



3rd International Conference on Business, Management and Leadership



24 – 26 October 2025



Oxford, United Kingdom



www.icbml.org



info@icbml.org

Conference Abstract Book

The abstracts of the presentations can be found in the online conference Abstract Book.

All abstracts will be available in the conference proceedings starting from the inaugural day of the Conference. Visit the following link to access the abstracts or Scan the QR code:
<https://proudpen.com/proceedings/index.php/ICBML>

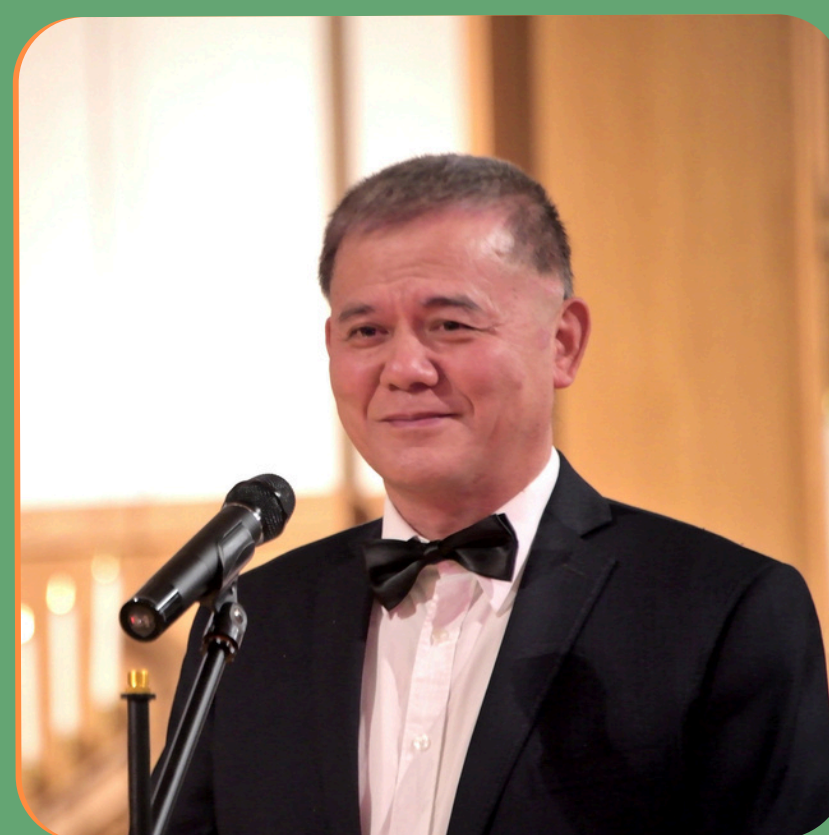


Keynote Speakers Virtual Session



Prof. Arlene Nicholas

Professor of Business Administration at Salve Regina University United States



Prof. Raymond Liu

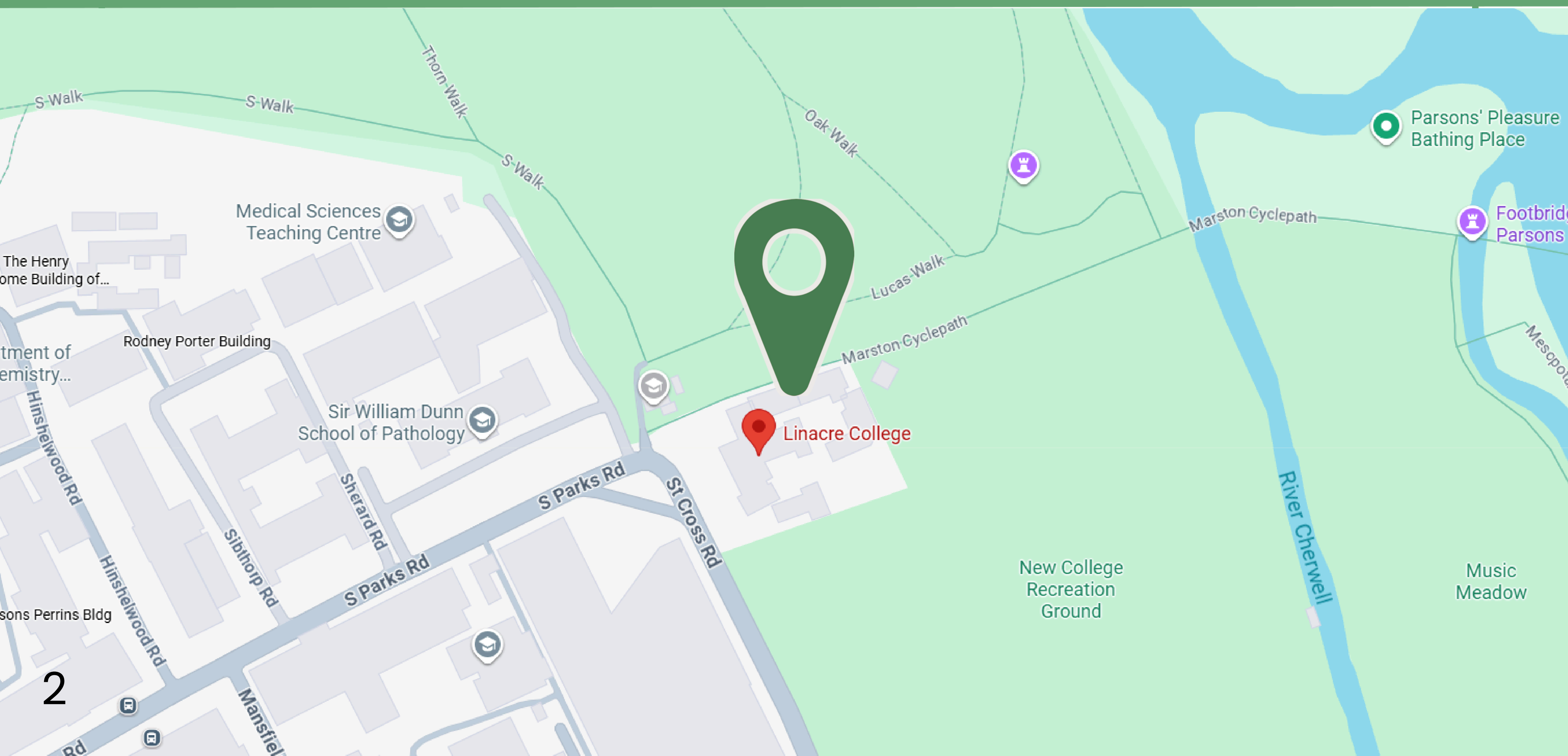
Professor of marketing at the College of Management, University of Massachusetts Boston, United States

Conference Venue

Linacre College



Address St. Cross Road, Oxford OX1 3JA



1st Day

Oral Check-in Information

13:00 – 13:30

REGISTRATION & WELCOME

Friday
Oct 24, 2025

We are thrilled to welcome you to the highly anticipated Oral Session at the **ICBML** Conference!

Join us for an inspiring lineup of distinguished speakers from diverse disciplines as they share their insights and expertise on a wide array of thought-provoking topics.

 **Location:** Oxford, United Kingdom - **Room A**

 **Check-in Time:** 13:00 – 13:30 (local time)

We look forward to an exciting and enriching session together!

13:30 – 14:30

Lunch Time

Governance, and Organizational Leadership
in the Digital Age

14:30 – 14:45

Arzoo Ilyas – Italy
Leading Beyond Humans: Redefining Leadership in the Era of Human-AI Collaboration

14:45 – 15:00

Prof Dr. Takeshi Nakayama – Japan
Recruitment Strategies of Japanese SMEs

15:00 – 15:15

Prof Dr. Isao Tanno – Japan
Human Resources Strategies required by Japanese companies in the future

1st Day

Oral Check-in Information

Friday
Oct 24, 2025

15:15 – 15:30

Jeta Lami-Beka – Switzerland

Measuring Corporate Governance Quality in Swiss Listed Firms Using Textual Analysis

15:30 – 15:45

Dr. Julius Alamu – Nigeria

Relationship Between Auditors’ Independence and The Quality of Financial Reporting in The Nigerian Public Sector

15:45 – 16:00

Prof Dr. Pin Zhuang – China

Research on Supply Chain Contract Model Considering Corporate Social Responsibility

16:00 – 16:15

Dr. Justice Mudzamiri – South Africa

Bolstering The Insider Trading Regulation to Curb Negative Consequences of Mergers and Acquisitions in South Africa: A Comparative Assessment

16:15 – 16:30

Zana Demiri – Switzerland

Student Evaluation of Teaching (SET) in Swiss Higher Education: An Exploratory Study of Institutional Practices

16:30 – 17:00

Networking and Refreshments

1st Day

Oral Check-in Information

Friday
Oct 24, 2025

Ethics, Policy, and Cultural Transformation in a Globalized World

17:00 – 17:15

Priti Thapa – Canada

Not left behind for sure: Towards holistic inclusion of the marginalized through Work Integration Social Enterprises (WISE)

17:15 – 17:30

Satoshi Momotake – Japan

From Dormant Assets to Shared Value—Rethinking For-profit Enterprise–Social Enterprise Partnerships in the UK and Japan

17:30 – 17:45

Prof Dr. Leonid Tutov – Russia

P. Feyerabend's Methodology as a key to understanding modern economic theory

17:45 – 18:00

Mohamad Kamis Bin Baharuddin – Japan

Examining Public Service Motivation (PSM) and Leader-Member Exchange (LMX) Theory: Insights from the Sabah Department of Labour, Malaysia

2nd Day

City Tour Information

This is Oxford! Huge Half Day

Meeting point:

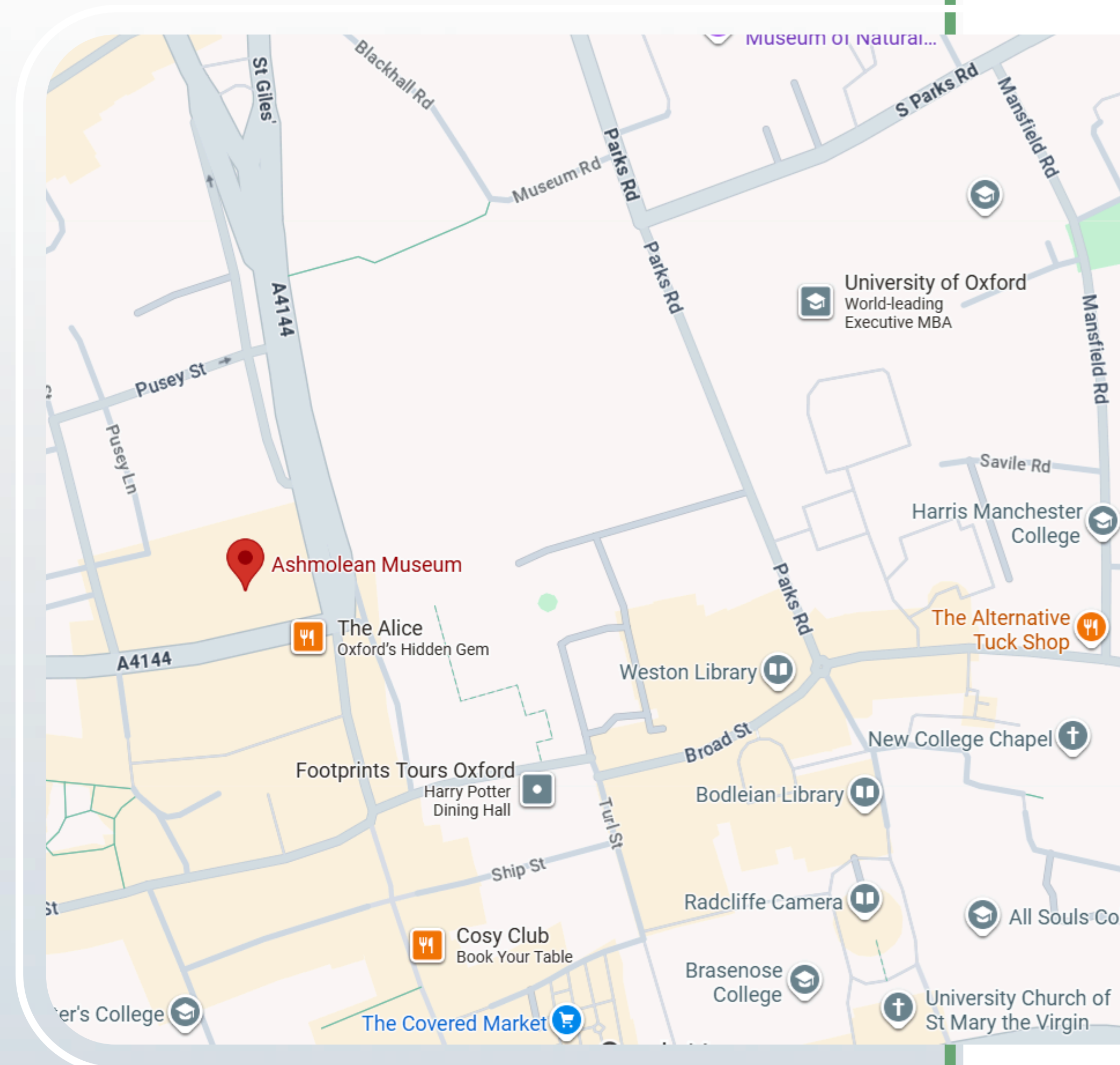
Ashmolean museum

Tour Date: 25 October 2025

Tour Time: 10:00 AM

Tour Itinerary:

- Beaumont street down to the canal
- walk around the Castle
- St Ebbes district (old Jewish quarter)
- Christ church Meadow
- exit via Merton college
- stop outside Oriel college
- walk around Radcliffe square
- walk around Bodleian library and Sheldonian theatre
- Broad street
- Cornmarket street
- end at the Covered market around 12 for lunch



3rd Day

Virtual Check-in information

18:30 – 18:45

VIRTUAL WELCOME SESSION

Sunday
Oct 26, 2025

A Warm Welcome to All RSCONF Participants!

We are delighted to have you join us for an enriching virtual experience. This year's **ICBML** promises a dynamic program featuring diverse sessions, engaging discussions, and meaningful networking opportunities – all accessible from the comfort of your home.

 **Check-In:** 18:30 – 18:45 (**Oxford, UK** local time)

We look forward to connecting with you online and making this conference a memorable and impactful event.

18:45 – 19:15

Keynote Speaker | Prof. Dr. Raymond Liu – United States

AI-Driven Strategies: Predicting and Enhancing Music Brand Engagement and Marketing Success

19:15 – 19:30

Dr. Elona Cera – Albania

Training Older Adults in the Era of AI: What Works, What Doesn't

19:30 – 19:45

Dr. Amina CHANDAD – Morocco

Emerging Trends in Human Resource Management in Morocco's Automotive Industry: Evidence from Tangier

19:45 – 20:00

Dr. Ruthwinnie Munene – Kenya

Mental Health Support Initiatives On Employee Productivity In Commercial Banks In Kenya

20:00 – 20:15

Q & A – Break Time

20:15 – 20:45

Keynote Speaker | Prof. Arlene Nicholas – United States

Strategic Leadership in the Age of AI: Innovation, Inclusion, and Adaptability

3rd Day

Virtual Check-in information

Sunday
Oct 26, 2025

20:45 – 21:00

Dr. Alessandra Polizzi – United Kingdom

Seeing Beyond the Surface: Trauma-Informed Leadership

21:00 – 21:15

Dr. Ebenezer Akinniyi – Nigeria

An Analysis of How Effective Leadership Can Contribute to Facilitating Change in the International Business Context

21:15 – 21:30

Dr. Connie Mak – United Kingdom

Walking Towards ‘Self-field Congruity’ in Workplace Leadership

21:30 – 21:45

Q & A – Break Time

21:45 – 22:00

Prof Dr. Louise Kelly – United States

Strengthening Stress Management: The Influence of Educational Backgrounds and Workplace Diversity in Authentic Leadership

22:00 – 22:15

Dr. Ejeh Celestine – Nigeria

CELAT-MELTIF: A Contextually Aligned Ethical Leadership Framework

22:15 – 22:30

Sanemkhan Abdullaeva – Uzbekistan

The Cost of Responsibility: Assessing the Impact of ESG Performance on Bank Capital Costs Across Developed and Emerging Markets

22:30 – 22:45

Dr. Bruno Paixao – Brazil

Monetary and Fiscal Policy Coordination Under Economic Uncertainty in Brazil: A Comparative Analysis Between EPU and CCI

22:45 – 23:00

Q & A – Closing Time

F.A.Q. of the Conference

To give you as much information as possible, we provide you with the following frequently asked questions (FAQs) and answers.

Invoices or payment receipt. When will I receive my invoice/payment receipt?

01.

We send sales receipts or invoices to customers immediately after registration, along with the payment confirmation email. These documents include an official signature and stamp. If you do not receive your sales receipt or invoice, please contact us using the email address provided in your conference program.

Invoices or payment receipt. When will I receive my invoice/payment receipt?

02.

We send invoices to customers in the last week before the conference. (Invoices come with signature and stamp). If you do not receive an invoice, please contact us at the email address in your program.

Invoices or payment receipt. When will I receive my invoice/payment receipt?

03.

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Any other questions?

Or maybe you want to leave your feedback?

We look forward to your letter by the following email:

 www.icbml.org
 ruby@proudpen.com



 www.proudpen.com
 info@proudpen.com