



Center for
Leadership

Annual Report of the Center for Leadership of UCU for the Academic Year 2023-2024

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SUMMARY AND CONCLUSIONS

The 2023-2024 academic year has proven to be a period full of new challenges.

The largely positional nature of the Russian-Ukrainian war in recent times has deepened the sense of stress and uncertainty within Ukrainian society. In addition to these issues, economic and demographic challenges have arisen:

- According to the Center for Economic Strategy, since the full-scale invasion, over **4.9 million Ukrainians** of various ages **have fled abroad**, 38% of whom are children.
- As of July 2024, more than **700,000 individuals have been mobilized** into the Armed Forces of Ukraine, and over 1 million Ukrainians are serving in the Defense Forces, requiring replacement.
- Currently, Ukraine's official economic losses are estimated at **over 0.5 trillion USD**.

SUMMARY AND CONCLUSIONS

These difficulties place **human capital at the forefront for Ukraine as a whole and for the Center for Leadership of UCU in particular.**

The challenges include entrepreneurs dealing with economic and security risks, disruptions in traditional supply chains, the labor market crisis, and the need for quality education. On the other hand, the influx of a large number of potential workers with experience abroad or in security services demands a reevaluation of conventional approaches to leadership and management. All these tasks can be defined as “healing the wounds of war” and “developing leaders for victory, recovery and renewal of Ukraine” which are two of the priorities in UCU Strategy 2030. Considering the developments we have put priorities for the Center.

strategy.ucu.edu.ua

SUMMARY AND CONCLUSIONS

In this regard, the Center for Leadership of UCU has identified several priority areas for its activities during last academic year:

- **Active collaboration** with civilian managers and military personnel in the development of Leader Character.
- **Initiating important discussions** in the society how Leader Character can help sustain and grow human capital in Ukraine for victory, recovery and renewal.
- **Conducting research and disseminating** the Center's findings related to workplace well-being in the context of war and economic challenges.
- **Developing new educational materials** and case studies based on contemporary Ukrainian realities.



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COOPERATION WITH IHNATOWYCZ INSTITUTE FOR LEADERSHIP

COOPERATION WITH IHNATOWYCZ INSTITUTE FOR LEADERSHIP



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From its inception, the Center for Leadership at UCU has been closely connected with the Ian O. Ihnatowycz Institute for Leadership at Ivey Business School.

During the 2023-2024 academic year, the collaboration between the two institutions reached a new level, evolving into a strategic partnership. The fact that this evolution occurred during the full-scale invasion of Ukraine makes this collaboration especially valuable.



"The Ian O. Ihnatowycz Institute for Leadership at Ivey Business School and the Center for Leadership of the Ukrainian Catholic University have enjoyed a long-standing partnership, which has taken on even greater significance over the past three years during Russia's full-scale invasion of Ukraine. Throughout this challenging period, we have deeply valued the unwavering support of our Canadian partners, whose crucial assistance has been instrumental in our perseverance. This collaboration remains essential, providing us with access to their expertise in case studies and research methodologies. In return, we offer them real-time data and insights from a country enduring the first large-scale war in Europe in decades, thereby enhancing their understanding and enriching their academic resources".

— Andriy Rozhdestvensky

Ph.D., Executive Director of the Center for Leadership of UCU

"The collaboration between the Ivey Business School's Ian O. Ihnatowycz Institute for Leadership and the Center for Leadership of UCU represents a shared commitment to developing the leaders our world needs. This partnership is not only a celebration of mutual academic and institutional strengths, but also a testament to the power of transnational cooperation in addressing complex global leadership challenges through research, teaching, and outreach. Through combined efforts, both of our institutions aim to enrich the academic discourse, foster innovative pedagogical approaches in elevating character alongside competence, and meaningfully contribute to the development of effective and globally-aware leaders. Together, we are dedicated to the continuous pursuit of excellence in leadership education and practice, and Ihnatowycz Leadership looks forward to continuing to grow our research and teaching partnerships with UCU in the years to come"

— Dusya Vera

Ph.D., Executive Director of Ian. O. Ihnatowycz Institute for Leadership, Ivey Business School

COOPERATION WITH IHNATOWYCZ INSTITUTE FOR LEADERSHIP

**Certified Joint Program
by Andrew Rozhdestvensky and Gerard Seijts:
"Leading Organizations in a New Era"**



November 22-24, 2024.



16

**Exchange of experience between the Center
for Leadership of UCU and Ian O. Ihnatowycz Institute
for Leadership, Ivey Business School during
Andrew Rozhdestvensky's business trip to Canada**



November – December 2023.



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COOPERATION WITH IHNATOWYCZ INSTITUTE FOR LEADERSHIP

Joint teaching by Andrew Rozhdestvensky and Gerard Seijts on the “Leadership Under Fire” program.



November – December 2023.



London (Ontario, Canada)

Presentation of documentary film “Ukraine: A Leadership Exam” by Andrew Rozhdestvensky in the Ian O. Ihtatowycz Institute for Leadership, Ivey Business School.



December 2023.



London (Ontario, Canada)

COOPERATION WITH IHNATOWYCZ INSTITUTE FOR LEADERSHIP

Series of events across Ukraine

“Leadership Crisis in Times of Global Challenges”



May 20-23, 2024



Lviv, Kyiv, Odesa



100+

SPEAKERS:

Gerard Seijts, Ph.D., Professor of Organizational Behavior
at Ian O. Ichnatowycz Institute for Leadership, Ivey Business School.

Sofiya Opatska, Ph.D., Vice-Rector for Strategic Development of the Ukrainian Catholic University,
Associate Professor at the Department of Management and Organizational Development.

Nazar Kupybida, Vice President of Finance at OKKO Gas Stations Network.

Andy Hunder, President of the American Chamber of Commerce in Ukraine.

MODERATOR:

Andrew Rozhdestvensky, Ph.D., Executive Director of the Center for Leadership of UCU,
Lecturer at the UCU Business School.



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RESEARCH, CONTENT CREATION AND DISSEMINATION

RESEARCH PROJECTS:

“BUSINESS CRISIS MANAGEMENT IN WARTIME: INSIGHTS FROM UKRAINE”



Summer 2022 – Spring 2024.



20 Ukrainian top executives and company owners.

Features:

A distinctive feature of the research was based on interviews with business owners and managers from various regions of Ukraine. These interviews provided deeper insights into their approaches to managing business activities, leadership and crises management during the full-scale war in 2022 and in 2024.

RESEARCH PROJECTS:

“LEADERSHIP CHARACTER: ONLINE SURVEY”



March – August 2024.



100 civilian managers, 100 military commanders.

Features:

Online survey of managers of the public sphere and business and military (from the sergeant and officer corps), aimed at determining the influence of the Leader Character on decision-making.

PUBLICATIONS:

Official proceedings of the Second International Scientific Conference “Well-Being Leadership Conference” (2024).



10 articles



16 co-authors

“Character of Military Leader, Subjective Well-Being and Work in Hostile Contexts: Lessons for Ukraine in War of Attrition”



Co-authors: **Andrew Rozhdestvensky, Taras Oleksyn.**

In: “Strategic Communications for Security and Defense Sector Specialists”
by the National Academy of Security Service of Ukraine (2024).

PUBLICATIONS:

“Business Crisis Management in Wartime: Insights from Ukraine”



Co-authors: **Sofiya Opatska, Winni Johansen, Adam Gordon**

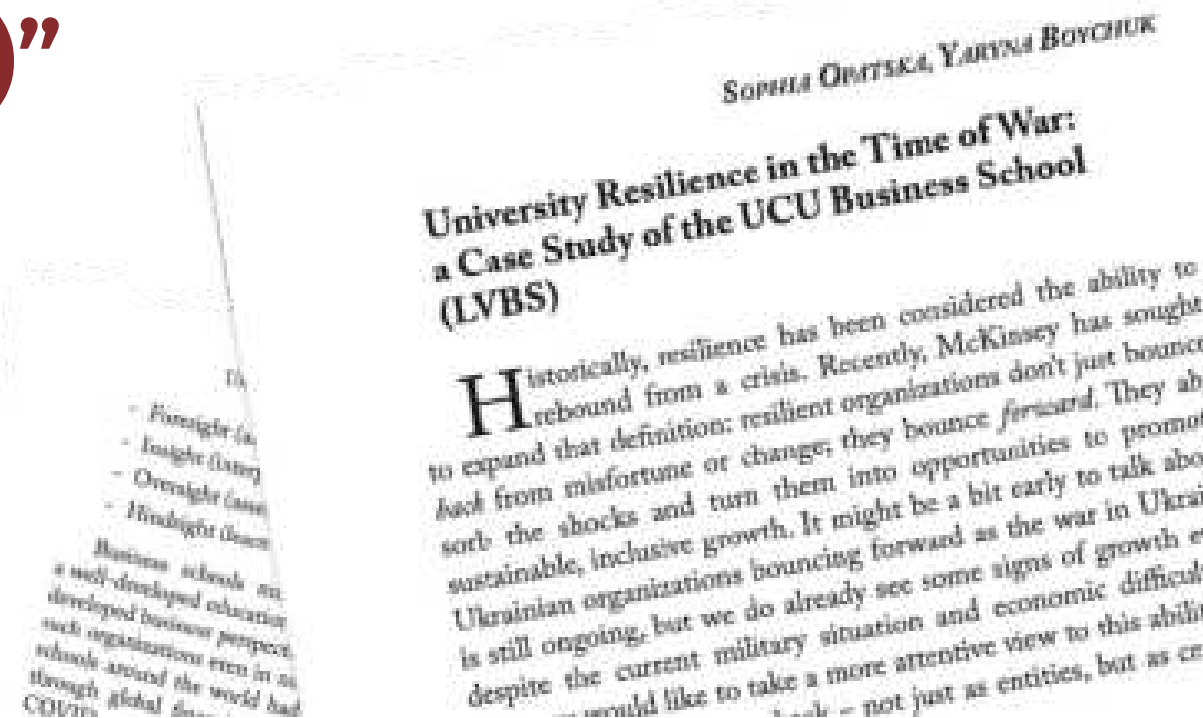
In: “Journal of Contingencies and Crisis Management” (2023)
and “Forbes Ukraine” (2024)

“University Resilience in the Time of War: A Case Study of the UCU Business School (LvBS)”



Co-authors: **Sofiya Opatska, Yaryna Boychuk.**

In: Scholarly collection published by the International Institute
for Ethics and Contemporary Issues (2024).



PUBLICATIONS:

“Bad Barrels Turn Good Apples Bad, Bad Apples Ruin the Barrel, But What Role Do Good Farmers Play? An Online Experiment”



Co-authors: **Lucas Monzani, Andrew Rozhdestvensky, Ana Ruiz Pardo.**

In: “Journal of Business Ethics” (Submitted for publication).

“Purpose-Inspired Leadership in Crisis: Lessons from Ukraine 2022-2024”



Co-authors: **Gerard Seijts, Sofiya Opatska, Andrew Rozhdestvensky.**

In: “Amplify Journal” (Submitted for publication).

PUBLICATIONS:

“Defining Moments and the Formation of Leader Character: the Battlefield, the Boardroom, and Beacons of Hope”



Co-authors: **Gerard Seijts, Kimberley Milani, Andrew Rozhdestvensky, Paul Carroll, Stephen Virgin.**

In: “Journal of Leadership Studies” (Submitted for publication).

	Disagree or strongly disagree (%)	Neither agree nor disagree (%)	Agree or strongly agree (%)	Mean
Boards (or their selection committees) spend sufficient time assessing a potential director's character before asking them to join a board	69.6	15	15.5	2.4
Character cannot be changed once someone has become an adult	65.9	13.8	20.3	2.5
The education system does a good job of developing character	64.4	28.7	6.9	2.3
Business schools need to address character issues more than they do	2.4	5.3	92.3	4.4
Workplace experiences have a significant impact on character formulation	6.5	12	81.5	4

	Top-box score for importance (%)	Want some or much less of (%)	About right amount of (%)	Want some or much more of (%)
Accountability	81.7	0	33.5	66
Integrity	92.7	0	60	40
Courage	50.2	4.8	27	68.2
Temperance	46.6	8.6	58.1	33.3
Justice	51.6	1.9	63.5	34.6
Judgment	87.7	0	30.2	69.8
Transcendence	58.2	2.1	30.2	69.8

	Disagree or strongly disagree (%)	Neither agree nor disagree (%)	Agree or strongly agree (%)	Mean
It is difficult to find a board with a tremendous amount of character	14.7	6.5	78.8	4
Boards need to assess and develop the CEO and the C-suite	2.3	4.2	93.5	4
Boards need to assess and develop the CEO and the C-suite	4.7	3.7	91.6	4
Character can be developed through intensive training	14.8	22.2	63	4
Character can be developed through intensive training	12.6	23.8	63.6	4

CONFERENCES:



Joint organization of the Second International Scientific Conference “Well-Being Leadership Conference”



May 24, 2024, Lviv



70+ practitioner participants



12 speakers

Gerard Seijts (in Lviv), Lucas Monzani,
Seemantini Pathak (online)



CONFERENCES:

S KEY TOPICS KEY TOPICS KEY TOPICS KEY TO

- Strategies to Avoid Psychological Burnout;
- Role of Business Leaders in Creating Stability and Supportive Environments;
- Humanistic Approach to Employee Termination and Transition;
- How to Develop Company Resilience;
- What is Security Thinking and why do we need it?;
- Role of Leaders in Shaping Corporate Culture;
- Challenges Facing Ukrainian Society During War and Reconstruction.



The conference proceedings in digital format: [link](#)

Speakers' presentations on the Center for Leadership of UCU YouTube channel: [link](#)

CONFERENCES:

KEYNOTE SPEAKERS:

Gerard Seijts

Ph.D., Professor of Organizational Behavior at Ian O. Ihnatowycz Institute for Leadership, Ivey Business School (Western University).

Sofiya Opatska

Ph.D., Vice-Rector for Strategic Development of the Ukrainian Catholic University, Associate Professor at the Department of Management and Organizational Development.

Seemantini Pathak

Ph.D., Associate Professor of Strategy and the Ihnatowycz Family Foundation Chair in Leadership, Ivey Business School (Western University).

Andrew Rozhdestvensky

Ph.D., Executive Director of the Center for Leadership of UCU, Lecturer at the UCU Business School.

Lucas Monzani

Ph.D., Assistant Professor of Organizational Behavior at Ivey Business School (Western University).

Oleksandr Avramchuk

Ph.D., Head of the Department of Clinical Psychology, Faculty of Health Sciences, Ukrainian Catholic University.

CONFERENCES:



“Global Leadership Forum 2024. Architects of the Future”



March 21, 2024



Kyiv



Andrew Rozhdestvensky



S KEY TOPICS KEY TOPICS KEY TOPICS KEY TO

- How to develop Leadership within a company?
- What specific signals does the Leadership crisis send?
- What measures are currently effective, and what strategies are not working in forming and developing teams of leaders?

CONFERENCES:

→ “Forbes Ukraine” Women’s Leadership Conference “Free”



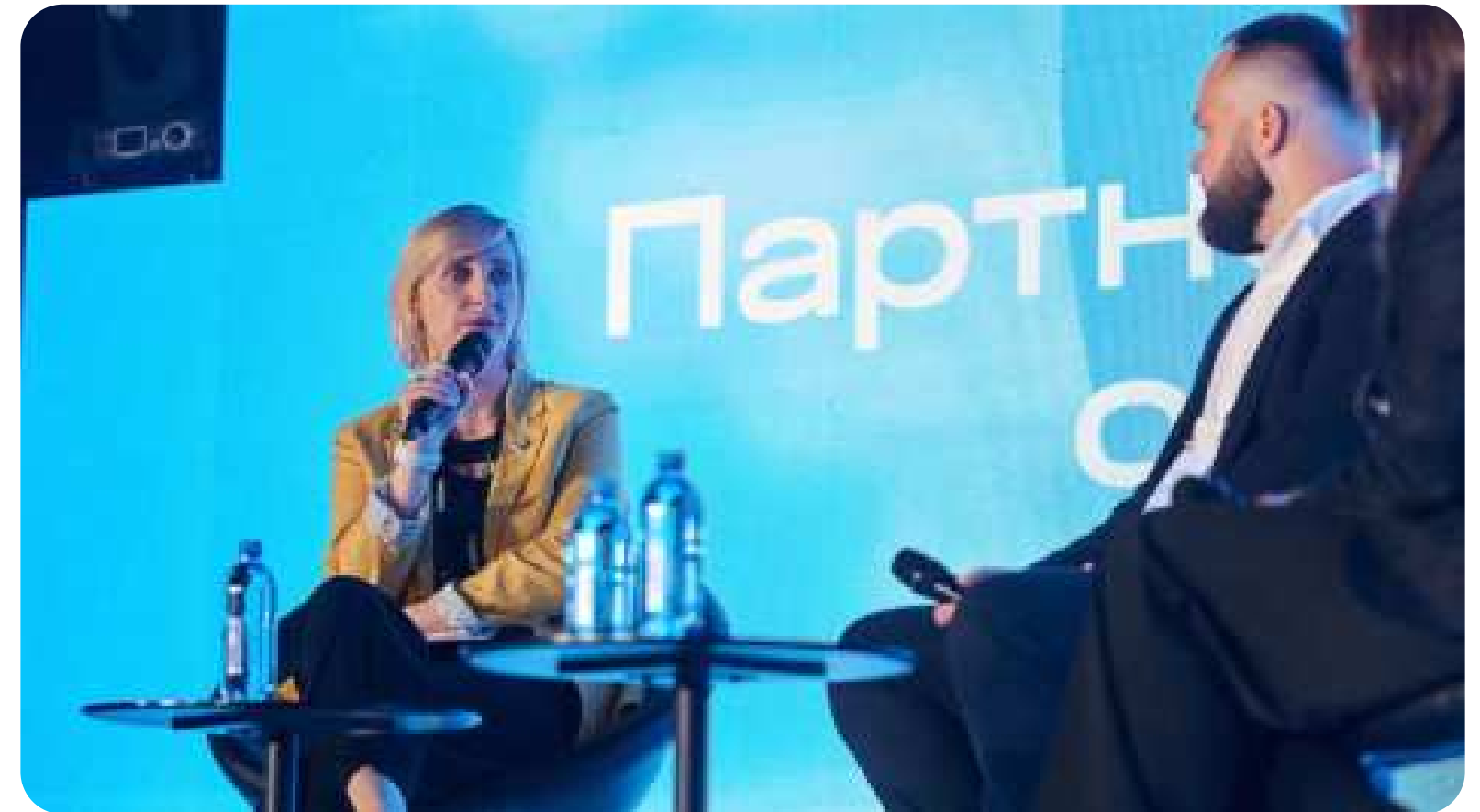
May 15, 2024



Kyiv



Sofiya Opatska



S KEY TOPICS KEY TOPICS KEY TOPICS KEY TO

- The Role of Leadership in Building a Sustainable Family Business.
- Family as a Team: How to Master Effective Delegation for Mutual Growth.

CONFERENCES:

→ “12th International US SEAM Conference” — [LINK](#)



May 23-24, 2024



via Zoom.



Sofiya Opatska, Nataliya Lahotska

S KEY TOPICS KEY TOPICS KEY TOPICS KEY TO

- Highlighting the challenges faced by Ukrainian leaders.
- The sources of resilience of Ukrainian business in wartime.

CONFERENCES:

→ 2024: WAM's 65th Conference in Long Beach, CA



March 13-16, 2024



Long Beach, California, USA



Lucas Monzani

**Presentation of Results from the Joint Research
by the Center for Leadership of UCU and
the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School:**

“Bad Barrels Turn Good Apples Bad, Bad Apples Ruin the Barrel,
But What Role Do Good Farmers Play? An Online Experiment”

CONTENT ON LEADERSHIP:

**6 INTERVIEWS WITH PROMINENT FIGURES
IN BUSINESS, SCIENCE, PUBLIC SPHERE, AND MILITARY**

“DIALOGUES WITH LEADERS”



CONTENT ON LEADERSHIP:

PROTAGONISTS:

Fermin Egido Alonso

CEO of OCEANMAN, organizer of international open water swimming competitions.

John Spenser

an award-winning scholar, professor, author, combat veteran, and internationally recognized expert and advisor on urban warfare and other military related topics.

Valerii Korotkov

Volunteer, Deputy Head of the charitable organization Volunteer Battalion.

Gerard Seijts

Ph.D., Professor of Organizational Behavior at Ian O. Ihnatowycz Institute for Leadership, Ivey Business School, co-author of Leadership Character concept.

Sofiya Opatska

Ph.D., Vice-Rector for Strategic Development of the Ukrainian Catholic University, Associate Professor at the Department of Management and Organizational Development, co-founder of the UCU Business School.

Vlada Nedak

Director of the All-Ukrainian women's organizations Project Keshet Ukraine and Women's Opportunities Foundation in Ukraine.

CONTENT ON LEADERSHIP:

VIDEO PROJECT WITH SOFIYA OPATSKA

“PEOPLE WHO MAKE AN IMPACT”

This project features 9 interviews with alumni of UCU: [link](#)



CONTENT ON LEADERSHIP:

PROTAGONISTS:

1/2

Anna Kalash

graduate of the “Sociology” program and Head of the Development Department at the Kharkiv School of Architecture.

Fr. Rostyslav Pendiuk

graduate of the Key Executive MBA program (2019), priest of the Lviv Archdiocese, Administrator of the Parish of the Nativity of John the Baptist in Vynnyky, and Head of the Patriarchal Commission on Youth Affairs.

Iryna Popovych

graduate of the IT and Business Analytics program, Founder of the Dzyga’s Paw Charity Fund.

Daria Kulynych

graduate of the “MSc in Marketing Management” program (2021) at UCU Business School, currently working with World Central Kitchen and Repower Ukraine.

Nikita Berdnikov

graduate of the Master’s program in “Physical Therapy and Ergotherapy”, Physical Therapist at the Lviv Regional Clinical Hospital, and Consultant on Assistive Technologies for the international organization Momentum Wheels for Humanity Ukraine.

Sviatoslav Hnizdovsky

graduate of the “History” program, Founder of the "Alter Ego" app and the Open Minds Institute.

CONTENT ON LEADERSHIP:

PROTAGONISTS:

2/2

Andriy Rubtsov

graduate of UCU's "Social Work" and "Nonprofit Management" programs, Senior Officer of the Combat Stress Control Group of the 116th Separate Mechanized Brigade.

Denys Zakarchenko

graduate of the "Media Communications" program and Co-founder of Rookamy Production.

Lyudmila Batalova

graduate of the "Cultural Studies" program, Cultural Manager, and Documentary Film Producer. Sviatoslav Hnizdovsky, graduate of the "History" program, Founder of the "Alter Ego" app and the Open Minds Institute.



Люди, які творять вплив. Андрій Рубцов. Випускник програми Соціальна робота



Абітурієнтам УКУ

Підписалося 2,08 тис. користувачів

Підписатися

34

Поділитися

Завантажити

CONTENT ON LEADERSHIP:

CREATION OF THE CASE STUDY ON MILITARY LEADERSHIP,

**focusing on the example of the “Madiar’s Birds”
unmanned systems unit with textual and video materials**

Main protagonist: UCU Business School graduate Kostiantyn (“Max”) Krykunov.



February – August 2024

Status:
in process

Presentation date:
Autumn 2024

Project uniqueness:

Creating a case study dedicated to the role of Leadership in shaping the new Ukrainian Army.
The main idea is to search for effective recipes for forming Leaders
and teams of a new type amidst the Russian-Ukrainian war.

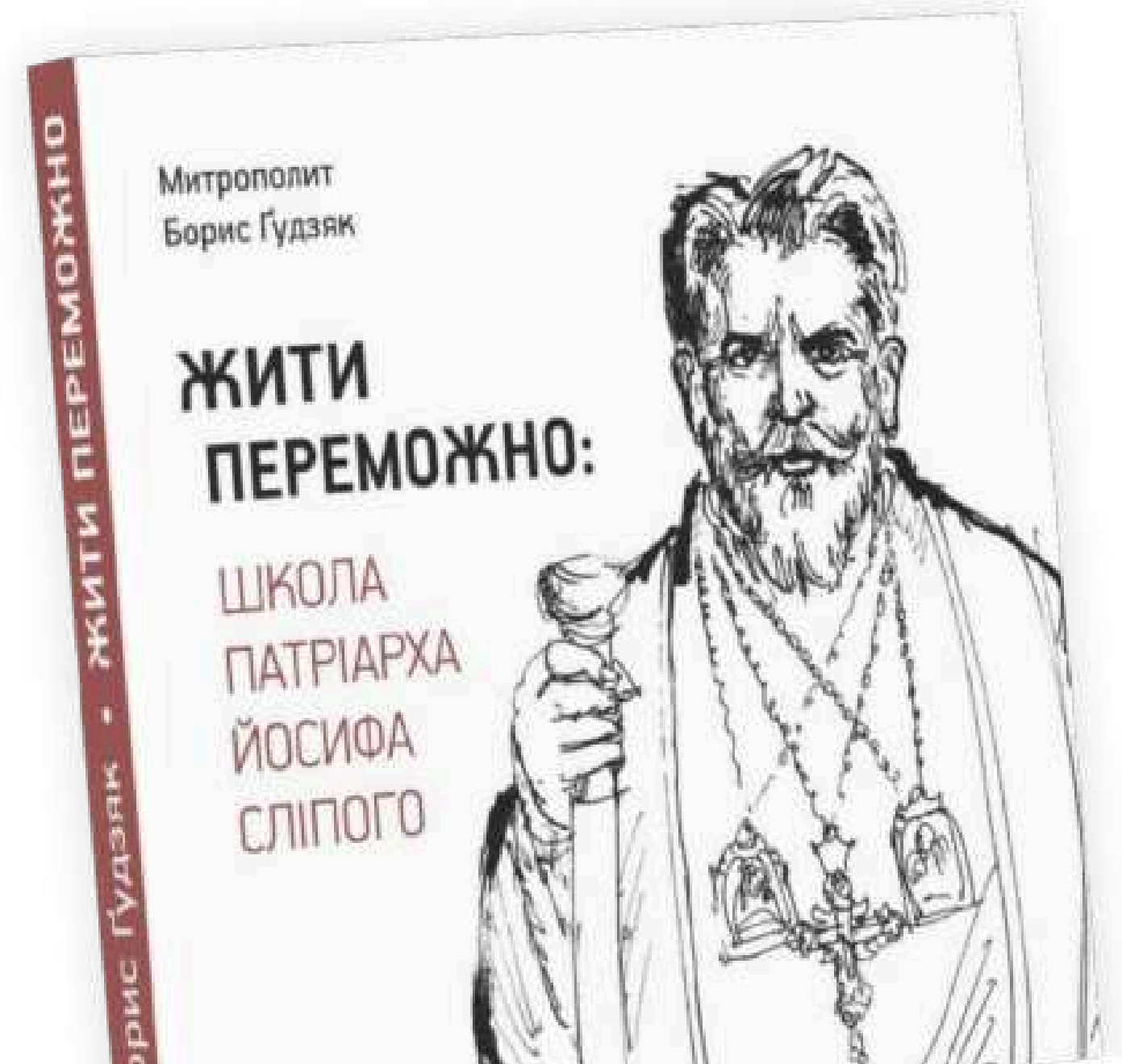
PUBLICATIONS:

Supporting publication by the UCU Business School and Publishing House of UCU of the book

“LIVING TRIUMPHANTLY: THE SCHOOL OF PATRIARCH YOSYP SLIPYI”

authored by President
of the Ukrainian Catholic University
Bishop Borys Gudziak.

Public presentation date: **June 24, 2024.**





Center for
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LEADERSHIP EDUCATION

LEADERSHIP EDUCATION

8-week basic course

“Mindfulness-based Mind Fitness Training (MMFT)” via webinars



January-March 2024.



Elizabeth Stanley, Ph.D.



44

Partner Organization: Rehabilitation Center “Lisova Poliana”.

Basic course “Leadership Instructor Training”

based on the “11 Virtues of Leadership Character” model, adapted for military personnel including instructors from the Hetman Petro Sahaidachnyi National Army Academy (Lviv) and the Military Academy (Odesa)



March 13 – April 10, 2024.



15

LEADERSHIP EDUCATION

Leadership School for heads of prosecutor's offices and units



April – July 2024.



22

Creation of a new educational course “Character Development Toolkit”, based on a detailed study of the “11 Virtues of Leadership Character” model.

**Its goal is to achieve a qualitatively new level of training
for civilian and military managers**



Status: Created. **Launch date:** Autumn 2024.

LEADERSHIP EDUCATION

Summary figures for educational Programs
by the Center for Leadership of UCU in collaboration with
UCU Business School:

8

Open Programs



189

9

Corporate Programs



208

5

Master's Programs



66+

LEADERSHIP IN PRACTICE

ALUMNI LEADERSHIP DAY – 2023



November 17, 2023



Lviv



60 participants from the UCU Business School Alumni Community.

"A leader must set an example. If you don't do something, no one will follow you, no one will listen to you. It's all filtered, superfluous... Here, you need critical thinking, courage, and all the other qualities. Without them, especially in military times, especially at ground zero, you won't become a leader. They complement each other. It can't be that something works, but something doesn't. That would be a 'disabled leader'..."

— **Special guest of “Alumni Leadership Day – 2023”, UCU Business School graduate and officer of “Madiar’s Birds” Kostiantyn (“Max”) Krykunov.**

LEADERSHIP IN PRACTICE

“BRAVE SUMMIT – 2023”



November 10, 2023



Rivne



90+ participants, including scholars, members of the public, business representatives, and government officials.

S KEY TOPICS KEY TOPICS KEY TOPICS KEY TO

- People as the greatest asset: how to ensure team resilience;
- The role of leadership and Leader Character in the Ukrainian business context;
- The Impact of business on community and regional development;
- Inclusion as an integral part of our present;
- Impactful businesses.



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LEADERSHIP IN PRACTICE

LEADERSHIP AWARD

1/10

10 students received Leadership Awards to cover a semester of their studies at UCU



Yustyna Shtogryn

4th year, Law

Ms. Yustyna interned at a law firm, participated in legal hackathons (Genesis Compliance Hackathon), and attended the “The Role of the Constitutional Court Reform for Ukraine’s Success” meeting. She also moderated events with notable figures like Benjamin Kochenburger. She delivered a presentation on student governance at the School of Student Self-Governance and participated in the Legal Automation Hackathon, showcasing her dedication to legal practice and student leadership.

LEADERSHIP AWARD

2/10

10 students received Leadership Awards to cover a semester of their studies at UCU



Yurii Sahaidak

2nd year, Computer Science

Yurii has shown remarkable academic and volunteer accomplishments. He recorded a podcast with Ukrainian dissident Ihor Kalynets and led the youth organization "Spadshchyna." In cooperation with UCU and the student organization "Motanka," he organized an Easter celebration, including a workshop that raised 10,000 UAH for the Ukrainian army. Currently, he is organizing a historical camp to honor the fights for Makivka Mountain during the First World War.

LEADERSHIP AWARD

3/10

10 students received Leadership Awards to cover a semester of their studies at UCU



Vladyslav Bilyk

3rd year, Ethics-Politics-Economics

Vladyslav organized three blood donation drives, helping save 107 lives. He helped rebuild a rehabilitation center for veterans and co-organized a regular volunteering point, cooperating with the Ukrainian Leadership Academy. Furthermore, he achieved successful cooperation between the National Agency for Quality Assurance of Higher Education and our student committee by becoming an accreditation expert.

LEADERSHIP AWARD

4/10

10 students received Leadership Awards to cover a semester of their studies at UCU



Olha Tolmachova

4th year, Ethics-Politics-Economics

Olha participated in the Ukraine Recovery Youth Global Initiative and is currently working on a project for the reintegration of youth from temporarily occupied territories. She interned with the National Democratic Institute and was nominated for the acclaimed International Leadership Center's affiliation with Yale University. She serves as an intern with the Political Parties team at the NDI Ukraine office. Ms. Olha has been accepted into the Master of Public Administration program with a focus on Human Rights and Humanitarian Law, specializing in Conflict Resolution at Columbia University.

LEADERSHIP AWARD

5/10

10 students received Leadership Awards to cover a semester of their studies at UCU



Nazar Kiryk

1st year, Non-Profit Management

Nazar works as a manager in the community 'Vilnyy Prostir'. This year, he initiated a volunteer project called "Palomnytstvo." Nazar also mentored youth teams in the "Volunteer" project by the Ukrainian Volunteer Service, organized a camp for ULA (Ukrainian Leadership Academy) teenagers, and coordinated physical training for ULA graduates. Nazar organizes gatherings to support soldiers. His main project is the Lviv Youth Fund, aimed at mobilizing resources and making them accessible to young people to develop the city and its youth.

LEADERSHIP AWARD

6/10

10 students received Leadership Awards to cover a semester of their studies at UCU



Mykola Golovko

1st year, Journalism

Mykola relocated his rehabilitation center "Nazaret" to the village of Dobrivlyany and received funding from "Caritas of Ukraine" for the restoration of activities and the development of social entrepreneurship for the production of concrete products. He recorded interviews for his thesis on leadership qualities and volunteered to support the Ukrainian army. Mr. Mykola opened a personal collection for the Ukrainian army and collected 125,000 UAH. He also participated in leadership events and plans to continue his studies and volunteer efforts to bring positive changes to Ukraine.

LEADERSHIP AWARD

7/10

10 students received Leadership Awards to cover a semester of their studies at UCU



Maksym Turkevych

3rd year, Ethics-Politics-Economics

Maksym has focused on rehabilitation and healthcare work through the Neopalymi project. To date, nearly 200 Ukrainians have received medical help. He is expanding the project to create an external rehabilitation center and has worked with various military and governmental structures. Currently, he and his team are working directly with almost all the military and governmental structures that assist people affected by the war. His next major plan is to create a comprehensive external rehabilitation center to expand the quantity and quality of medical help available in Ukraine.

LEADERSHIP AWARD

8/10

10 students received Leadership Awards to cover a semester of their studies at UCU



Lidiia Davyda

4th year, Ethics-Politics-Economics

Lidiia has been active in both academic and civic engagement. She wrote her thesis on civil society organizations' influence on political elites, coordinated volunteer projects, and facilitated various sessions. She coordinated the entire social direction, which included about 19 projects, over 25 mentors, and over 100,000 UAH in funding. Currently, Lidiia is applying to the master's program in Nonprofit Organization Management at UCU and continues to serve as vice-head of the student organization "Vidlyunnyia."

LEADERSHIP AWARD

9/10

10 students received Leadership Awards to cover a semester of their studies at UCU



Iryna Lychmaniuk

1st year, Media Communications

Ms. Iryna has transitioned from IT to Media Communications to make a meaningful impact on Ukraine's resilience and recovery. She works as a brand manager in UCU's Department of International Academic Relations, participated in the International School of Multimedia Journalism in Vienna, Austria, and volunteered to design visual materials. She participated in the IRS Youth Scientific Conference 2024. Iryna is working on a master's project about Ukrainian design and plans to create a series of videos highlighting its significance.

LEADERSHIP AWARD

10/10

10 students received Leadership Awards to cover a semester of their studies at UCU



Anna Syvkova

2nd year, IT and Business Analytics

Ms. Anna has combined her academic studies with impactful volunteer and professional activities. She worked on projects for the Ministry of Digital Transformation, the National Bank of Ukraine, and the Center for Economic Strategy. She developed power banks and FPV drones for the army and raised funds for the Ukrainian Armed Forces. Ms. Anna also participated in military training and Erasmus exchange programs, demonstrating her commitment to both her personal and professional development. She is a junior analyst at Civitta, an international consulting firm.

EVENTS THAT PROMOTE VOLUNTEERING AND RECOGNIZE LEADERS IN SERVICE

— An exhibition of student volunteer projects

- Showed diverse activities of the UCU community that took responsibility and leadership to do small projects, which contributed to the common victory

— The "Mission Possible" event

- The event inspires the community to serve and become leaders
- **35 new students** that had shown significant leadership engagement (became mentors, volunteers, and project coordinators) **were awarded with certificates**

— Meetings with the leaders of UCU

- 22 students from volunteer teams involved in supporting the military and victims of war met with the rector of UCU to get inspired and further develop their initiatives.

— The "Volunteer day" event

- popularization of student volunteering through social networks
- an event for students and schoolchildren from 5 partner communities

— Supporting volunteers

- During the year, a monthly activity was held to equip them.
- 10 reflections and informal meetings with board games
- 2 trips - retreats of the Laboratory team together with volunteer coordinators and mentors to the mountains

The UCU Service Program for first-year students

We create opportunities for self-improvement in serving others.

At the same time, students can **learn to be leaders in service**. They face social challenges in today's Ukraine every day and participate in solving them at their level of competencies, and perhaps even implement their bravest plans to change the world for the better.

Students not only participated in volunteering but also created social, cultural, and educational events in local communities (organized a literary evening for youth, conducted educational lessons for local schools, etc.)



THE UCU SERVICE PROGRAM. KEY METRICS

440 first-year students

joined the program; most took part in projects dedicated to help the military

83 mentors

accompanied first-year students in service and inspired them to show leadership in the following years

15 communities

Lviv, Vynnyky, Mshanets, Zolochiv, Khodoriv, Horodok, Yavoriv, Drohobych, Chervonohrad, Skole, Zhuravno, Smyga, Obroshyne, Bratstvo projects (Poltava, Kryvyi Rih

20 NGOs, 5 Student Organizations & 5 Student Initiatives

- **NGOs:** NGO "Tarilka", NGO "Starist na radist", NGO "Ukrainian Volunteer Service", NGO "Lviv Volunteer Kitchen", NGO "BUR" (BUR center Lviv), NGO "Emmaus Oselya", NGO "USI", NGO "Starist na radist", Charity Fund "Iz yangolom na plechi", NGO "Flora", NGO "Khtos ne zrobyt", Charity Fund "Ridni" (Community-Ridni), NGO "Magura", NGO "Agency for Community Development 'Intonation of Changes'", Global Shapers Lviv Hub, RO "Pokrova", RO "Blahodat", RO "Svitlytsia", NGO "Ukrainian Educational Platform", NGO "Association of UCU Students"
- **Student organizations:** "Vidlunya", "Sub Rosa", "Motanka", "Unison", "Brotherhood"
- **Student initiatives:** "TeploDiya", "Laboratory of assistance of the Armed Forces of Ukraine", "You in", "Poradnia", "Workshop of civic education"

>1180 beneficiaries

recieved our help; of whom

- people with disabilities: 40
- people in need: ~500 people
- Children deprived of parental care: 80
- Youth in communities: 530 people
- 30 military spouses

"Leadership in Volunteering" Course

The UCU academic course on working with leaders of volunteers projects and initiatives

Course format

- **6** educational modules that took place during the academic semester (September - December 2023);
- **7** trainers who are professionals in relevant fields

Course topic list

- Leader Character - how can it help running an my team
- volunteer management:
- small group psychology, facilitation, effective feedback and caring for yourself and the team

Course results

- **28** new people participated wich became mentors in the UCU Service Program,
- Students improved their skills in working with volunteers in the **28 NGO projects**
- participants were able to analyze aspects of vvolunteering projects and individual qualities necessary for teamwork, reflect on the leader's virtues and their expression in themselves, and get inspiration for further improvement"



Mentee feedback

"Mentorship in Mshanets is one of the most wonderful things that has happened to me at UCU. The opportunity to pass on my enthusiasm for doing good deeds to first-year students and working together with them has opened up a new dimension of my service."

Yakovyn Khrystyna, first-year master's student in "Media communications"

MENTORSHIP COURSE

Group mentorship

Educational course for students running students organizations and initiatives at UCU

Course topic list

- Leader Character - how can it help running an NGO?
- strategic and operational planning of NGO activities;
- project management in the context of NGOs;
- financial management;
- communications in the organization;



Mentee feedback

"For us, the course was a great opportunity to improve our skills, and with the support of professionals, the "Motanky" team became a student organization and created a major project called "Creative workshops for military spouses"

Sofiia Lazorko, 2nd-year Cultural Studies student

Current program results

- **1 students initiative becaume student organization**
- **24 +** of participants
- **13** implemented projects
- **90%+** of participants recognize the program's significance for their personal development
- Toolkits for mentors and students were inproved
- The **website** of the program **was updated**

CIVIC EDUCATION WORKSHOPS IN COMMUNITIES



6 communities in Lviv region:

Drohobych, Chervonohrad, Skole, Zhuravno, Obroshyne, Khodoriv + Smyha (Rivne region)



March-April 2024

PROJECT RESULTS:

- **180** young people from the community were involved
- **40** students
- The Civic Education Workshop is an educational volunteer initiative aimed at promoting the active participation of local youth in volunteering and social processes. This project included a series of training sessions and interactive workshops designed to help participants learn leadership and project management basics, as well as implementing a joint volunteer initiative with students in the community.



“BUR-CAMP” FOR STUDENT LEADERS

 v. Babyn, Ivanofrankivska obl.



July, 14-21/2024

PROJECT RESULTS:

- For the first time, a volunteer camp for students of "The Alliance of Ukrainian Universities" was organized together with NGOs “Building Ukraine Together”
- **23** student leaders of student self-government and active volunteers became of the project. Involved students represent the following regions: Vinnytsia, Volyn, Dnipropetrovsk, Donetsk, Kyiv, Lviv, Mykolaiv, Odesa, Poltava, Rivne, Sumy, Kherson, Khmelnytsky, Cherkasy regions.
- **2** students enter universities projects are planned
- The idea of the project is to introduce student self-government leaders to each other during joint volunteer work. Develop project concepts that will serve as a basis for joint activities of student self-government both in universities and communities
- The program of the camp consisted of discussions of the challenges and needs of student self-government and volunteer projects, cultural and educational meetings, as well as works on the restoration of buildings that will be a place for meetings, equipping and planning new projects by activists and leaders in volunteering



EASTER TOGETHER 2024

 Kryvyi Rih, Cultural and social center “Shelter plus”

 3rd — 5th of May 2024

PROJECT RESULTS:

- **350+** people, most of whom are internally displaced persons who lived in the “Shelter”. They are involved in various activities: joint prayers, haivkas, games, and master classes (in egg painting, doll weaving, Easter gingerbread decoration).
- Student volunteers, together with partners, also raised funds for the support of the Armed Forces during various actions.
- Partnership with local organizations: cultural and community center "Shelter Plus", football club "Penuel", organization "Voices of Children", scouting organization Plast and the parish of St. Nikolay UGCC.



CREATIVE WORKSHOPS FOR MILITARY SPOUSES



Lviv



April 2024

PROJECT FEATURES:

- The project was initiated and executed by students of the Ukrainian Catholic University
- The implementation of the initiative was made possible by financial support of the Ihnatowycz Family Foundation

PROJECT RESULTS:

- 5 master classes were held
- 30 military spouses
- Our project consisted of therapeutic ethno-workshops, where women in need of communication and mental relaxation could spend a few hours just for themselves and distract themselves from anxious thoughts by creating special attributes of Ukrainian cultural heritage with their own hands. This provided an opportunity to find a new hobby and like-minded individuals to build friendly connections.
- During the project, the meetings took place weekly for a month at UCU. Together with consultations from psychologists, we conducted these sessions and created an optimal atmosphere for creativity, relaxation, and mental recovery through this kind of ethno-art therapy.





Center for
Leadership

FUTURE PLANS AND TEAM

PLANS OF THE CENTER FOR LEADERSHIP OF UCU FOR THE NEW ACADEMIC YEAR:

- ➔ **Launch of the Study** on adaptability and improvisation in uncertain conditions.
In collaboration with: Dusya Vera and Seemantini Pathak.
- ➔ **Series of Podcasts** “Leadership and Management” consisting of 12 episodes.
Partners: “Radio Skovoroda” (Lviv).
- ➔ **Redesign of Leadership Programs** for the Master’s Programs at the UCU Business School, involving faculty from Ivey Business School.
- ➔ **Creation of 3 cases** (video + text) on Civil Management, Military Leadership, and the Leadership Character using the example of Bishop Josyf Slipyj.

PLANS OF THE CENTER FOR LEADERSHIP OF UCU FOR THE NEW ACADEMIC YEAR:

- ➔ **A cycle of 10 training programs** on Leadership and Military Unit Management for representatives of Special Forces of Ukraine.
- ➔ **Implementation of a mid-term Development Program** for representatives of the Prosecutor's Office of Ukraine.
- ➔ **Expansion of collaboration** with Ivey Business School faculty to include Corporate Programs and Executive Education at the UCU Business School.
- ➔ **Expansion of research** in the field of Well-Being Leadership, which will be reflected in the scholarly exploration of the issue and the adaptation of results for the audience of the Third International Scientific Conference "Well-Being Leadership Conference" in spring 2025.

IHNATOWYCZ INSTITUTE FOR LEADERSHIP TEAM



Prof. Gerard Seijts



Prof. Dusya Vera



Prof. Mary Crossan



Milani Kimberley



Prof. Lucas Monzani

UCU TEAM



Andriy Rozhdestvensky



Sophia Opatska



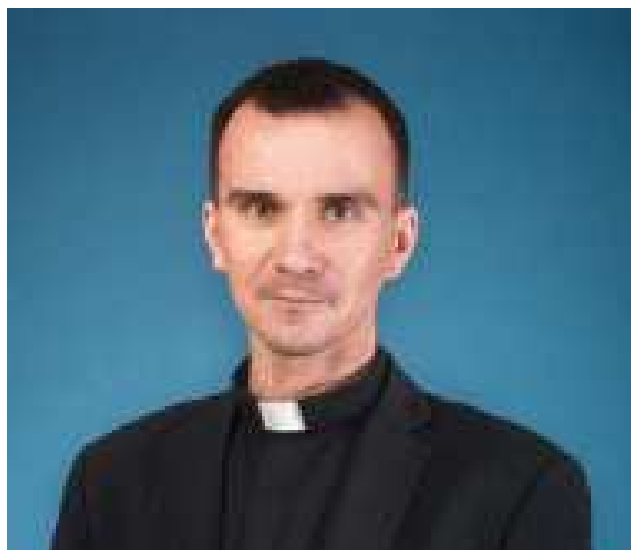
Olha Ursol



Khrystyna Dolna



Taras Oleksyn



Rev. Pavlo Khud



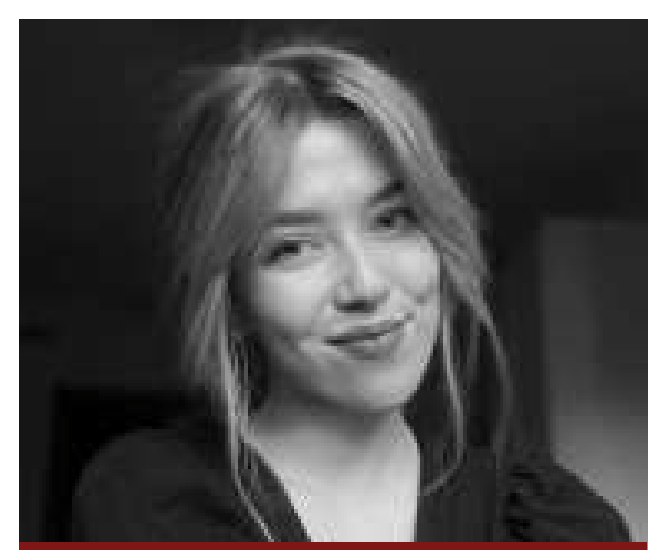
Ivanna Mohylyak



Dmytro Nakonechnyy



Martha Tychenko



Khrystyna
Martsynkovska



UKRAINIAN CATHOLIC UNIVERSITY

expresses the most sincere and deep gratitude to
Mr. Ian O. Ihnatowycz and Dr. Marta Witer
for their ongoing assistance and generosity, which
made possible the realization and implementation
of all the projects listed in this report

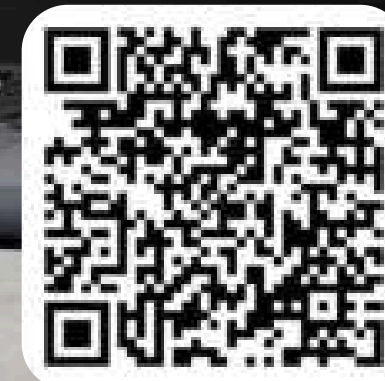


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