



TAKE 2025

HOSTED BY

Sofia University St Kliment Ohridski

SOFIA UNIVERSITY
ST. KLIMENT OHRIDSKI



July 1st – 3rd 2025

<https://take-conference2025.com/>

PROGRAM Sofia Time

Monday June 30th	
17h00 - Cultural Tour in Sofia	
19h00 – Reception at the University	
Tuesday July 1st	
9:00	Registration opens
9:30	Pre-Conference Workshop on Gaming and Education – Dr Igor Lopes
11:30	Opening Session
12:00	Keynote Speech – Dr. Karen Dix-Vollum
13:00	Lunch Break
14:00	Parallel Sessions
15:30	Coffee Break
16:00	Meet the Authors – Chaired by Darlene Russ-Eft
17:30	Workshop – Andrew Lyon and Fabian Fagel
18:30	End of Conference Day
Wednesday 2nd July	
9:30	Keynote Speech – Dr. Marcus Ungerer
10:30	Coffee Break
11:00	Parallel Sessions
12:30	Lunch Break
13:30	Keynote Speech – TBA
14:30	Gallery of Art – by fellow artists Dr Peter Sharp, Karen Dix and Blazenka Knezevic
15:30	Coffee Break
16:00	Parallel Session
17:30	Workshop – Dr Stacy McCracken
18:30	End of Conference Day
Thursday 3rd July	
9:30	Keynote Speech Dr Gaby Neumann
10:30	Coffee Break and Poster Sessions
11:30	Parallel Sessions
13:00	Lunch
14:00	Keynote Speech – Dr Constantin Bratianu
15:00	Knowledge Café – Dr Eduardo Tomé
16:00	Parallel Sessions
17:30	Coffee Break
18:00	Closing Session - Presentation of TAKE2026
18:30	End of Scientific Activity
20:00	Conference Dinner – Venue to be announced
23:00	End of the Conference
Friday 4th July	
TBA	Trip to Bulgaria Countryside

Monday June 30th

17h00 - Cultural Tour in Sofia

19h00 – Reception at the University

Tuesday July 1ST**9:00** Registration opens**9:30** Pre-Conference Workshop on Gaming and Education – Dr Igor Lopes Martinez**11:30** Opening Session- Representative o Sofia University St Kliment Ohridski
Prof. Dimitar Zhelev
Prof. Kaloyan Tsvetkov
Dr Eduardo Tomé**12:00** Keynote Speech – Dr. Karen Dix-Vollum - Integrity Ethics and Values in the Pos-Covid-19**13:00** Lunch Break – University Canteen**14:00** Parallel Sessions

14:00	Human Resources Management Chair Person Agnieta Pretorius	Knowledge Management Chair Person Gaby Neuman	Business Models Chait Person Katarzyna Tracz-Krupa	Economics
14:30	Aldona Dereń, Jan Skonieczny Creativity as a factor in the development of creative organizations and societies	Vincent Ribiere Learning from Global Most Admired Knowledge Enterprises (MIKE)	Yaffa Moskovich Business strategy and culture sustainability: An Israeli Restaurant Case Study, Lessons Learned	Francesco Zecca Globalization and export of agricultural products of developing countries: a political lesson
15:00	Dr. Mitt Kabir The Role of AI and Automation in Knowledge-Based Gig Work	Maria da Conceição da Costa Marques Interconnection between knowledge management and sustainability in higher education institutions in Portugal	Andrej Bregar Human judgments in AI-facilitated decision-making processes	Marta Sampaio Emotional Salary: Factors that Enhance Talent Retention in Companies
15:30	Pedro Oliveira The Knowledge Economy, Digitalization, and the Social and Solidarity Economy: A Sustainable and Ethical Approach to Competitiveness in a Globalized World	Olivier Bonnaud Microelectronics skills and jobs for the future, in line with digital advancements	MONIKA KLIMONTOWICZ Justyna Majewska Eduardo Tomé AI as a tool to support Silvers' financial independence	Daniela Monteiro Do Rotation Rules and NAS Restrictions Improve Audit Quality? A Comparative Study of Different Regulatory Periods in Europe.

15:30 Coffee Break**16:00** Meet the Authors – Chaired by Darlene Russ-Eft**17:30** WorkshopAndrew Lyon
Fabian Fagel - Entrepreneurship Hub: fostering hospitality entrepreneurship through learning community**18:30** End of Conference Day – Informal dinner in Sofia

Wednesday 2nd July

9:30	Marius Ungerer Leadership in service of a better future.				
10:30	Coffee Break				
11:00	Parallel Sessions				
11:00	Human Resource Development	Migrations	Social Problems	Current Issues	PhD Workshop conv Drs Julia Claxton and Hafner
11:00	Darlene Rus-Eft Joshua Smith Strategic Policies for Interoperability of Electronic Healthcare Records	Ana Brasão Radwans Krarabsheh The role of political skills and emotional intelligence in mitigating knowledge hiding in	Judy Smetana Krissy Lewis Understanding the difference between growth and fixed mindsets, implications for individuals	Agnieszka Zielińska Labor Market Demands for Future Leaders in Information Technology Companies: Integration of AI, IoT, and Leadership	FUTURE BASING
11:30	Ana Dias Centralization or Decentralization in Health Systems: Advancing Person-Centered Care	Karen Dix-Volum What does Fairness really mean?	Stacy McCracken Growth Mindset and AI Interest: Unlocking Innovative Thinking in a Global Workforce	Blazenka Knezevic Young consumers in the world of online and omnichannel shopping - the case of Croatia	FUTURE BASING
12:00	Gregorio Perez-Arrau Inclusion Initiatives for People with Disabilities in Organisations in Chile: Challenges and Lessons Learned	Ryan Scicluna Sandra Dingli Raelene Church Agata Scicluna Derkowska Balancing Tradition and Innovation: Academic Libraries for the 21st Century	Peter Sharp Learning from Biographies for Creative Enterprise	Agnieta Pretorius TBA	FUTURE BASING
12:30	Lunch – University Canteen				
13:30	Keynote Speech – TBA				
14:30	Gallery of Art – Gallery of Art by fellow artists Dr Peter Sharp, Karen Dix, and Blazenka Knezevic –				
15:30	Coffee Break				
16:00	Parallel Sessions				
16:00	Human Resources	Knowledge Management	Logistics	Learning	
16:00	Ananda Mitra Bringing AI pedagogy in a non-STEM domain	Florina Pinzaru and Alexandra Zbucea The Intersection of Digital Transformation and Geopolitical Shifts in Knowledge Management	Paulo Machafo Logistics Performance and its Impact on Regional Development: The Case of Tâmega and Sousa region in Portugal	Mercedes Gambau The impact of learning and innovation on value creation	
16:30	Eduardo Tomé Theory and Application of EU HR directed funds	Susana Oliveira Interdepartmental Collaboration in B2B: The Strategic Role of Marketing at OLI"	Gaby Neumann Nouha Barray Generative Artificial Intelligence to Drive Knowledge Sharing in Logistics	Kenewerd Hill English Grammar Simplified	
17:00	Alexandre Diniz Frederich Nietzsche and the Knowledge Economy	Katarzyna Tracz-Krupa Walking the talk: A preliminary scoping review for evaluating the science-practice divide in management education	Carlos Ventura Knowledge-Based Decision Making in Logistics: Applying Big Data Analytics to Capillary Distribution Planning	Igor Lopes AI and experiential learning in supply chain education snf integrated approach for enhanced decision making	
17:30	Workshop - Stacy McCracken Innovative Minds in an AI World: Practical Strategies for Growth and				
18:30	End of Conference Day – Informal dinner in Sofia				

Thursday 3 rd July					
9:30	Keynote Session – Gaby Neumann Study Program Evaluation Process				
10:30	Coffee Break and Poster session				
11:30	Paralell Sessions				
11:30	Social problems	Accounting	Current Issues	Sustainability	Decision Making
11:30	Daniela Dimitrov The TJMxx Case: A Sorrowful Personal Story of How a Fortune 100 Company Treats the Little Person Authors	Favziya Seidakhmetova, DEVELOPMENT OF ACCOUNTING AND AUDITING IN THE CONTEXT OF DIGITALIZATION OF SOCIETY	Amy Pechacek Authentic Leadership as an Ethical Anchor: Building Integrity-Based Organizations in the Post-Pandemic Era	Anna Jasińska-Biliczak, Małgorzata Rutkowska: Green transformation modelling: considerations about green energy, green management and circular economy).	Madeleine Block AI as a Partner, Not a Boss. How to Preserve Critical Thinking in Decision-Making
12:00	Gabriela Strzelec Antecedents of Self-initiated Digital Nomads	Daniela Monteiro The Evolution of Audit Oversight in Europe: A Comparative Analysis Across Different Regulatory Periods	Inês Carneiro Exploring the potential of the Blue Economy in the Iberian Peninsula: A Cluster- Based Approach linking Sustainability and Logistics	João Farinha Maria Pina Leadership for Sustainable Futures: A Conceptual Model for ESG-Driven Corporate Transformation	Sarah Graham The UK Online Safety Act 2023 - Implications for Research and Legal Education.
12:30	Mirona Mihaela Radu Empowering Women in the Film Industry: the Mentorship and the Transfer of Tacit Knowledge as a Catalyst for Growth in the Creative Economy	Joãp Fatinha e Christian Zhelev Integrating the Latest Taxonomy into Corporate Governance: A Conceptual Model for Contemporary Governance Frameworks	TBA	Greenwashing vs Genuine Sustainability: Evaluating the Effectiveness of CSR Strategies	Frank Benzina Katarzyna Tracz Krupa Vincent Cassar Agnieszka Zielińska Validation of the Polish version of the Evidence-Based Management Utilisation Scale: Assessing the Mediating Role of Risk-Taking and the Moderating Effect of Education Level on Decision Quality

13:00	Lunch – University Canteen			
14:00	Constantin Bratianu - New Visions on Managing Knowledge			
15:00	Knowledge Café – Dr Eduardo Tomé			
16:00	Parallel Sessions			
	Human Resource Management Chair Person Radwan Kharabsheh	Sustainability	Educatiom Chair Person Peter Sharp	Social problems
16:00	Ana Dias Conceição Cunha José Alvarelhão Motivations and challenges of Portuguese for-benefits companies in health projects: a case study	Marta Christina Sociu ESG Policy Implementation- a challenge on competitiveness? A cross comparative EU study on the private sector	Gary Mc Lean Aitana González Ortiz de Zárate Artificial Intelligence in Human Resources: A Critical Review Based on Situated AI Theory	Manca Friskovec Understanding immigration patterns: A panel data study on economic and institutional factors in European Countries
16:30	Heidrun Picheler Old Values, New Work: The Strategic Potential of Traditional Virtues in SMEs in the craft sector	João Farinha Nuno Militão Maria Pina Filomena Aranha ESG as a Business Success Factor: an Exploratory Analysis of the Impact of Sustainable Practices on Portuguese Companies	Carlos Rouco e Elizabete Cipriano Soft Skill Profile of a Middle Leader: A Case Study in Portugal Private Higher Education	Gregorio Perez Arrau From supporting actor to protagonist: Human Resource Management Professionals in Chile during the COVID 19 pandemic
17:00	Zsofia Hucksek “Step Like a Lion”: A Comparative Study of Academics’ Visualisation of Challenges and Solutions in the Context of Research and Business	Dr. Okey Okonkwo Motivating Employees for Sustainability: The Role of HRM through the Lenses of Identity Theory	Nohjin Kee Transitioning from In-Person to Online Learning in PSL300: Evaluating Student Performance Trends	Changiz Valmohammadi Presenting the business intelligence framework of laboratory centers using data mining
17:30	Coffee Break			
18:00	Closing Session Presentation of TAKE2025			
18:30	End of Scientific Activity			
20:00	Conference Dinner			
20:00	End of the Conference			
Friday 5th July				
TBA	Trip to Bulgaria Countryside			

