



## Shvindina Hanna

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Profile at SSU: <http://management.fem.sumdu.edu.ua/index.php/en/staffs/70-shvindina>  
Profiles are at ResearchGate, ORCID, Academia.edu

### SUMMARY:

#### Current positions:

- Acting Head of the department of management, SSU (Ukraine), 2019 – now;
- Associate professor of department of management, SSU (Ukraine), 2007 – now;
- CEO at NGO “Lifelong Learning Center”, 2018 – now.
- Project Manager at NGO CYS (Council of Young Scientists), 2012 – now;

**Previous positions:** Visiting Scholar at School of Industrial Engineering, Purdue University (USA), 2018-till June 2019; Deputy Director for R&D at Oleg Balatsky Academic and Scientific Institute of Finance, Economics and Management, 2016 – 2018; Deputy Head of the Department of Management, SSU, 2008-2016; Senior lecturer, department of management, SSU, 2006-2007; assistant, department of management, SSU, 2002-2006.

**Current research interests:** The Organizational Development and Evolution, Strategic Management, The Change Management, Conflicts Management, Coopetition, Cooperation & Competition, Paradox Management, Civil Society.

**Competences** as a Researcher: Bibliometric Analysis (VISViewer, BiblExcel), Qualitative Analysis (NVivo, MaxQDA), Quantitative Analysis (Econometrics), Value Chain Analysis, Market Analysis

#### Post-Doc Research:

- Coopetition Model of Organizational Development: Evaluation and Management Framework (Post-doc research at SSU, Ukraine),
- “The Analysis of a Coopetition in the Research Industry as a Possible Trajectory of Organizational Development” (Post-Doc research at MRM, France).

### EDUCATION AND QUALIFICATION:

- **2019** – Post-Doc at University of Purdue, direction «Business and Management», 10 months. Supervisor: Vincent Duffy (2018-2019, USA);
- **2017** – Doctoral Summer School in Economics and Innovation (July, 2017, Estonia);
- **2016** – Post-Doc at University of Montpellier, direction «Business Studies and Management Sciences», specialization «Strategic Management», 9 months. Supervisor: Prof. Frédéric Le Roy (2015-2016, France);
- **2009** – Highest Attestation Committee of Ukraine, Associate Professor (academic rank);
- **2006** – Highest Attestation Committee of Ukraine, Candidate of Sciences in Economics (Ph.D.);
- **2002** – Ph.D. Program graduation, SSU;
- **1999** – Sumy State University, specialist in "Management of Organizations", honor diploma;
- **1999** – Sumy State University, interpreter (English).

**Current research supervision (Ph.D. students):** Kotenko Stanislav (08.00.04 – Economics and Enterprise Management); Koshevets Vita (08.00.06 – Environmental Economics and Environmental Protection).

**Completed research supervision (Ph.D. students):** Martinets Viktoria (08.00.04 - Industrial Economics and Business Management), 2013. Nwosu E. Jonathan (08.00.06 – Environmental Economics and Environmental Protection), 2018.

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**Current Undergraduate Teaching** (lecturer): Strategic management (MSM), Management of Organizations (MSM), Change Management (MSM), Management (BSM), SelfManagement (BSM).

**Languages of teaching:** English, Ukrainian and Russian.

**Scientific Mentoring of undergraduate students:** annual participation in Olympiads and competitions in Management as a coach at University and country levels. Results: students usually take III-V places in Ukraine.

**Major administrative roles:**

- Expert in course design for distant-learning;
- Co-editor and manager of International Forum “STABICONsystems” at Sumy State University;

**Editorial Activity:**

- Invited reviewer for 9th Conference «Conference on Manufacturing Modelling, Management and Control», Germany (SCOPUS, Web of Science), since 2019;
- Co-editor of Monograph «Reducing intra- and international inequalities and disproportions towards SDGS», Rivers Publishers, Netherlands (SCOPUS, Web of Science), since 2018;
- Co-editor of special Issue MDPI «Safety», Switzerland (Web of Science), since 2018;
- Editorial Board Member of “Problems and Perspectives in Management” journal”, Ukraine, [https://businessperspectives.org/journals/problems-and-perspectives-in-management#editorial-board\\*section%3Ehanna-shvindina](https://businessperspectives.org/journals/problems-and-perspectives-in-management#editorial-board*section%3Ehanna-shvindina) since 2018;
- Member of Scientific Council at the quarterly scientific journal “Marketing of Scientific and Research Organizations”, Poland, <http://minib.pl/en/about/> since 2016;
- Member of Editorial Board at Business Ethics and Leadership (BEL), ARMG Publishing, Ukraine, <http://armgpublishing.sumdu.edu.ua/journals/bel/> since 2017;
- Member of Editorial Board at Environmental Economics, *Business Perspectives*, Ukraine, <https://businessperspectives.org/journals/environmental-economics#editorial-board> since 2017.

**Membership:**

- CENA community, <http://www.cenacommunity.com/> since 2016

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**EXTERNAL APPOINTMENTS:**

- Regional coordinator of the Competition “Youth Capital of Ukraine”, 2017-now;
- Visiting professor for in-service training (Strategic management, Conflicts management);
- Coach in management and team-building;
- Coach in Project Management for SMEs, individual advisor for start-ups;
- Coach in Teaching Innovations for educators

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**RECENT SEMINARS:**

- “Effective College Teaching”, provided by R. Brent and R. Felder, 4-5/12/2018 (West Lafayette, Purdue University, USA)
- Trainings “Introduction into Education for Adults” provided by DVV International supported by the Federal Foreign Office, 19-21/10/2017, Kyiv;
- Training “Innovations Development at local level” provided by DVV International supported by the Federal Foreign Office, 13-15<sup>th</sup> of September, 2017, Irpin;
- “Active Citizens” Project supported by British Council, 2016-2017, Sumy and Kyiv;
- Course «Green Industry: Paths towards Sustainable Industrial Development», organized by UNIDO (Austria) on the base of Central European University (Budapest, **Hungary**), CEU, 10-23 July, 2016;
- Training Programme on International Specific of Educational Programmes, oriented on European Tendencies, Zywiets (**Poland**), April 2015;
- Programme of Academic Exchange EMINENCE within the framework of Erasmus Mundus, University of Montpellier 1 and 2, Montpellier (**France**), October 2014;
- Educational programme "Regional Seminar for Excellence in Teaching", S.-Petersburg (**Russian Federation**), European University, 2011-2014;
- "Excellence in Writing E-mails", presented by Y. Baranchenko (lecturer of New-Castle Business School), Sumy State University, Sumy (**Ukraine**), 2013;

- "Advanced E-learning Courses Design for experts", Sumy State University, Sumy (Ukraine), 2013

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## **RECENT PUBLICATIONS (since 2008):**

### **Textbooks:**

- *Management for Masters*: textbook in 2 volumes / edited by O. Balatsky and O. Telischenko. – Symy: University Book, 2011. – V.1 (two chapters), 2013 - V.2 (one chapter) - *in Ukrainian*.
- *Management for Bachelors*: textbook in 2 volumes / edited by O. Balatsky and O. Telischenko. – Symy: University Book, 2010. – V.1 (two chapters) - *in Ukrainian*.

### **Monographs:**

- Balatsky O., Shvindina H. Ecological and economic aspects of resource saving // Methods of solving ecological problems : monograph / Edited by Prof., Dr. L. Melnik and Prof., Dr. O. Shkarupa - Sumy: Publishing house of SSU, 2010. - Vol. 3. - 663 p. - P.317-336 – *in Russian*
- Shvindina H. Social and economic potential of the region : monograph / Edited by Prof., Dr. O. Balatsky. - Sumy: University Book, 2010. - 364 c. - (author presented several chapters: 2.4, 2.5, 3.1, 3.2) - *in Russian*.
- Shvindina H. Effective strategies of an organization under economic crises: coepitition as a new paradigm / Fundamentals of forming the mechanisms of financial governance in Ukraine in times of crises : joint monograph / Edited by T. Kosova. – Kriviy Rig: DonNUET, 2016, - 320 p. - P. 304-312. - *in Ukrainian*
- Shvindina H. The depopulation in Ukraine as an Impact-factor of Labour Market Development / Beskidzkie Dziedzictwo V. Praca zbiorowa pod redakcja. ks. dr. Stanisława Cadra i dr. Stanisława Ciupki. - Łodygowice, 2017. - 184 p.; P.162-182. - *in English*
- Shvindina H. The approaches to management of organizational development at the enterprise / The Management of Innovative Component of Economic Safety : the monograph / Edited by O. Prokopenko, V. Shola, V.Scherbachenko – Sumy: Ltd «Trytoria», 2017. – V. I. – P. 210-217. - *in Ukrainian*

### **Papers:**

- Shvindina H.O., Martinets V.V. Methodological Approach to Transaction Attractiveness Valuation as a Decision-Making Tool of Organizational Strategy // International Journal of Management and Network Economics. – 2018. – 4 (2). - 159-176.
- Leonov S.V., Vasilyeva T.A., Shvindina H.O. Methodological approach to design the organizational development evaluation system // Scientific Bulletin of Polissia, 2017. – 3(11) – V.2 – P. 51-56. - *in English*
- Shvindina H.O. Innovations of Strategic Management Development: From Competition to Coepitition // Marketing and Management of Innovations. – 2017. - № 1. – C. 180-192. DOI: 10.21272/mmi.2017.1-16 - *in Ukrainian*.
- Shvindina H.O. Strategic Changes Management system at the Enterprise // Prichornomors'kyi Ekonomichni Studii. – 2016. – N 12. – P. 46-50. - *in Ukrainian*
- Shvindina H.O. The identification of the Essence of the Organizational Development Strategy // Intellect-XXI, 2016. - № 6. – P.153-160. - *in Ukrainian*
- Shvindina H. O. The applicability of the social development and organization development theories at the enterprise // *Economic Processes Management: International Scientific E-Journal*. – 2016. – No 4, Available at: [http://epm.fem.sumdu.edu.ua/download/2016\\_4/epm2016\\_4\\_10.pdf](http://epm.fem.sumdu.edu.ua/download/2016_4/epm2016_4_10.pdf) - *in English*
- Shvindina H. The Evolution of the Approaches to Identification of the Strategy Content // Mechanism of Economic Regulation. – 2016. – No 3. – P.66-77. - *in Ukrainian*
- Shvindina H.O. Identification of the Main Elements of the Organizational Development Management Model at the Enterprise // Ukrainian Journal of Applied Economics. – 2016. - №4 – P. 147 – 156. - *in Ukrainian*
- Shvindina H. O. The Theoretical and Practical Aspects of the Organizational Changes at the Enterprise // Business Inform. – 2016. – No 11. – P. 354 – 359 - *in Ukrainian*
- Shvindina H. The Depopulation in Ukraine: Trapped in Mortality Crises // Journal Forum Scientiae Oeconomia (Poland) – 2016. – No 1. – pp.5-19 - *in English*
- Shvindina H. The outsourcing as a development of a modern firm in the agricultural sector (case of farm “Artemenka”) / Hanna Shvindina, Vitalya Artemenko // Journal "Vistnik of SSU. Economics" (Sumy) - 2016. (the papers is accepted by editing commission) - *in Ukrainian*
- Shvindina H. Development Strategies Search for the Ukrainian Enterprises: Responses to Global Challenges [Electronic Resource] // Efektivna Ekonomika (Effective Economy), 2015. - № 12. – Available at: <http://www.m.nayka.com.ua/?op=1&j=efektyvna-ekonomika&s=%3C/p%3E%3Cp%20id=&z=5706> - *in Ukrainian*

- Shvindina H. Г.О. Comparative Analysis of Organizational Development Models [Electronic Resource] // *Efectyvna Economica (Effective Economy)*, 2015. - № 11. – Available at: <http://www.economy.nayka.com.ua/?op=1&z=5707> - in *Ukrainian*
- Shvindina H., Shkurko I. Development of the Quantitative Five Forces Analysis as a Strategic Management Tool / Julia Shkurko, Hanna Shvindina // *Journal "Vistnik of SSU. Economics"* (Sumy) - 2015. - № 1. – P.75-82. - *in English*.
- Shvindina H., Vishnevskaya O. Specifics of personnel labor adaptation process in project-based organizations / Hanna Shvindina, Oksana Vishnevskaya // *Journal "Vistnik of SSU. Economics"* (Sumy) - 2013. - № 4. – pp.146-154 - *in Russian*.
- Koshevets V., Shvindina H. The production of ecologically clear products as one of the factors of business reputation forming / Vita Koshevets, Hanna Shvindina // *Business-inform (Kharkiv)* - 2012. - №8. - pp.83-85 – *in Ukrainian*.
- Shvindina H. Theoretical basics of cyclic development of economic systems // *Journal "Vistnik of SSU. Economics"*. - Sumy: Publishing house of SSU– 2012. - № 2. – P. 123-130 - *in Russian*.
- Shvindina H., Koshevets V. Business reputation as an index of effectiveness of organizational development / Hanna Shvindina, Vita Koshevets // *Journal "Vistnik of SSU. Economics"*. - Sumy: Publishing house of SSU – 2011. - № 2. – pp. 75-79. – *in Ukrainian*
- Shvindina H. Core Competences Management – fundament of strategy development for modern company // *Vistnik of Chmelnytskyi National University. Economic Sciences*. - 2010, № 3. - V.1. - pp. 234-238. - *in Russian*.
- Shvindina H. Forming of the support mechanism of sustainable development of regional economic potential // *Journal "Vistnik of SSU. Economics"*. - Sumy: Publishing house of SSU – 2008. - № 2. – pp.95-101. - *in Russian*.
- Shvindina H. The evaluation of ecologically oriented strategic decisions // *Journal "Vistnik of SSU. Economics"*. - Sumy: Publishing house of SSU. - 2008. - № 2. – T.2 – pp.156-159. - *in Russian*.
- Shvindina H. The adaptation of organizational structures to modern market changes // *Journal "Vistnik of SSU. Economics"*. - Sumy: Publishing house of SSU – 2008. - № 1. – pp.20-25 - *in Russian*.
- Shvindina H. Behavioral approach to evaluation of economic potential of a region // *International Scientific Journal "Mechanism of Economic Regulation (MER)"* - Sumy: Publishing house of SSU – 2008. № 3, V.1 – pp.35-39. - *in Russian*.

#### **Recent Presentations on Conferences:**

- Shvindina H.O., Perfilova O.O. The corporate social responsibility management at HEI: what strategy to choose? / Hanna O. Shvindina, Olena O. Perfilova// *Promising problems of economics and management: Collection of scientific articles*. - Publishing house «BREEZE», Montreal, Canada, 2015 - 500 p., pp. 320–324. - *in English*.
- Shvindina H., Shkurko J. Industry analysis as an integral part of strategic management (by the example of Ukrainian agro sector) / Hanna Shvindina, Julia Shkurko // *Economic problems of sustainable development : materials of International scientific and practical conference in memory of Prof. Balatsky, 24-26<sup>th</sup> of April, 2013* / Edited by O. Prokopenko. — Sumy : SSU, 2013. — V.2. — pp. 274-276. - *in English*.
- Shvindina H. The essence and laws of organizational development // *Youth and Science: modernization and innovative development of the country: materials of international scientific and practical conference*. – Penza: Penza Governmental Technological University, Russian Federation, 2013. – 701 p. – pp.130-132 - *in Russian*.
- Shvindina H. The conflict as a symptom of organizational development // *International journal Sustainable Development*. - Varna: TU, Bulgaria, 2013 - № 7, may 2013. - pp. 132-136 - *in Russian*.
- Shvindina H. The Management in Project-Based Organizations: changes of leadership concept // *Modern problems of project management in investment and building industry and environment protection: materials of III International scientific and practical conference of 12<sup>th</sup> of April, 2013* / Edited by V. Resin. - Moscow: Publishing House "REU named by G. Plehanov", Russian Federation, 2013. - 260 p., pp. 228-232 - *in Russian*.
- Etongwe, O.Y.E. Knowledge management and improvement of agricultural productivity in Cameroon / Eric O.Y. Etongwe, Hanna Shvindina // *Economic problems of sustainable development: materials of International scientific and practical conference, Sumy, 3-5 of April, 2012* / Edited by O. Prokopenko. — Sumy: Publishing house of SSU — V.2. — pp. 57-58. - *in English*.
- Silvanus, S.N. The ecological education as factor of solving the problem of elephant poaching in Tanzania / Nyakunga S. Silvanus, Hanna Shvindina // *Economics for Ecology ISCS'2011: 17th International Scientific Conference, Sumy, May 6-9, 2011* / Editing Committee: D. Smollenikov, P. Denisenko. - Sumy: SSU, 2011. - pp. 106-108. - *in English*.
- Shvindina H. The specific features of identification and evaluation of organizational changes // *Materials of VII International conference "Quality Strategy in sphere of industry and education"* (3-10 June 2011, Varna,

Bulgaria): Volume III. – Editors: Hohlova T, Hohlov V., Stupack Y – Dnepropetrovsk–Varna, 2011, Ukraine-Bulgaria – 762 p. – P. 741-743. - *in Russian*

• Shvindina H. The roles of stakeholders in a process of forming the enterprise's ecological strategy // Ecological Safety Management system: Materials of the II international scientific-practice conference in distance. Yekaterinburg: UGTU–UPI, Russian Federation, 2008. – V.1 – P. 163-168 - *in Russian*

### **FUNDING REWARDS, GRANTS AND PROJECTS (SINCE 2008):**

#### **Community Awards:**

• Ranked in TOP-50 “The most useful and significant people” of Sumy Region in 2017 (Panorama Ranking, <http://www.vsisumy.com/polls/nominanty-reytinga-top-50-samye-4>)

#### **Awards in Teaching:**

- II place in Cases Competition among the teachers at Sumy State University (June, **2017**).
- Scientific Supervisor of Scientific Thesis: 3<sup>rd</sup> place in Ukraine - competition among students in the field "Agricultural Economics" (Master student: Artemenko V., **2015**).
- Scientific Supervisor of Diploma: 1<sup>st</sup> place in Ukraine - Competition among Bachelors in specialty 030601 "Management of Organizations" (Bachelor student: Holets T., **2008**).

#### **R&D Grants and Social Projects:**

- Funding from City Council of Sumy for the Project of Participative Budget Ideas Festival “Sumy of Future”. Total amount of Funding is 198 030 UAH, May-September **2018**.
- Funding Grant from the City Council of Sumy for Social Project: “I am young, I dream and I work”. The projects aimed to support unemployed youth of the region. Total amount of Funding is 103400,0 UAH , including 30 000 UAH funded by City Council, April-June **2017**.
- Team Grant from British Council for the Projects:“Speaker Fest” (Role: Project Manager), Total Amount of Grant is 15 000 UAH, April **2017**.
- Team Grant from British Council for the Projects:“ Sumy Cinema Fest” (Team Member), Total Amount of grant is 15 000 UAH, April **2017**.
- Individual scholarship for participation in Course «Green Industry: Paths towards Sustainable Industrial Development», organized by UNIDO (Austria) on the base of Central European University (Budapest, **Hungary**), CEU, 10-23 July, **2016**.
- Individual scholarship for participation in BACKIS Post-Doc Mobility Programme within the Frameworks of ERASMUS MUNDUS. Mentored by Frederic le Roy (MRM, UM, **France**), 9 months, **2015-2016**.
- Individual scholarship for participation in EMINENCE Academic Exchange Programme within the Frameworks of ERASMUS MUNDUS. Mentored by Frederic le Roy (MRM, UM 2, **France**), 1 month, **2014**.
- Individual grant for participation in Higher Education Support Program: Regional Seminar for Excellence in Teaching, project “Global Health Economics”. Mentored by Prof. Judith Shapiro (LSE, London) on the base of European University at S.-Petersburg (CEU, **Russian Federation**), 3 years, blended learning, **2011-2014**.

#### **Other projects (accomplished):**

- International Tempus Project "ALIGN": EMPUS-1-2013-1- AM- TEMPUS- JPGR Achieving and checking the alignment between academic programs and qualification frameworks, 2011-2017.
- Collaborative project “The Conflicts in Organizational Mechanisms of Enterprises” (government registration No 0110U008152, 2013-2015 years) – **supervision**;
- Collaborative project “Theoretical and methodological basics of management of social and economic potential at the region level” (government registration No 0108U005962);
- Collaborative project “Theoretical and methodical aspects of valuation and forecasting of economic potential of social and economic systems” (government registration No 0107U009203);
- Collaborative project “The modeling and forecasting of the development of regional social and economic systems)” (government registration No F 25.8/024);
- Collaborative project “The principles, methods and algorithm of forming of the social package at OJSC "Himprom" (contract No 47.02.03.08 from 25.02.2008);
- Project “The social survey to identify candidates of managerial reserve at OJSC "Himprom" (contract No 47.05.01.07 from 12.04.2007) – **supervision**.

***PH.D. STUDENTS SUCCESSFULLY COMPLETED RESEARCH:***

- **Martinets Viktoria** (08.00.04 - Industrial Economics and Business Management), "Transaction Costs Management at Industrial Enterprises". Jointly after Prof. Balatsky's death, during 2012-2013 (defended on May 2013, submitted on October, 2013)
  - **Nwosu Jonathan Emeka** (08.00.06 - Economics of natural resources usage and environmental protection), " The evaluation of Impact of Oil Exploration and Exploitation on Environment and Social and Economic Development of the region in the Niger Delta of Nigeria" (defended on 2<sup>nd</sup> of March 2018)
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***COMMUNITY SERVICES***

- Support for the entrepreneurs-beginners (individual consulting in a sphere of business planning, primary steps organization, strategy design and SMM support). The aim of activity – to help beginners to launch the business and thus, to increase the positive image and business climate of city.
- Festivals, workshops and seminars organization in a sphere of Social Network Building to empower people to create their own business niche and develop their own business, to transform the ideas into actions (inspired by British Programme Active Citizens in Ukraine).
- Project Pitching and Competitions among the students – to encourage youth to stop dreaming and start dream-making;
- Lectures on Success and Individual Growth – for educators, students, entrepreneurs and unemployed people et cetera.

**All grants won in 2017 and 2018 were aimed to finance social projects, devoted to Positive Changes in the community of the City, to improve the image of the city and transform it into positive, to influence on business dynamics and to bring the ideas of cooperation into the life.**

The full interview about the cooperation idea for the community is here:

<http://rama.com.ua/anna-shvindina-stabilnist-i-rozvitok-ekonomiki-nashih-rukah/>

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