UCU overcome my difficulties?’

*When you go out into the world today, the most important thing you take from this University is what it is. And remember, **the medium is the message**. Today you become a message!”*

From Larisa Galadza’s speech to UCU Class of 2021



The keynote speaker —
Larisa Galadza,
Canadian diplomat,
Ambassador of Canada to Ukraine

Teams Involved in the Project

IVEY



Prof. Gerard Seijts



Prof. Lucas Monzani

UCU



Andrew Rozhdestwensky



Sophia Opatska



Andrianna Bilash



Rev. Pavlo Khud



Khrystyna Dolna



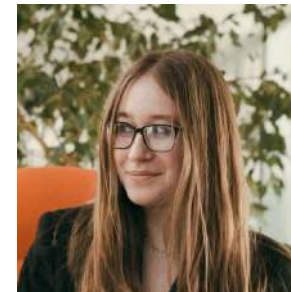
Dmytro Nakonechnyy



Martha Tychenko



Anna
Turchynovska



Mary Banias



Natalia Voloshchuk

*Ukrainian Catholic University
expresses the most sincere and deep gratitude
to Mr. Ian O. Ihnatowycz
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which made possible the realization
and implementation of all the projects
listed in this report*



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