



Navigating Change: Resilience and Innovation for a Sustainable and Digital Era

Proceedings of the 24th
Management International Conference
Organised by

- University of Primorska, Faculty of Management, Slovenia
- University of Zadar, Department of Economics, Croatia
- University of Trieste, Department of Economics, Business, Mathematics and Statistics (DEAMS), Italy

Zadar, Croatia • 4–7 June 2025

MIC 2025: Navigating Change; Resilience and Innovation for a Sustainable and Digital Era

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Foreword

The Management International Conference MIC 2025 brought together scholars, researchers, and practitioners to reflect on one of the most pressing questions of our time: how to navigate change in an era defined by uncertainty, digital transformation, and sustainability challenges. Under the theme Navigating Change: Resilience and Innovation for a Sustainable and Digital Era, the conference provided a platform for interdisciplinary dialogue on resilience, innovation, and responsible development across economies and societies.

Held in Zadar, Croatia, from 4 to 7 June 2025, the 24th MIC was jointly organised by the University of Primorska, Faculty of Management (Slovenia), the University of Zadar, Department of Economics (Croatia), and the University of Trieste, Department of Economics, Business, Mathematics and Statistics (DEAMS, Italy). The conference welcomed over 100 participants and featured 76 research papers presented across parallel sessions, special sessions, and a poster session, reflecting a wide range of contemporary research topics in management, economics, entrepreneurship, labour markets, sustainability, digitalisation, and artificial intelligence. Submissions to the MIC 2025 Conference Proceedings were subject to a double-blind peer review process, and reviewers' comments provided valuable guidance for authors in refining their contributions for publication.

The conference programme was enriched by an insightful keynote speech delivered by Mr Lasse Michael Boehm, Head of the Economic Governance and EMU Scrutiny Unit (EGOV) at the European Parliament. His address offered valuable insights into the evolving economic governance of the European Union and highlighted the important role of academic research in understanding and addressing current and future challenges.

Particular attention was devoted to early-stage researchers through the Pre-Conference Day for PhD students. We are especially grateful to Dr Marco Balzano for designing and delivering two in-depth workshops on methodological rigor and theoretical contribution, in which he explored how artificial intelligence can support systematic literature reviews and theory development while preserving scholarly judgment and conceptual clarity.

The conference also fostered dialogue between academia, policymakers, and practitioners through a round table discussion on sustainable tourism, as well as special sessions on social innovation and knowledge valorisation. Together, these activities reinforced the importance of collaboration, impact-oriented research, and the transfer of knowledge beyond academia.

We extend our sincere gratitude to the University of Zadar for its warm hospitality and excellent organisational support. The openness and engagement of our hosts significantly contributed to the collegial and inspiring atmosphere of MIC 2025.

We also wish to express our sincere appreciation to the MIC supporting journals for their continued cooperation and support. By opening their issues to contributions from MIC authors, these journals play an essential role in extending the impact of the conference beyond its sessions and proceedings. Finally, we thank all authors, reviewers, session chairs, and members of the scientific and organising committees for their commitment and contributions. We hope that the ideas exchanged and the research presented at MIC 2025 will continue to inspire future collaborations, stimulate further academic debate, and contribute to the ongoing development of the MIC community.

Dr Anita Trnavčević
Dr Jurica Bosna
Dr Guido Bortoluzzi
Conference Chairs

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