



International Scientific and Practical Conference
"Business Ecosystems: Sustainable Development (BESD-2026)"
September 24–25, 2026

TOPIC "FORMATION OF HUMAN CAPITAL FOR INNOVATION"

Day 2 — Friday, September 25

10:00–13:40

online

Moderators: *Olena VASYL'YEVA, Prof. DSc, National University Zaporizhzhia Polytechnic*
Iryna MAKSYMENKO, Assoc. Prof. PhD, National University Zaporizhzhia Polytechnic

10:00

- **Welcome speech by moderators**

10:05

- **Azimjon Kholov**

Measuring the Quality of Regional Innovation Governance: Construction and Empirical Assessment of an Innovation Governance Index for the Regions of Uzbekistan

10:20

- **Vladyslav Korolkov, Yevhen Nefodov and Oksana Sorina**

Adaptive Governance of Human Capital Formation, Development, and Post-War Recovery in Territorial Communities: A Multi-Level Analytical Model

10:35

- **Larysa Zomchak and Yaryna Bortnyk**

Regional Human Capital Trajectories and Spatial Spillover Patterns amid Ukraine's Wartime Polycrisis within a TOPSIS Framework

10:50

- **Dmytro Plynokos, Marharyta Lisnichenko and Serhii Tarasov**

Sustainable Human Capital Development in Mine Action: International Standards-Based Approach

11:05

- **Liana Maznyk, Taisiia Lebedynets and Karyna Zhukovska**

The Impact of Corporate Blockchain on Digitalizing HRM and Operations in Multinational Teams

11:20

- **Olena Dragan and Apollinaria Kryzhanovska**

Integration of Veterans into the Corporate Environment as a Component of the Company's Corporate Social Responsibility Strategy

11:35

- **Anna Chechel and Halyna Tymofieieva**

Theoretical Models of Interaction between Social Entrepreneurship and Local Government

11:50

- **Oksana Svatiuk, Halyna Leskiv and Mariana Myronova**

Adaptive HCM in Volatile Logistics as AI and KPI Synergy

12:05

- **Pavlo Petrov, Ivan Holovko, Oleksandr Koptiev and Oleksandr Mykhailiuk**
Civic Tech, Social Capital and Human Capital Retention in Crisis-Affected Innovation Ecosystems: International Lessons for Ukraine

12:20

- **Ihor Liadskyi, Oleksandr Galych, Dmytro Diachkov, Inna Senko and Ivan Zos-Kior**
Managers' Social Intelligence, Work Engagement and Corporate Loyalty: Implications for Personnel Security

12:35

- **Pavlo Petrov, Ivan Holovko, Anton Chornobylskyi and Dmytro Demchenko**
Digital Participation as a Mechanism for Preserving and Developing Human Capital for Innovation: A Conceptual Framework for Wartime and Post-War Ukraine

12:50

- **Irina Lomachinska and Oksana Rykhlytska**
Digital Leadership: Integrating Archetypes of Leadership Competencies and Artificial Intelligence in Managing Organizational Change

13:05

- **Polina Stegantseva and Eugene Stegantsev**
Applying the Concept of Mathematical Structure as a Means of System Thinking Forming

13:20

- **Discussion**