



Center for
Leadership

Annual Report of the Center for Leadership of UCU for the Academic Year 2024-2025

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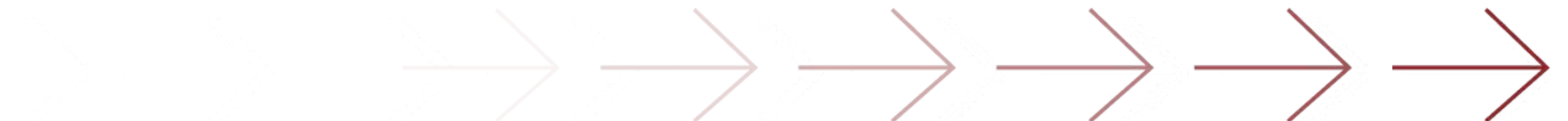
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SUMMARY AND CONCLUSIONS

Context of 2024-2025:

- Ukrainian business continues to operate in a “survival mode”.
- In this reality, authentic personal Leadership becomes the essential “island of stability” for teams and organizations – and the demand for it is only intensifying.
- Today, Ukraine stands as a global “Leadership Laboratory”.
Nowhere else is the essence of Leadership being tested, refined, and redefined under such extraordinary pressure.

SUMMARY AND CONCLUSIONS

The Response of the Center for Leadership of UCU:

→ Our focus areas:

- Business leaders – who must navigate uncertainty and sustain their organizations in a prolonged “survival mode”.
- Military service members – whose Leadership safeguards lives and the very survival of the nation.
- Educators – often unseen, yet crucial in shaping each new generation with values and resilience.
- Young leaders – demonstrating extraordinary creativity and determination, embodying the promise of Ukraine’s future.

→ To serve these groups effectively, we highlight both contemporary and historical examples of Leadership, showing how different generations of Ukrainians continue to inspire.

→ Looking ahead, we are committed to expanding our faculty capacity to meet the growing demand and to deepen our impact.



Center for
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COLLABORATION WITH THE IAN O. IHNATOWYCZ INSTITUTE FOR LEADERSHIP, IVEY BUSINESS SCHOOL:

Collaboration with the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School:

Panel Online Discussion “Purposeful Leadership During Crisis: War in Ukraine”



September 19, 2024



80 participants

Features:

- A dialogue between representatives of the academic and business communities of Ukraine, the USA, and Canada, dedicated to the challenges brought by the war in Ukraine.
- Discussion of resilience of Ukrainian leaders in times of crisis.



Partners:

- Ian O. Ihnatowycz Institute for Leadership, Ivey Business School
- UCU Business School
- American Chamber of Commerce in Ukraine
- Embassy of Ukraine in Canada

Collaboration with the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School:

➔ Gerard Seijts' Ukrainian Odyssey



Core Message:

In Ukraine, Leadership is not only about managing resources – it is about managing meaning: choosing Resilience and Humanity in the face of war.

Collaboration with the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School:

➔ Impact Beyond Ukraine

- Validation of the 11 Virtues of Leadership Character in the Ukrainian context.
- Building an international Community of leaders committed to ethical and resilient action.
- Strengthened synergy between the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School and the Center for Leadership of UCU in advancing research on Leadership of Character.



The interview with Mayor Ihor Terekhov has become a cornerstone source for Seijts' upcoming book on leadership practice – embedding the Ukrainian experience into the global academic and educational discourse.



Serhii Prokopenko, Ukrainian journalist, editor, founder of “Gwara Media” and graduate of the UCU Business School from Kharkiv accompanies Gerard Seijts during his visit

Collaboration with the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School:

➔ Panel Discussion “Leadership in Times of Trials: How Businesses Remain Whole, Resilient, and Responsible”



May 21, 2025



Gerard Seijts, Kateryna Glazkova,
Igor Liski, Rostyslav Vysochan,
Sophia Opatska

Features:

- Human capital challenges organizations are facing today in Ukraine.
- What is the role of business in defending Ukraine - not only its territory but also identity
- Economic, organizational and human resilience in the Ukrainian business environment
- Partnership of business, education, military, church to avoid fragmentation, build connections for recovery in Ukrainian society

Partners:

- Ian O. Ihnatowycz Institute for Leadership, Ivey Business School
- UCU Business School



Collaboration with the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School:

➔ Third International Scientific and Practical Conference “Well-Being Leadership Conference”



May 23, 2025



20 speakers from 5 countries



133 participants

Partners:

- Ian O. Ihnatowycz Institute for Leadership, Ivey Business School
- UCU Business School
- Institute of Mental Health at UCU



Themes of presentations:

Moral trauma and paths to healing:

- Presentation of modern concepts of moral trauma and their causes.
- The role of emotional and social connections in the recovery process.
- Spiritual and religious dimensions of healing.

Organizational culture and employee experience:

- Consideration of approaches to creating a culture of care in the workplace.
- The role of dialogue in developing resilience and mutual understanding in organizations.

Leadership in conditions of crisis and uncertainty:

- Discussion of moral integrity and decision-making under threat.
- Practices of open and sensitive discussion of loss, pain, and fear in teams.

Mental health and well-being:

- Challenges and opportunities in the field of mental health in Leadership.
- Approaches to self-support and psychological assistance in organizations.

Themes of presentations:

Tools for supporting and developing leaders:

- Coaching as a tool for healing moral traumas and building resilience.
- The healing power of community narrative and experience.

Military and social context:

- Analysis of the impact of war on leaders, the army, and society.
- Challenges related to the fragmentation of military structures and communities.

THEMES OF PRESENTATIONS:

- The issue of moral trauma became the central theme for a full-fledged dialogue in Ukraine.
- The conference united key stakeholders: scholars, medical professionals, representatives of religious organizations, private and public sectors of the economy, and service members of the Defense Forces of Ukraine.
- Speakers and participants of the conference represented six countries: Ukraine, Canada, the USA, France, South Africa, and Sweden.
- The conference video materials received full simultaneous translation into Ukrainian and English for the purpose of further dissemination.

KEY SPEAKERS:



Gerard Seijts

Ph.D., Professor of Organizational Behavior at the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School;



William P. Nash

MD, Director of Psychological Health for the U.S. Marine Corps;



Robert Emmet

Meagher, Ph.D., Professor of Humanities, Hampshire College, Amherst, MA;



Orest Suvalo

MD, Executive Director of the Institute of Mental Health at Ukrainian Catholic University;



Baptiste Raymond

Founder of “Tusker Club” and “Tembo Citizen”.

Collaboration with the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School:

Updating of the UCU Business School's Master's programs:

- Key Executive MBA;
- MSc in Managing Impact-Driven Organizations;
- MSc in Innovations and Entrepreneurship;
- MSc in Marketing Management.



International faculty engagement:

Prof. **Gerard Seijts** (*Ivey Business School*) – taught in the Key Executive MBA, May 2025.

Prof. **Lucas Monzani** (*Ivey Business School*) – co-teaching contribution.





Center for
Leadership

PUBLICATIONS, RESEARCH PROJECTS AND OPEN EVENTS

PUBLICATIONS:

1,000 Days of Existential Purpose”



Authors: Andrew Rozhdestvensky, Sophia Opatska, Gerard Seijts



Collection: “*Amplify*” (September 30, 2024)



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



Authors: Lucas Monzani, Andrew Rozhdestvensky, Ana Ruiz Pardo, Taras Oleksyn



Collection: “Well-Being Leadership Conference – 2024: Proceedings of the International Conference” (October 2024)



PUBLICATIONS:

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



Authors: Andrew Rozhdestvensky, Taras Oleksyn



Collection: “Strategic Communications in Wartime: From Volunteer to Scholar” (November 2024)

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



Authors: Gerard Seijts, Kimberley Milani,
Andrew Rozhdestvensky, Paul Carroll, Stephen Virgin



Collection: “Journal of Character & Leadership Development” (Spring 2025)



PUBLICATIONS:

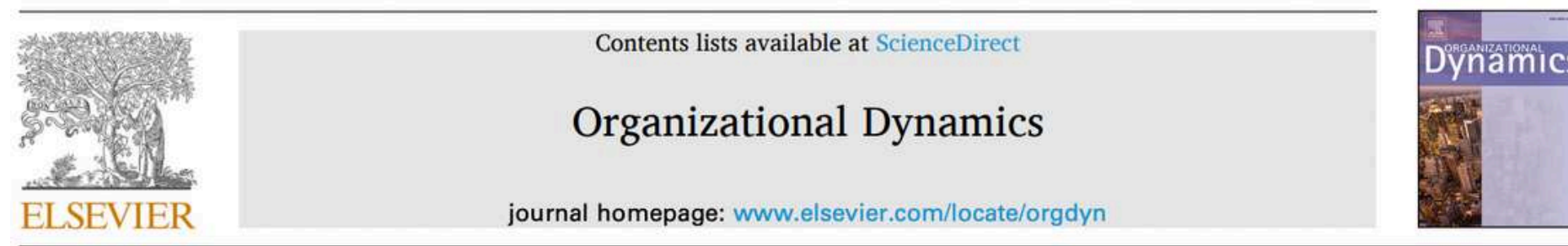
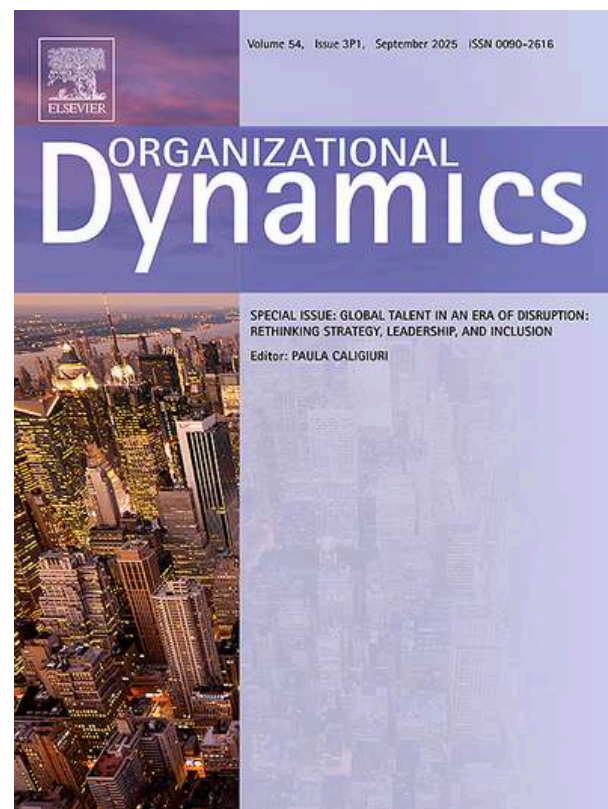
Holding onto the victory after the victory: Leadership lessons from the war in Ukraine for recovery and positive change



Authors: Gerard Seijts, Sophia Opatska, Andrew Rozhdestvensky, Andy Hunder



Collection: “Organizational Dynamics” (September 2025)



Holding onto the victory after the victory: Leadership lessons from the war in Ukraine for recovery and positive change

Gerard Seijts^{a,*}, Sophia Opatska^b, Andrew Rozhdestvensky^c, Andy Hunder^d

^a Western University, Ivey Business School, London, Ontario, Canada

^b Ukrainian Catholic University, Vice Rector for Strategic Development, Lviv 79000, Ukraine

^c Ukrainian Catholic University, Lviv Business School, Lviv 79000, Ukraine

^d American Chamber of Commerce in Ukraine, Kyiv 03038, Ukraine

RESEARCH PROJECTS:

ONLINE STUDY “CHARACTER OF A LEADER”



August 2024 – August 2025



149 civilian managers and 137 service members
from the sergeant and officer corps

Features:

- The study aims to compare the criteria of service members and civilians in Ukraine when forming the image of the “true” Leader.
- A secondary objective is to identify the factors that influence the formation of different perceptions of Leadership in the context of full-scale war.

Status: This study is a continuation of the research we conducted before the full-scale invasion. It’s main purpose is to examine the changes that have taken place as a result of the natural experiment represented by the war. Currently, the data have been transferred to Ivey, where they are undergoing analytical processing. Later, presentations will be prepared for conference talks, relevant journal publications will be produced, and adjustments will be made to teaching in several programs.

RESEARCH PROJECTS:

“TRUST IN BUSINESS AND BUSINESS EDUCATION”



September 2024 – January 2025



qualitative interviews of 18 business leaders,
including veterans

Features:

- A collaborative study conducted by Paul Clyde (**University of Michigan**), Sophia Opatska (**Ukrainian Catholic University**) and Serhii Hvozdiiov (**Kyiv School of Economics**), dedicated to analyzing the issue of Trust in the Ukrainian business environment.
- A unique comparative analysis of the views of three “generations” of Ukrainian entrepreneurs: those who began their professional careers during 1991-1996, 2000-2008, and 2011-2017.

RESEARCH PROJECTS:

“THE IMPACT OF MINDFULNESS BASED MIND FITNESS TRAINING – MMFT© ON IMPROVING PARTICIPANTS’ MENTAL FITNESS”



July – September 2025



200 individuals from both civilian and military backgrounds

Features:

- A joint study with Elizabeth Stanley and representatives of **Georgetown University**, aimed at examining changes in the mental fitness of participants in online **Mindfulness Based Mind Fitness Training – MMFT©**, and identifying the relationship between these practices and the level of subjective well-being in the workplace.

RESEARCH PROJECTS:

“STUDY OF LEADER CHARACTER VIRTUES AMONG BUSINESS SECTOR MANAGERS”

Analysis of the collective profile of Ukrainian business sector leaders and its evolution during the full-scale war through the lens of the Model of 11 Virtues of Leadership Character.



September 2024 –
March 2025



142 individuals

Insights:

- Our study revealed several important insights. First, the gaps in values across different virtues have largely disappeared. For example, before the full-scale invasion, traits such as humility and accountability scored in the negative range among civilians. Now, however, all virtues are clustered more consistently, ranging approximately between 4 and 5 points on a 5-point scale.
- Second, critical judgment has risen to the top among civilians—mirroring the results we previously observed among the military before the full-scale invasion. Similarly, the importance of justice has increased, again resembling the earlier patterns found in the military.
- In other words, we can observe that the hierarchy of virtues among civilians has shifted and become more aligned with the virtues demonstrated by military personnel who had participated in combat zones (ATO–JFO) prior to the full-scale invasion.

OPEN EVENTS:

➔ “Alumni Leadership Day – 2024 at UCU Business School”



November 2, 2024



50 participants

Features:

- The honorary speaker of the event was Valerii Zaluzhnyi – Ukrainian military commander, retired general, Ambassador of Ukraine to the United Kingdom of Great Britain and Northern Ireland.
- With the assistance of veterans of the Defense Forces of Ukraine, a session on tactical training and leadership in extreme conditions was conducted for event participants.
- Together with the charitable foundation “Always Ukraine”, a charity auction and lottery were held among guests, with the proceeds directed towards the purchase of a ground robotic complex for the 109th Separate Rifle Battalion of the 10th Separate Mountain Assault Brigade “Edelweiss”, in which UCU Business School alumnus Roman Nykulyshyn serves.



OPEN EVENTS:

➔ Open House UCU Business School “Education Educates”



February 15, 2025



171 participants

Features:

- Promoting the activities of the Center for Leadership during UCU Business School Open House for representatives of business, academia, and potential participants of leadership training programs.



OPEN EVENTS:

➔ Series of Breakfasts for Women Leaders “She Leads Breakfast” / “Women In Leadership”



March 28 and June 12, 2025



42 participants

Features:

- “peer-to-peer” format aimed at discussing the challenges faced by women leaders in Ukraine and globally in the context of full-scale war and global socio-economic transformations.
- Dialogue with invited guests: Linda Netsch (USA) and Amy L. Kenworthy (Australia).
- Networking among participants with the aim of creating community of women on leadership positions in various spheres of economic and social life.



OPEN EVENTS:

➔ Online Training on Qualitative Research with Tara McCrimmon



July 9-10, 2025



30 participants

Features:

- a training on conducting qualitative research delivered by a Columbia University graduate for the Ukrainian academic community and representatives of civic organizations.
- Creating environment for the exchange of best practices in conducting research and breaking down stereotypes and biases associated with it.



OPEN EVENTS:

→ Strategic HR: Business Forum for HR & Leaders

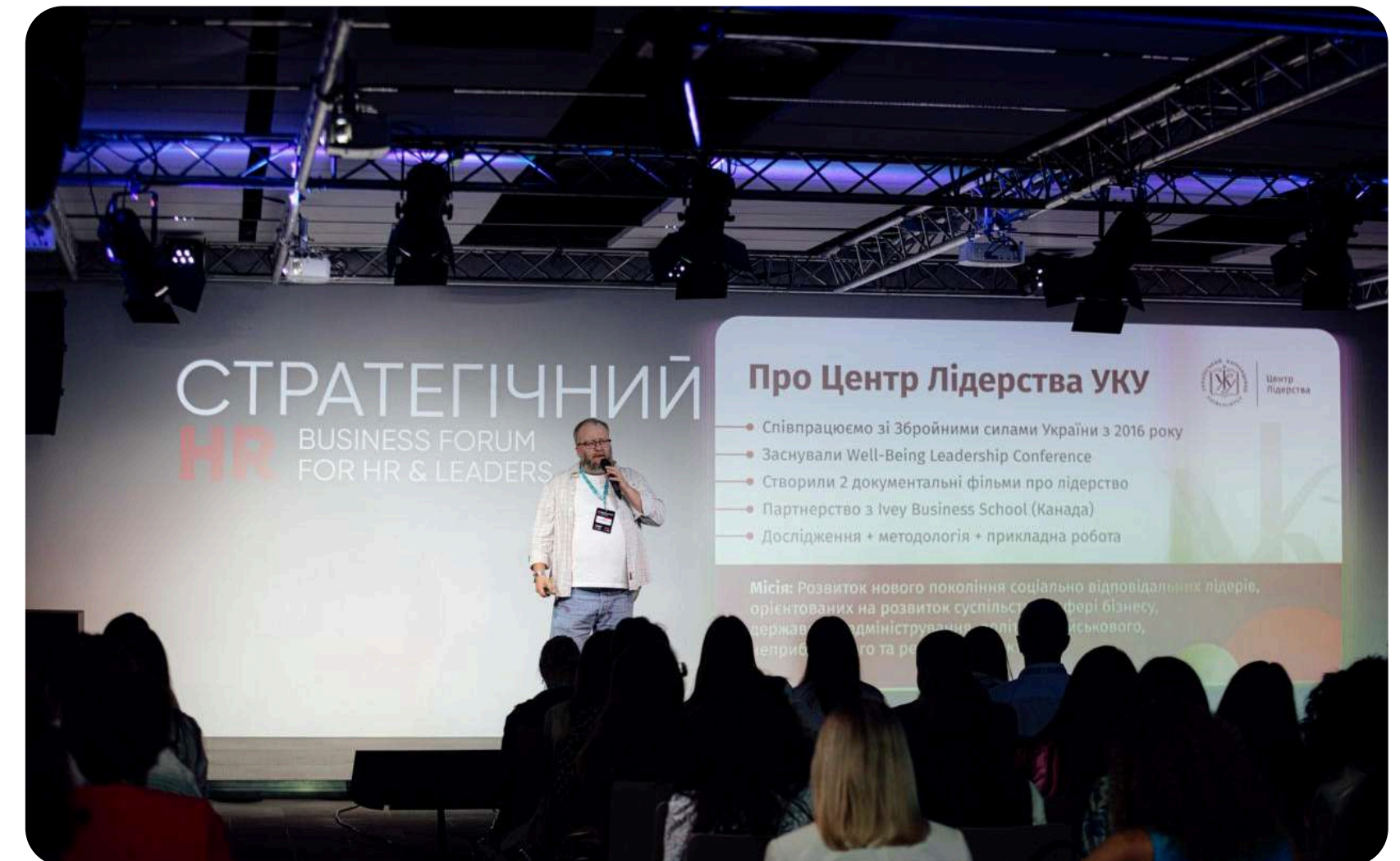


June 17, 2025

Features:

- Trust, Character, and organizational culture are emerging as core strategic assets in times of uncertainty.
- HR is no longer just a support function — it is a co-architect of meaning and culture.
- Leadership today means acting without instructions, holding space, and responding with moral courage.
- Character-driven leadership enables resilience, ethics, and long-term competitiveness.

Full article “Leadership in Times of Uncertainty”



CONTENT ON LEADERSHIP:

DOCUMENTARY FILM

“SCHOOL OF PATRIARCH JOSYF SLIPYJ”

Central figure:

Patriarch Josyf Slipyj of the Ukrainian Greek Catholic Church

Description:

Through the lens of the stories of students and followers of the religious leader, the audience gains a new perception of his contribution to the development of the UGCC and the success of Ukrainians' struggle for statehood. At the same time, the figure of Josyf Slipyj is analyzed from the perspective of genuine leadership in public service.



CONTENT ON LEADERSHIP:

VIDEO CASE

“POINT OF TAKEOFF”

Central figure:

Command of the 414th Separate Brigade of Strike Unmanned Aerial Systems of the Armed Forces of Ukraine “Madyar’s Birds”

Description:

An educational video case focused on the analysis of the brigade’s organizational culture using Adrian Slywotzky’s Asymmetric Model.



CONTENT ON LEADERSHIP:

SERIES

“LEADERSHIP PODCAST”



January – July 2025



12,059 total listens

87,066 views on social media

Host:

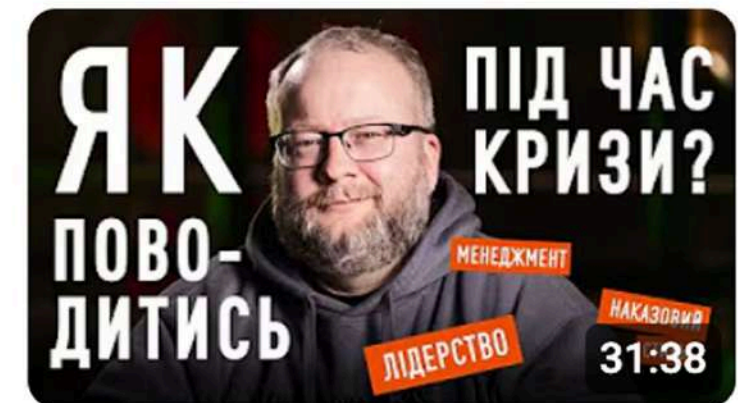
Andrew Rozhdestvensky, Executive Director
of the Center for Leadership of UCU

Platforms:



Description:

An educational series of 10 episodes in collaboration with “Radio SKOVORODA”, dedicated to the modern perception of Leadership, the challenges faced by its bearers, and debunking popular stereotypes in Ukrainian society. The lecture materials are based on the Character-Based Leadership concept developed by researchers at the Ian O. Ihnatowycz Institute for Leadership at Ivey Business School, as well as research conducted by the team of the Center for Leadership of UCU.





Center for
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LEADERSHIP EDUCATION

LEADERSHIP EDUCATION

Key enhancements to the Master's and Executive Programs at UCU Business School:

International expertise integrated into teaching: active involvement of Prof. Gerard Seijts and Prof. Lucas Monzani from the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School. Expanded case library: broader range of teaching cases, including those rooted in Ukrainian and global realities.

From cases to real voices: we increasingly invite case protagonists and distinguished guest speakers directly into the classroom. Recent examples include:

Andrii Borovyk, CEO of “Transparency International Ukraine”; **Zurab Alasania**, Ukrainian journalist and former head of “Public Broadcaster Suspilne”; **Leonard Mazur**, accomplished entrepreneur and pharmaceutical industry executive; ...and other inspiring leaders.



LEADERSHIP EDUCATION

— **Two separate 3-week express courses in Mindfulness Based Mind Fitness Training – MMFT© in webinar format.**



July – September 2025



Elizabeth Stanley, Ph.D.



200

Partner organization: Georgetown University

— **Basic training course for military personnel “Training of Instructors in the Fundamentals of Leadership and Management”.**



July 22 – September 8, 2025



Andrew Rozhdestvensky, Svetlana Bugay



25

Basic training course “Training of Instructors in the Fundamentals of Leadership and Management”.

The course program is based on the concept of the 11 Virtues of a Leadership Character, adapted for future instructors in leadership and management from among the servicemen of the Defense Forces of Ukraine and representatives of rapid response services.

Represented units and institutions:

- 4th Rapid Deployment Brigade of the National Guard of Ukraine “Rubizh”
- 12th Special Purpose Brigade of the National Guard of Ukraine “Azov”
- 13th Rapid Deployment Brigade of the National Guard of Ukraine “Khartia”
- 17th Poltava Brigade of the National Guard of Ukraine “Raid”
- 30th Separate Mechanized Brigade named after Prince Kostiantyn Ostrozkyi
- 152nd Separate Reconnaissance and Strike Battalion
- Escort Service of the 12th Special Purpose Brigade of the National Guard of Ukraine “Azov”
- Dnipro Lyceum of Security Orientation and National-Patriotic Education named after Oleksandr Hostishchev (Dnipropetrovsk State University of Internal Affairs)
- Kharkiv National Medical University

LEADERSHIP EDUCATION

Basic training course for military personnel “Leadership and Management”.



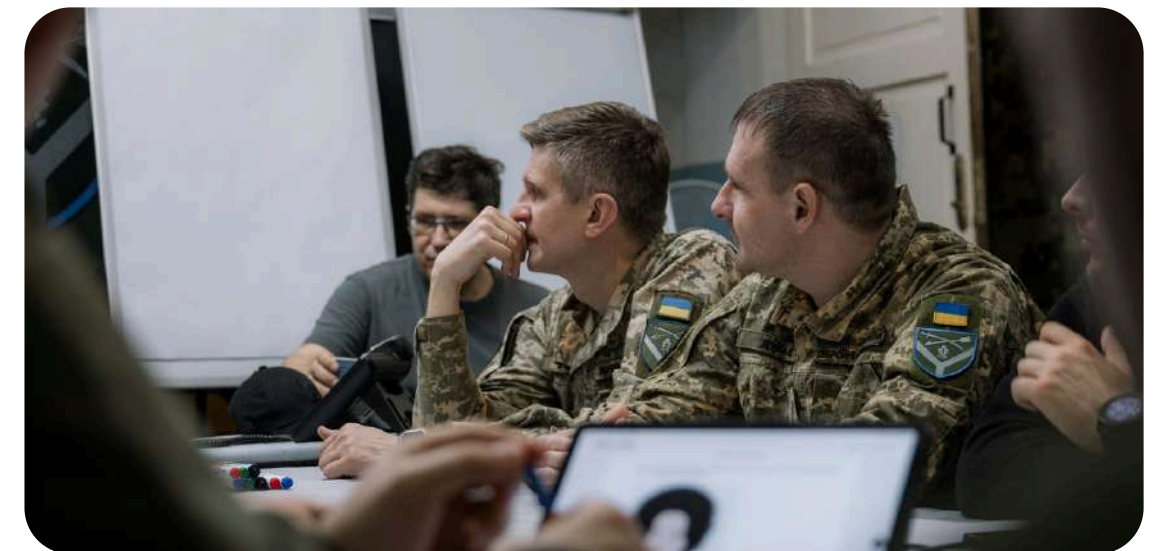
- July 16-18, 2024
- August 20-22, 2024
- October 14-15, 2024
- March 7-20, 2025
- April 17-28, 2025
- July 15-17, 2025
- August 14-16, 2025



Instructor:
Andrew
Rozhdestvensky



Total number of
participants: **266**



The course program is based on the concept of the 11 Virtues of a Leadership Character and is adapted to the challenges of modern warfare, focusing on unlocking leadership potential and organizational skills of sergeants and officers of the Defense Forces of Ukraine.

LEADERSHIP EDUCATION

Training course

“11 Virtues: Toolkit for Developing a Leadership Character”



January 16-17, 2025



Andrew Rozhdestvensky, Olha Ursol, Taras Oleksyn



25

This course represents a crucial step in developing a new kind of Leadership – Character based leadership. The pilot group consisted of educators and educational managers from the Ukrainian Catholic University, as they shape future generations and serve daily as role models for students. Their example of responsibility, resilience, and integrity sets the tone for the University’s culture and extends the values of Leadership far beyond its walls.



LEADERSHIP EDUCATION

Training course “Leadership in Times of Change” for NABU (The National Anti-Corruption Bureau of Ukraine) managers.



July 4-5, 2025



Andrew Rozhdestvensky



38

Another component of the joint strategy of the Center for Leadership of UCU and the UCU Business School to develop the Leadership potential of management and the organizational effectiveness of Ukraine’s anti-corruption structures.



LEADERSHIP EDUCATION

Introductory training course “Leadership for Educators”.



- October 31, 2024
- February 7, 2025
- March 26, 2025
- April 9, 2025



Taras Oleksyn



104 participants

The program introduces administrators of preschool, secondary, and extracurricular educational institutions of Lviv to the 3C Model, the 11 Virtues of a Leader’s Character, and basic approaches to managing teams of educators and fostering the younger generation.



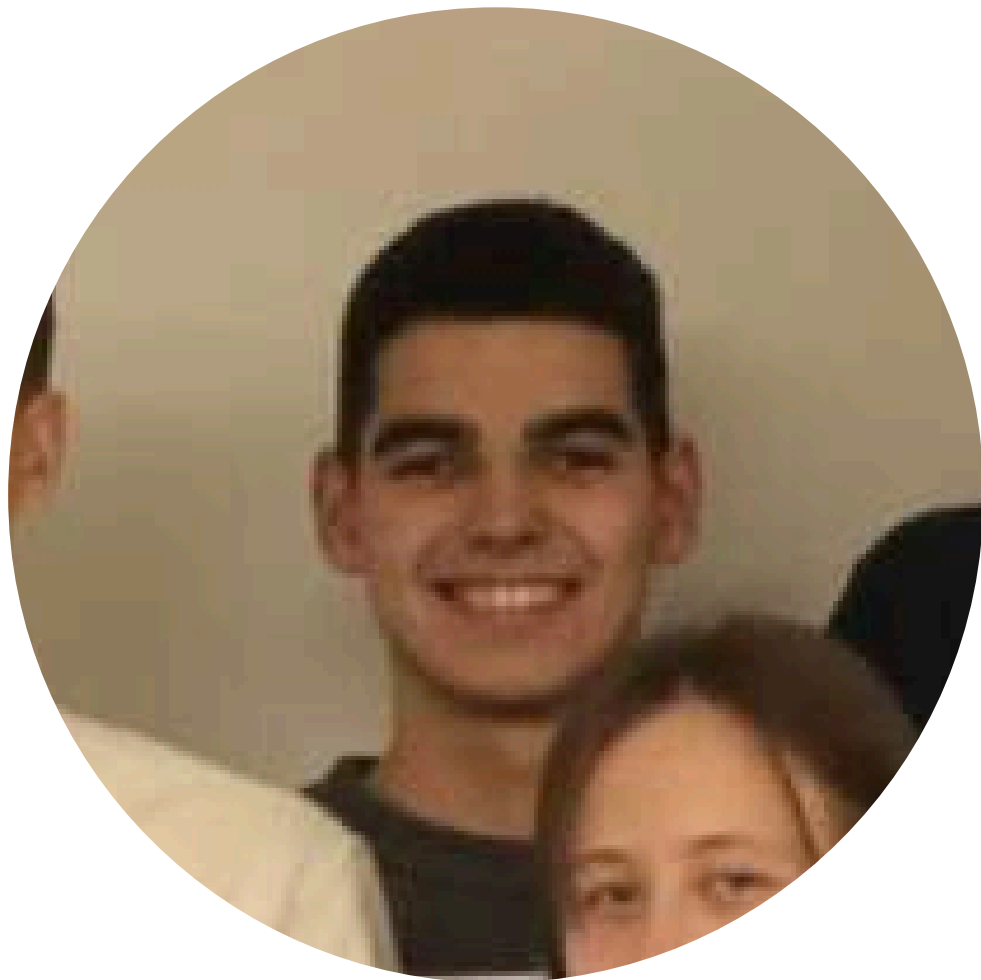
Center for
Leadership

LEADERSHIP IN PRACTICE

LEADERSHIP AWARD

1/10

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



Dmytro Bratashchuk

Social Work

Dmytro developed a Soft Skills course for teenagers at UATeens and coordinated a formation program for young Christian leaders. He also mentors students in ministry, develops youth work at his local church, and co-leads the creation of a youth center to promote dialogue and healing. One of his latest projects focuses on gamification in social work with traumatized children.

LEADERSHIP AWARD

2/10

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



Karina Manzhai

Master's in Nonprofit Management

Karina led psychosocial support projects at the charitable foundation SpivDiia, helping war-affected communities. Despite cuts in funding, she helped stabilize operations. Her thesis explores psychological safety in NGOs during wartime. Karina continues to volunteer and support soldiers while promoting innovative nonprofit leadership in Ukraine.

LEADERSHIP AWARD

3/10

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



Andrii Hlushko

Theology

First-year theology student, Andrii volunteered with people with disabilities, emphasizing dignity and inclusion, and now plans to support injured veterans.

He led several student communities and plays in three bands — one of which, Draga, released a music album for Easter. Through study, service, and creativity, he strives to deepen faith and multiply beauty.

LEADERSHIP AWARD

4/10

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



Dariia Porytska

Ethics-Politics-Economics

As coordinator of the UCU Laboratory of Volunteering, Dariia led initiatives for IDPs, the elderly, and marginalized youth. She also launched a student organization offering psychological support for teenagers affected by war, funded by a €500 grant. A committed young leader, she continues developing academic, social impact, and cross-cultural projects with clarity and compassion.

LEADERSHIP AWARD

5/10

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



Maksym Danyliv

Law

As a student lawyer, Maksym won his first court case defending a wounded soldier's right to compensation. In student government, he initiated electoral reforms, co- led national educational events, organized blood drives and large-scale cultural fundraisers. He also co-created Mission Possible, an award ceremony for student volunteers. His leadership bridges justice, service, and civic impact.

LEADERSHIP AWARD

6/10

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



Marharyta Kupinska

Cultural Studies

Marharyta researched identity transformation among displaced people from Donetsk, combining theory with fieldwork in eastern Ukraine. Through “Student’s Fraternity,” she co-led volunteer projects delivering aid and raising funds for the military. Her focus on cultural healing and civic resilience reflects a deep commitment to postwar recovery and Ukraine’s future.

LEADERSHIP AWARD

7/10

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



Solomiia-Anna Kuchma

Media Communications

After studying abroad, Solomiia returned to Ukraine to support her community and now leads the Youth Council in Pustomyty. She developed a communications strategy for youth engagement, organized a caroling fundraiser that purchased a drone for the military, and volunteers at UCU events. Her dream is to shape youth policy and media literacy in Ukraine.

LEADERSHIP AWARD

8/10

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



Solomiia Novoseletska

Law

Solomiia organized ski and snowboard schools for over 100 Plast scouts, promoting resilience and recovery among youth. She is planning leadership camps for teenagers and volunteers at the UCU Legal Clinic, offering legal aid to veterans and the university community. Her focus is on service, youth leadership, and postwar policy development.

LEADERSHIP AWARD

9/10

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



Sofiia Kashuba

Ethics-Politics-Economics

Despite wartime separation from her family, Sofiia chose to remain in Ukraine and lead change locally.

As a board member of Youth Portal of Buchach, she secured institutional funding, launched youth surveys, and advocated publicly for a civic hub. She also represented Ukraine in Estonia through cultural diplomacy and prepares to pursue graduate studies abroad to serve Ukraine's future.

LEADERSHIP AWARD

10/10

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



Yelyzaveta Tkach

Ethics-Politics-Economics

As Vice President of UCU's Model UN Club, Yelyzaveta led the delegation to New York, where the team earned four awards. She also performed in UCU Theatre productions that explored Ukraine's history and present through art. Admitted to top UK graduate programs, including Oxford, she is committed to representing Ukraine globally and serving its recovery through education and diplomacy.

LEADERSHIP IN PRACTICE

Leading through Uncertainty



November 1-3, 2024



Yasinya, Carpathians



28 participants

- Joint Leadership program for students of UCU and Kyiv School of Economics.
- Aimed at developing teamwork, leadership skills, and building trust in challenging mountain conditions.
- Activities included hiking, group challenges, and reflections on Leadership and Resilience.

Key takeaway: Strengthened collaboration and Leadership potential among future student leaders.



LEADERSHIP IN PRACTICE

Student Self-Government Conference of the Alliance of Ukrainian Universities



January 26-28, 2025



30 participants



UCU, Lviv

The Conference centered on student Leadership, governance models, and current challenges in self-government. A highlight was the engagement with the ***Leadership Character*** framework, which proved extremely relevant and inspiring for the participants.

Included a lecture on fundraising for student organizations by Andriy Khimyak (***UCU***), followed by practical group work on real projects.

Key takeaway:

- A stronger AUU student network was established, ready to implement joint initiatives.
- The Conference became a space where young changemakers could connect, inspire one another, and grow together.
- It reinforced the Alliance's commitment to developing the next generation of student leaders, emphasizing both practical skills and personal Character.

LEADERSHIP IN PRACTICE

BUR Camp for Student Leaders



July 20-27, 2025



Carpathians



16

- The second joint camp was organized by AUU and “Building Ukraine Together” (BUR).
- Gathered active students from across AUU universities to combine volunteering, teamwork, and Leadership.
- Participants renovated community spaces while reflecting on values of responsibility, service, and solidarity.
- Built strong cross-university connections and fostered a culture of student-driven civic engagement.

Key takeaway: Volunteering as a tool for Leadership and community transformation.



VOLUNTEER LAB

Overview of Impact (during 2024-2025 academic year):

975+

students engaged through courses, events, initiatives.

624

unique participants (450 first-year, 174 senior students).

248

UCU students joined volunteer opportunities.

50%

of bachelor's and **33%** of master's students confirmed as volunteers (at UCU and beyond).

129

student leaders supported: mentors, course leaders, VL team, and project initiators.

Key Message:

The “Volunteer Laboratory” is building a culture of service and Leadership across the university.

VOLUNTEER LAB

First-Year “Service Program”:

- **100%** of freshmen (**449** students) completed the program.
- Covered **41** locations and organized **43** events.
- Partnered with **17** NGOs/charities, **13** schools, **15** communities, **7** student initiatives.
- **Goal:** to see service as part of responsible Leadership and gain tools to create and sustain social projects.

Impact:

Students addressed real community needs while developing Leadership and teamwork skills.



Leadership in Volunteering

Course

“Leadership in Volunteering”:

- 21 students trained.
- 6 volunteer events with local schools.
- Prepared new certificate program (2025-2026 academic year).

Key Message:

Students not only learn theory but implement real-life impactful projects.

Course

“Project Management for Change”:

30 students, 9 teams, 6 funded projects, e.g.:


- Workshops for children with disabilities.
- Volunteering awareness for orphans.
- Creative retreat for women of military families.

VOLUNTEER LAB

Volunteering in Communities:

- 21 social events & 11 ongoing volunteering programs in Lviv community.
- 9 mini-projects in 7 smaller towns/villages
(Obroshyne, Zymna Voda, Mostyska, Zhuravno, Zhovkva, Mshanets, Teofipol).
- 45 students engaged with youth centers and schools.

Indirect beneficiaries:

- ~200 people in need.
 - ~250 elderly.
 - 80 orphans.
 - ~400 schoolchildren in Lviv.
 - ~300 young people in rural communities.
- 

VOLUNTEER LAB

Supporting Volunteer Leaders:

Training & wellbeing activities: mentoring school (38), art therapy, clay therapy, community simulation games, team retreats.

Recognition events: Volunteer Day (45 mentors), Mission Possible (20 active leaders and their projects).



Key Message: Continuous support keeps student leaders motivated and resilient.

Thematic Volunteering Initiatives:

- **Army support:** trench candles (3 workshops), military poetry evening (27 participants).
- **Eco projects:** community clean-up & planting 500 trees (60 participants, incl. 30 orphans).
- **Social direction:** 4 workshops for elderly (Joyful Aging), charity event Vesnyanky for children with cancer.
- **Cultural-educational:** UCU tour + Model UN game for schoolchildren.

90+ students

engaged in ongoing volunteering with NGOs: “Emaus UCU”, “Zaporyka Foundation”, “Tarylka Food Rescue”, “Pokrova”, “Blahodat”, “Sonyashnyk”, “ChuTy”, “TeploDiya”, etc.



Center for
Leadership

SUMMARY FOR EDUCATIONAL PROGRAMS:



Center for
Leadership

**UCU BUSINESS
SCHOOL**

Growing country by
growing companies and people

**Executive
Programs:**

640

participants

**Master's
programs:**

71

students

SUMMARY FIGURES FOR EDUCATIONAL PROGRAMS:

Executive Education Programs

- Transformational Leadership in Times of Uncertainty – 2 programs, 45 participants
- Effective Manager: Leadership Skills – 3 programs, 95 participants
- Management for Leaders – 2 programs, 42 participants
- Business Recipes for Medical Centers – 16 participants
- Strategic Management for Healthcare Leaders in Times of Constant Change – 60 participants
- Key Strategies in Quality, Fundraising, and Negotiations for Healthcare Leaders – 60 participants
- International and National Frameworks of Mental Health – 60 participants
- Red Tag – Accountability – 40 participants
- TasComBank – Transformational Leadership – 18 participants
- Vodafone – Crisis vs. Strategic Leadership – 25 participants
- MSD – Crisis Leadership and Organizational Culture – 18 participants
- PrivatBank – Leadership and Values Culture in the Organization – 36 participants
- NABU managers – Leadership in Times of Change – 38 participants
- IT Smartflex – Character Leadership: Adaptability, Resilience, Development – 24 participants
- Creatio – Leadership and Management – 53 participants

TOTAL
640
PARTICIPANTS

SUMMARY FIGURES FOR EDUCATIONAL PROGRAMS:

Master's Programs

- MSc in Innovations and Entrepreneurship – 25 students
- MSc in Managing Impact-Driven Organizations (Leadership and Management module) – 16 students
- Key Executive MBA (Leadership: Management Transformation Intensive module) – 30 students

TOTAL

71

STUDENTS



Key Executive MBA



MSc in Innovations and Entrepreneurship



MSc in Managing Impact-Driven Organizations

**UCU BUSINESS
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FUTURE PLANS AND TEAM

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

Content Creation

→ **A Leadership Case Inspired by UCU's Founding**

Development and publication of a teaching case on personal and organizational Leadership. The case will highlight the story of UCU's growth and the leadership journey of Archbishop Borys Gudziak.

This project will become the next episode in a series of educational cases dedicated to lessons on Leadership from prominent figures of the UGCC during the turbulent events of the 20th-21st centuries, logically continuing the previous narratives about Metropolitan Andrey Sheptytsky and Patriarch Josyf Slipyj.

→ **New Season of the "Leadership Podcast"**

Recording and release of the Second season of podcast with Andrew Rozhdestvensky.

The focus: candid conversations on Leadership with military and civilian leaders.

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

Events & Gatherings

→ **Alumni Leadership Day 2025**

The annual reunion of UCU Business School graduates.



November 1, 2025

→ **“Well-Being Leadership Conference – 2026”**

The 4th International Conference on Leadership and Well-Being.



May 22, 2026

→ **Women Leaders’ Breakfast Series**

Co-organized with UCU Business School. A series of gatherings aimed at building a strong Community of Ukrainian women leaders ready to face today’s challenges.

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

Research & Educational Programs

→ **Political Resilience Program**

Design and launch of a training program for politicians, public servants, and military leaders committed to democratic values.

→ **Adaptive Leadership Research**

Ongoing research on adaptability and co-authored publications with Ivey Business School partners.

→ **Train the trainers course for the leadership instructors**

IHNATOWYCZ INSTITUTE FOR LEADERSHIP TEAM



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Prof. Dusya Vera



Prof. Lucas Monzani



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UKRAINIAN CATHOLIC UNIVERSITY

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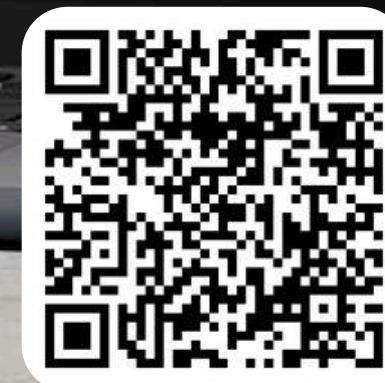


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