

## Wednesday 08th October, 2025

09:30 - 10:15

## OPENING CEREMONY WITH SALUTATIONS

VIRTUAL ROOM WED-1

EN

Opening and Salutation by **Dr Konstantinos Papadimitriou**,  
President of the Administrative Chamber of Greece,  
Chair of the Conference Organizing Committee and  
Member of HSSS

Salutation by the Chair of the Conference Scientific  
Committee  
**Prof Athanasios (Thanos) Kriemadis**, Chairman of the  
Dept of Management Science and Technology,  
University of Peloponnese

Salutation by the President of the European Union for  
Systemics and President of the HSSS, **Professor Nikitas  
Assimakopoulos**, University of Piraeus, Greece.

Salutation by Professor **Ioannis Moscholios**,  
Dean of the School of Economics and  
Technology, University of Peloponnese

Salutation by Professor **Damien Claeys**, General  
Secretary of the European Union for Systemics,  
Brussels, Belgium

Salutation by **Dr. Stergiana Giannakou**, 1st Vice  
President of HSSS

<b>10:15 - 11:45</b>	<b>KEYNOTE ADDRESS</b>				
	<table border="1"><tr><td data-bbox="259 169 853 209">VIRTUAL ROOM WED-1</td><td data-bbox="862 169 2080 209">EN</td></tr><tr><td colspan="2" data-bbox="259 209 2080 472"><p><b>KN Alexander N. Christakis</b> Origins And Evolution Of The People Science Of Structured Deliberative Democracy</p><p><b>KN Louis Klein</b> Transcending Systems Thinking: Critical Systems Integration</p></td></tr></table>	VIRTUAL ROOM WED-1	EN	<p><b>KN Alexander N. Christakis</b> Origins And Evolution Of The People Science Of Structured Deliberative Democracy</p> <p><b>KN Louis Klein</b> Transcending Systems Thinking: Critical Systems Integration</p>	
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<b>11:45 - 12:00</b>	<b>SHORT BREAK</b>				
<b>12:00 - 13:30</b>	<b>KEYNOTE ADDRESSES</b>				
	<table border="1"><tr><td data-bbox="259 584 853 624">VIRTUAL ROOM WED-1</td><td data-bbox="862 584 2080 624">EN</td></tr><tr><td colspan="2" data-bbox="259 624 2080 850"><p><b>KN Tadeja Jere Jakulin</b> Systems Management in Modern HRM</p><p><b>KN Roelien Goede</b> Reflections on CR and CSH: The Possibility of Another Boundary</p></td></tr></table>	VIRTUAL ROOM WED-1	EN	<p><b>KN Tadeja Jere Jakulin</b> Systems Management in Modern HRM</p> <p><b>KN Roelien Goede</b> Reflections on CR and CSH: The Possibility of Another Boundary</p>	
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<b>13:30 - 14:00</b>	<b>LUNCH BREAK</b>				

<b>14:00 - 15:30</b>	<b>PARALLEL SESSIONS</b>		
	<p data-bbox="255 178 846 210">VIRTUAL ROOM WED-1 EN</p> <p data-bbox="255 225 846 336"><b>EA Shann Turnbull</b> Can Self-Governance Replace Market and Government Failures?</p> <p data-bbox="255 357 846 536"><b>EA Stanislas Bigirimana</b> A Systems Approach to The Monitoring and Evaluation of Governance Processes in Urban Municipalities in Namibia, Burundi and Zimbabwe</p> <p data-bbox="255 557 846 632"><b>EA Tatiana A. Medvedeva</b> Cybernetics and Labor</p> <p data-bbox="255 652 846 834"><b>EA Emilia Romeo, Nicola Capolupo, Ciro Clemente De Falco</b> Algorithmic Risk and Ethical AI: The Role of Knowledge Management in Organizational Behaviour</p>	<p data-bbox="866 178 1458 210">VIRTUAL ROOM WED-2 GR</p> <p data-bbox="866 225 1458 336"><b>EA Foteini Vittou</b> A Systemic Approach to Change Management for Effective Administrative Reform Implementation</p> <p data-bbox="866 357 1458 469"><b>EA Lampros Kafidas</b> Public Administration as Code: Mapping Greece's Ministerial Architecture</p> <p data-bbox="866 489 1458 632"><b>EA Charalampos Chrysomallidis, Konstantina Kotsiopolou</b> Human Resources in Public Administration: The Crucial Missing Link towards the Strategic State</p> <p data-bbox="866 652 1458 834"><b>EA Georgia Constantin Chronopoulou</b> European Union Enlargement in the Western Balkans: A Sociological Approach to the Impacts on the Social Structure and the Organization of the Public Sector in Albania</p>	<p data-bbox="1478 178 2083 210">VIRTUAL ROOM WED-3 GR</p> <p data-bbox="1478 225 2083 336"><b>EA Panagiota Bleta</b> From Competition to Collectivity: Towards a Systemic Human Resources Management Model</p> <p data-bbox="1478 357 2083 469"><b>EA Panagiotis Lepelis</b> Leveraging Systemic Methodologies in AI-Integrated HRM</p> <p data-bbox="1478 489 2083 601"><b>EA Christos Drouviotis</b> Systemic Human Resources Management and New Technologies</p> <p data-bbox="1478 622 2083 697"><b>EA Eleni Athanasiadou</b> Reorganization of the PIMA Group</p>
<b>15:30 - 15:45</b>	<b>SHORT BREAK</b>		

15:45 - 17:15

## PARALLEL SESSIONS

VIRTUAL ROOM WED-1 GR	VIRTUAL ROOM WED-2 GR	VIRTUAL ROOM WED-3 GR
<p><b>EA Martha Plexida</b> Innovating HR: Systemic Leadership, Agility, and AI</p> <p><b>EA Stavros Fasoulas, Ioannis Alexiou</b> From complexity to adaptability: Systemic human resource management in the age of artificial intelligence</p> <p><b>EA Ioannis Alexiou, Stavros Fasoulas</b> Predictive Analytics and Artificial Intelligence in Systemic Human Resource Management: From Data to Strategic Decision-Making</p> <p><b>EA Dimitra Patsi, Mary Manousopoulou, Stavros Fasoulas, John Alexiou</b> Systemic analysis, optimization and Artificial Intelligence in the service management of HR processes and procedures in the Directorates of Primary and Secondary Education</p>	<p><b>EA Ioannis Katsanakis</b> The Strategic Use of Emerging Technologies in Tourism: From Digital Capabilities to Competitive Advantage</p> <p><b>EA Charalampos Chrysomallidis, Stavros Skepetzis</b> Digital Transformation in Public Sector Recruitment: The First Electronic Competition as a Case of Administrative Innovation</p> <p><b>EA Maria-Aggela N. Kormazou, Maria-Eleni K. Agoraki</b> Bridging AI and Sustainability: Toward a Digital Framework for Achieving the SDGs</p> <p><b>EA Eleni Champipi, Maria Kamariotou, Dimitrios Georgikos, Konstantinos Ioannou, Fotis Kitsios</b> Digital transformation in public administration: Exploring the factors affecting acceptance, satisfaction and performance using Information Systems</p>	<p><b>EA John Kontos</b> Comparison of Information Processing Systems with respect to Intelligence</p> <p><b>EA Georgia C Chronopoulou</b> AI, Digital Transformation, and Democratization: Towards an Ethical and Inclusive Future for the Western Balkans</p> <p><b>EA Georgios A. Deirmentzoglou, Eleni E.</b> Geopolitical Risk and Digital Innovation in Shaping Entrepreneurship: A Study in an</p> <p><b>EA Ioannis Douridas, Dimitra Skandali,</b> From Competence to Confidence: How Classroom Management Shapes Teacher</p>

17:15 - 17:30

## SHORT BREAK

17:30 - 19:30

## PARALLEL SESSIONS

VIRTUAL ROOM WED-1 GR	VIRTUAL ROOM WED-2 GR	VIRTUAL ROOM WED-3 GR
<p><b>EA Labros Babalioutas, Spiros Polimeris</b> From Smart Cities to Ethical AI: Rethinking Digital Transformation in Public Administration</p> <p><b>EA Georgia Prokopiadou, Konstantinos Ioannou</b> Digital transformation and sustainability of information systems: institutional, technical and organizational challenges</p> <p><b>EA Polyxeni Plagou</b> End-user resistance to ERP systems and intention to quit: The moderating role of promotion opportunities and perceived organizational support</p> <p><b>EA Polyxeni Plagou</b> The Impact of Leadership and Organizational Culture on the Development of Sustainability Skills in the Energy Sector</p> <p><b>EA Victoria A. Zgouva, Dimitrios S. Varsos, Nikitas A. Assimakopoulos</b> Embedding AI Governance and Risk Management into the Internal Control Systems of Supreme Audit Institutions: Insights from the Viable System Model</p>	<p><b>EA Aikaterini Maliarou</b> Systemic Management in the Service of Outbound Travel Agencies: Enhancing Service Quality and Sustaining Customer Loyalty</p> <p><b>EA Maria Antigoni Pantazi</b> Transition to Contemporary Corporate Governance Practices through Implementation of ISO 37000: A Systemic Approach in a Maritime Sector Enterprise.</p> <p><b>EA Andreas Balasis</b> Systemic Improvement of Supermarket Warehouse Operations Using DCSYM and System Dynamics</p> <p><b>EA Panos Lambrinidis</b> Transforming Detegra SA, through the implementation of DCSYM and Vensim models, six sigma and Artificial Intelligence for Efficient Communication and Operational Excellence</p> <p><b>EA Georgia N. Assimakopoulou</b> Systemic Approaches to a Shipping Company Insurance Program</p>	<p><b>EA Stephania Chatzikotianoudi</b> Design of Business Problems and Hypothesis Simulation of ARIS EMPORIKI MON. SA using the DCSYM Methodology and System Dynamics</p> <p><b>EA Niki Delopoulou</b> The application of systemic analysis tools at the company "Metafrasis"</p> <p><b>EA Sophia Gkatsou</b> Systemic Methodologies Applied In Tourism Sector</p> <p><b>EA Irene Sophie Litinas</b> A Systemic Approach to the Understanding, Analysis, and Review of Milka Fantasy</p> <p><b>EA Sophia Chr-Avr Georgiou</b> The Sugar of Housing: B.I.M.A. in Theory, B.I.M.A. in Practice – A Path Back to Traditional Airbnb</p>

## Thursday 09th October, 2025

10:00 - 11:45

## KEYNOTE ADDRESSES

VIRTUAL ROOM THU-1 EN

**KN Rachel Lilley**

Embodied systems capabilities and their integration into an MSc in Systems Thinking, focussing on working with emotions as data in Systems interventions

**KN Rudolf Wirawan**

BIMA for Peace Foundation: Bridging Intelligence, Mindfulness, and Awareness for Regenerative Peacebuilding

11:45 - 13:15

## KEYNOTE ADDRESSES &amp; PARALLEL SESSIONS

VIRTUAL ROOM THU-1 EN

**KN Athanasios C Kriemadis**

Empowerment of Human Resources in the Age of Artificial Intelligence: Synergy, Strategy, and Sustainability

**KN George Dimitoglou**

Bias, Fairness, and Transparency in Human Resources Recruitment Using Artificial Intelligence

VIRTUAL ROOM THU-2 GR

**EA Ioannis Anastasopoulos, Sotirios Varelas, Georgios Tsoupros**

Applying Systemic Methodologies in Human Resource Management for Sustainable Mixed-Use Tourism Developments: A Quality-Driven Conceptual Framework

**EA Varvara Bampa, Ioannis Katsanakis, Georgia Zouni**

The EDUCATE Framework for Resilience, Flexibility and Sustainability in Tourism Destination Ecosystems

**EA Ioannis Katsanakis, Varvara Bampa, Konstantina Agoraki, Georgia Zouni**

Tourism Destination Ecosystems and AI: A Framework for Personalization, Optimization, and Sustainable Development

**EA Christos Raftopoulos, Thomas Alexopoulos**

The Impact of Wind Energy Development on Tourism in Protected Areas

VIRTUAL ROOM THU-3 GR

**EA Maria Antoniadou**

Systemic Management in Dentistry: From the “Clinic-as-Unit” to the Resilient Clinical Ecosystem

**EA Aikaterini Drakou, Vasiliki Drakou,**  
Transforming Healthcare with AI: A Systemic and Sustainable Approach to Human–Machine

**EA Anastasia Konstantinidou**

Systemic Approach to the Procedure of Maintaining Medical Supplies Reserve for the Surgery Clinic of Metaxa Hospital

**EA Aikaterini Karakonstanti**

The Systemic Impact of Robotic General Surgery on the Healthcare System through Modeling and Simulation Using the Vensim Software – Retrospective Study of 5,000 Robotic Procedures (2006–2025)

13:15 - 13:30	SHORT BREAK		
13:30 - 15:00	PARALLEL SESSIONS		
	<p>VIRTUAL ROOM THU-1 GR</p> <p><b>EA Konstantina K. Agoraki, Georgios A Deirmentzoglou, Eleni E Anastasopoulou, Panos T. Chountalas, Ioannis Katsanakis</b></p> <p>Rethinking Technological Innovation Through the Lens of Knowledge Management Processes</p> <p><b>EA Ioannis Katsanakis</b></p> <p>From Static Outcomes to Continuous Learning: A Process-Based Framework for Evaluating Information Systems</p> <p><b>EA Athanasios Triantos</b></p> <p>The Impact of Electronic Marketing on the Development of Educational Services in the Region: The Case of the Peloponnese</p> <p><b>EA Ioannis Dimitris Kollias, Panagiotis Liargovas</b></p> <p>Exploring Job Satisfaction and Motivation among Music and General Education Teachers in Greek Music Schools: A Quantitative Study</p>	<p>VIRTUAL ROOM THU-2 GR</p> <p><b>EA Maria Kotsiomyti</b></p> <p>DSOS (Developmental Self-Observation Scheme): A Transformative Tool for Teacher Development</p> <p><b>EA Anna Papastratakou, Apostolos Vasileiadis</b></p> <p>Systemic Workflow Automation for Process Optimization: A Human-System Collaborative Framework for Transaction and Project Coordination in Service Industries</p> <p><b>EA Maria Bairaktari, Nikolaos Karountzos</b></p> <p>Green Management and Circular Economy in Industry: Strategies for By-product Utilization and Sustainability Metrics</p> <p><b>EA Georgios Sainis, Athanasios C Kriemadis, Charalambos Kariofyllas, Stelios Zimeras</b></p> <p>Rewarding schemes for an entrepreneurial startup</p>	<p>VIRTUAL ROOM THU-3 GR</p> <p><b>EA Asimina Sella</b></p> <p>Enhancing the Operational Efficiency of a Specialized Speech Therapy Center Using Modern Software and Tools</p> <p><b>EA Ioanna Karaiskou</b></p> <p>Application of Systemic Tools and the Impact of HR on the Company Anicell</p> <p><b>EA Ilias Chondros</b></p> <p>Systemic Analysis and Optimization of the Human Resources Department at G4S Greece</p> <p><b>EA Anastasios Drellas Spyropoulos</b></p> <p>Modern System Dynamics And Digital Transformation In A Commercial Company</p>
15:00 - 15:30	LUNCH BREAK		

<b>15:30 - 17:45</b>	<b>PARALLEL SESSIONS</b>		
	VIRTUAL ROOM THU-1 GR	VIRTUAL ROOM THU-2 GR	VIRTUAL ROOM THU-3 GR
	<p><b>EA Stergiani A. Giannakou, Maria E. Giannakaki, Nikitas A. Assimakopoulos, Dimitrios S. Varsos</b></p> <p>Human Factors in Pharmaceutical Quality and HR Systems: A Systemic Perspective</p> <p><b>EA Maria E. Giannakaki, Stergiani A. Giannakou, Nikitas A. Assimakopoulos, Dimitrios S. Varsos</b></p> <p>Artificial Intelligence, New Technologies, and the Psychology of Work in Regulated Environments: A Systemic Approach</p> <p><b>EA Aikaterini V. Arvaniti, Maria-Eleni K. Agoraki, Maria-Aggela N. Kormazou</b></p> <p>Bridging the Gap: ESG Criteria and Financial Performance</p> <p><b>EA Konstantinos Papadimitriou, Sotiria Xristopoulou</b></p> <p>Targeting and evaluation of municipal employees, through the audits of the Financial Supervision &amp; Control Service (FSCS)</p>	<p><b>EA Konstantinos Villios</b></p> <p>Organisational Blind Spots in Cloud Privacy Incidents: A Systemic Approach to Risk and Resilience</p> <p><b>EA Antonios Koutsantonis</b></p> <p>Application of Systems Dynamic Modeling in Axion Health Company</p> <p><b>EA Maria Georgakalou</b></p> <p>The impact of COVID-19 on small business outcomes and expectations</p> <p><b>EA Elias Sakellaris</b></p> <p>Digitization Project</p>	<p><b>EA Michalis Bratitsis</b></p> <p>Systemic Approaches to Energy Management in the Facilities of a Municipal Water Supply and Sewerage Company of a Greek Island</p> <p><b>EA Lampros Kosmas Tsetsos</b></p> <p>Systemic Redesign of the Digital Project Lifecycle in a Greek Energy &amp; Utilities Company</p> <p><b>EA Panagiota Kyriazi, Zacharias Dermatis</b></p> <p>Integrated Water Resources Management in Greece: Challenges, Social Impacts and Adaptation Strategies</p> <p><b>EA Christianna Vlassi</b></p> <p>Total Quality Management. Case study of the Municipality of Maroussi.</p>
<b>17:30 - 18:00</b>	<b>LONG BREAK</b>		

18:00 - 19:00

## PROFESSIONAL PANEL &amp; PARALLEL SESSIONS

VIRTUAL ROOM THU-1 GR	VIRTUAL ROOM THU-2 GR	VIRTUAL ROOM THU-3 GR
<p><b>PP Theofanis K. Giotis, Panos Chatzipanos</b> AI Driven Project Management</p>	<p><b>EA Michalis Bratitsis</b> Systemic Approaches to Organizational Redesign of a Small Engineering Company</p> <p><b>EA Georgios Michail Karampatos</b> Design and implementation of an efficient Environmental Management System in a Logistic Distribution Center</p> <p><b>EA Aikaterini Tsirimpi</b> Structural and Dynamic Analysis for the Optimization of Project Management and Human Resources in a Growing Construction Company</p>	<p><b>EA Michail Chatziemmanouil</b> Application of a Systems Approach to the Improvement and Upgrade of an ERP System for Addressing Organizational Dysfunctions in the Enterprise</p> <p><b>EA Dimitris Katsikadis</b> Digital Transformation in Short-Term Rental Industry Using Property Management Software: The Case of XL-Stay</p> <p><b>EA Maria Panousopoulou</b> Organizational Restructuring and Digital Transformation: Bridging Reality, Simulation, and Practice at PGM</p>

19:00 - 20:30

## KEYNOTE ADDRESSES &amp; PARALLEL SESSIONS

VIRTUAL ROOM THU-1 EN	VIRTUAL ROOM THU-2 EN	VIRTUAL ROOM THU-3 GR
<p><b>KN Spyros Bonatsos</b> Overcoming Human Resistance in Decision Making: Applying the Theory of Constraints Thinking Processes</p> <p><b>KN Ricardo Rodriguez-Ulloa</b> Dealing with Organisational Strategic Complexity through SSM and AI: An Updated Peruvian Application</p> <p><b>KN Alfonso Martínez Valderrama</b> System Dynamics model for Economy of Earth and its nations. 2000-2050</p>	<p><b>EA Eleftherios S Kakavoulis</b> Integrating Systems Methodologies into Human Resources Management for Organizational Viability</p> <p><b>EA David Ing, Stephen Davies</b> Refreshing a Curriculum in Systems Thinking and Social Systems Designing for Learners in a Graduate Program</p> <p><b>EA Carolina Petraglia</b> The Impact of AI on the Development of Telemedicine through Regulation and Practical Approaches.</p> <p><b>EA Marilia Charonitaki</b> Redefining the Viable Systems Model: Expanding the Role of Leadership in Organizational Viability</p>	<p><b>EA Konstantinos Koutsantonis</b> Enhancing Human Resources Management through Internal Corporate Marketing and Emerging Technologies</p> <p><b>EA Eleni E. Anastasopoulou, Konstantina K.</b> Digital Entrepreneurship in Times of Global Crisis:</p> <p><b>EA Charalampos Georgiou Kariofyllas,</b> The views and attitudes of the primary education educators of the Regional Unit of Arkadia regarding 'internal and external' evaluation (Y.A. 108906/10.09.2021). Opinions, perceptions,</p> <p><b>EA Ilias Anastasios Gerakos</b> Costing after the Implementation of the 54/18 Double-Entry Public Accounting System as a Serious Auditing Tool</p>

## Friday 10th October, 2025

10:00 - 12:30

## KEYNOTE ADDRESSES

VIRTUAL ROOM FRI-1

GR

**KN Yiannis Laouris**

Bridging AI Governance and Collective Intelligence: A Systems Science Approach to Global Challenges

**KN Yiannis Michail Kalogerakis**

A Systemic Framework for Anthropocentric AI: Embedding Ethical Principles into the Future of Human Resources

**KN Alexandra Efthimiadou**

Language Patterns & Behavior Profiling - LAB Profile®

**KN Fotios Zapantis**

Introducing Hackathons as a form of active participatory ESG in the hospitality and transport sectors

<b>16:30 - 18:00</b>	<b>PROFESSIONAL ROUND TABLE &amp; PARALLEL SESSIONS</b>		
<p><b>PRT</b> Athanasios Kriemadis, Costas Vassilakis, Giorgos Lepouras, Christos Tryfonopoulos, Dimitris Spiliotopoulos</p> <p>Business transformation through AI and New Technologies</p>	<p>VIRTUAL ROOM FRI - UOP, Amphitheatre GR</p>	<p>VIRTUAL ROOM FRI - UOP, A1 Room GR</p> <p><b>EA</b> Michail Tselepatiotis, Charalampos Kariofyllas, Athanasios Kriemadis, Efthimios Alepis</p> <p>A Next-Generation Business Intelligence for Organizations and Innovative Startups: A Feedback-Driven AI Platform</p> <p><b>EA</b> Konstantina Kottara, Athanasios Kriemadis</p> <p>The Role of AI in revolutionizing the Management of Learning and Education</p> <p><b>EA</b> Charalampos Kariofyllas, Anastasios Kachrimanis, Athanasios Kriemadis, Stelios Zimeras, George Sainis</p> <p>The contribution of AI and BI to startups management</p> <p><b>EA</b> Zacharias Dermatis, Charalampos Kalligosfyris, Eleni Kalamara, Athanasios Anastasiou</p> <p>Digitalization of tax administration and performance management: Developing a diagnostic tool for assessing the performance of European tax administrations.</p>	<p>VIRTUAL ROOM FRI - UOP, B1 Room GR</p> <p><b>EA</b> Dimitra Kapnisi, Athanasios Kriemadis</p> <p>Drawing the link between Human Resource Empowerment as a core element of Total Quality Management and Executives' Coaching and Mentoring.</p> <p><b>EA</b> Charalampos Kariofyllas, Anastasios</p> <p>Similarities and differences in the management models of traditional and innovative startups in</p> <p><b>EA</b> Charalampos Kariofyllas, Anastasios</p> <p>The impact of the external environment on the management and performance of innovative</p> <p><b>EA</b> Dimitra Skandali, Ioannis Douridas,</p> <p>From Silos to Systems: A Roadmap Framework</p>
<b>18:00 - 18:30</b>	<b>BREAK</b>		

18:30 - 20:00

PROFESSIONAL ROUND TABLE & PARALLEL SESSIONS

VIRTUAL ROOM FRI - UOP, Amphitheatre GR	VIRTUAL ROOM FRI - UOP, A1 Room GR	VIRTUAL ROOM FRI - UOP, B1 Room GR
<p><b>PRT Athanasios C Kriemadis, Alexandros Kakouris, Zacharias Dermatis, Charalampos Kariofyllas</b></p> <p>Enhancing competitiveness and resilience of Greek businesses and organizations, based on current research conducted by the Academic staff of the Department of Management Science and Technology</p>	<p><b>EA Ourania Siorovigka, Athanasios Kriemadis, Konstantinos Ioannou</b></p> <p>Challenges in Developing and Implementing Cybersecurity Strategies in Public Administration: A Systematic Review</p> <p><b>EA Stelios Zimeras, Athanasios Kriemadis, George Sainis, Charalambos Kariofyllas</b></p> <p>Decision making in startups using machine learning methods</p> <p><b>EA Stelios Zimeras, Athanasios Kriemadis, George Sainis, Charalambos Kariofyllas</b></p> <p>Computational intelligence techniques for startups in management analytics</p> <p><b>EA Emmanouil Choustoulakis, Dimitris Nikoloudakis, Yannis Pollalis</b></p> <p>Designing Digital HR Ecosystems for Employee Retention: A Systemic Approach to Human–Technology Symbiosis in the Post-COVID Workplace</p>	<p><b>EA Menelaos Sotiriou, Athanasios Kriemadis</b></p> <p>STEAM as a Leadership Incubator: The STEAM IDEAS' SQUARE Approach</p> <p><b>EA Sofia Kotsori, Athanasios Kriemadis,</b></p> <p>Spiritual Leadership and Organizational</p> <p><b>EA Vasiliki Pan Alexopoulou, Theodora Nik</b></p> <p>The digital transformation of Local Government</p> <p><b>EA Panagiotis Piteros</b></p> <p>Innovation and digital transformation: digital literacy and skills of grade A' Local Government Organizations employees in the Prefecture of Arcadia</p>

## Saturday 11th October, 2025

10:00 - 10:30

## LOCAL SALUTATIONS

VIRTUAL ROOM SAT - UOP, Amphitheatre GR

Opening and Salutation by **Dr Konstantinos Papadimitriou**,  
President of the Administrative Chamber of Greece,  
Chair of the Conference Organizing Committee and  
Member of HSSS

Salutation by the President of the European Union for  
Systemics and President of the HSSS, **Professor Nikitas  
Assimakopoulos**, University of Piraeus, Greece.

Salutation by the Chair of the Conference Scientific  
Committee  
**Prof Athanasios (Thanos) Kriemadis**, Chairman of the  
Dept of Management Science and Technology,  
University of Peloponnese

10:30 - 12:00

## KEYNOTE ADDRESSES

VIRTUAL ROOM SAT - UOP, Amphitheatre GR

**KN Peter P. Groumpos**

Artificial Intelligence and Systemic Human  
Resources Management

**KN Panagiotis K. Papaioannou**

Artificial Intelligence Biases in Human Resources  
Applications and Systemic Approaches for  
Mitigation

**KN Jenny Pange**

Emergency Management and Higher Education  
Practices

12:00 - 12:30

## BREAK

<b>12:30 - 14:00</b>	<b>PROFFESIONAL ROUND TABLES</b>	
	<p>VIRTUAL ROOM SAT - UOP, Amphitheatre GR</p> <p><b>PRT Konstantinos Th. Papadimitriou, Athanasios Kriemadis, Apostolos Papatolias, Sotiria Xristopoulou, Dimitra Tombrou</b></p> <p>Current Issues In Human Resources Management In The Public Sector</p>	<p>VIRTUAL ROOM SAT - UOP, A1 Room GR</p> <p><b>PRT Konstantinos Ioannou</b></p> <p>Challenges and Transformations in Local Government Organizations</p>
<b>14:00 - 14:15</b>	<b>BREAK</b>	
<b>14:15 - 15:45</b>	<b>PROFESSIONAL ROUND TABLE</b>	
	<p>VIRTUAL ROOM SAT - UOP, Amphitheatre GR</p> <p><b>PRT Dimitrios S. Varsos</b></p> <p>Rethinking Human Resources Management through Systems Thinking and Technological Innovation</p>	
<b>15:45 - 16:00</b>	<b>CLOSING CEREMONY CSAP CERTIFICATIONS</b>	