



НАУКОВО-ПРАКТИЧНА
КОНФЕРЕНЦІЯ
З МІЖНАРОДНОЮ
УЧАСТЮ



СУЧАСНІ ТЕОРЕТИЧНІ ТА ПРАКТИЧНІ АСПЕКТИ КЛІНІЧНОЇ МЕДИЦИНИ

для здобувачів вищої освіти
другого (магістерського) рівня

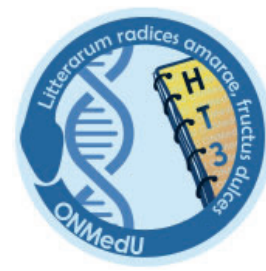
23–24 квітня 2026 року

Тези доповідей

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в. о. ректора, член-кореспондент НАМН України,
професор Станіслав ШНАЙДЕР

Редакційна рада:

професор Валерія МАРІЧЕРЕДА
професор Людмила ВЕНГЕР
професор Алла ВОЛЯНСЬКА
професор Олег ГЕРАСИМЕНКО
професор Володимир ГОРОХІВСЬКИЙ
професор Ніна МАЦЕГОРА
професор Ярослав РОЖКОВСЬКИЙ
професор Олена СТАРЕЦЬ
професор Ольга ЮШКОВСЬКА
доцент Катерина НІТОЧКО

Сучасні теоретичні та практичні аспекти клінічної медицини для С91 здобувачів вищої освіти другого (магістерського) рівня [Електронне видання] : наук.-практ. конф. з міжнар. участю. Одеса, 23–24 квітня 2026 року : тези доп. — Одеса : ОНМедУ, 2026. — 132 с.
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У тезах доповідей міжнародної науково-практичної конференції здобувачів другого (магістерського) рівня освіти наведено матеріали учасників зібрання, а також іменний покажчик доповідачів.

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strategic goals, and performance indicators aligned with healthcare priorities and population needs. Strategic planning enables healthcare institutions to move from reactive decision-making to proactive development management.

Another important direction is the strengthening of human resource management. Healthcare personnel are the core asset of any medical institution, and therefore the management system should include mechanisms for staff motivation, professional development, leadership support, prevention of burnout, and retention of qualified specialists. In current conditions, effective personnel management becomes a determinant of institutional stability and service quality.

Digital transformation is also a strategic component of management system improvement. The implementation of digital tools, electronic health records, data management systems, telemedicine solutions, and analytical platforms increases transparency, accelerates decision-making, and improves coordination between structural units. At the same time, digitalization requires managerial readiness, organizational flexibility, and appropriate staff competencies.

A separate strategic direction concerns quality management and patient-centeredness. Modern healthcare institutions should focus not only on medical outcomes, but also on patient experience, safety, accessibility, and continuity of care. For this purpose, management systems should incorporate quality standards, internal monitoring mechanisms, feedback instruments, and continuous improvement approaches.

In addition, particular attention should be paid to financial sustainability and resource efficiency. Rational allocation of resources, evidence-based budgeting, cost control, and diversification of funding sources contribute to institutional resilience and support long-term development.

Thus, the strategic directions for improving the management system of a healthcare institution include the implementation of strategic planning, strengthening human resource management, digital transformation, quality-oriented governance, and efficient resource management. Their integrated application creates the basis for enhancing institutional effectiveness, adaptability, and competitiveness in the modern healthcare environment.

ORGANIZATIONAL MECHANISMS FOR MANAGING THE INNOVATIVE POTENTIAL OF A HEALTHCARE INSTITUTION

Saida Raged

*Odesa National Medical University,
Odesa, Ukraine*

In the contemporary healthcare environment, the innovative potential of a healthcare institution has

become a strategic determinant of its sustainability, competitiveness, and capacity to respond to complex public health challenges. Rapid technological development, digital transformation, changing patient expectations, workforce shortages, and financial constraints require healthcare organizations to move beyond traditional administrative models toward more adaptive and innovation-oriented management systems. In this context, organizational mechanisms for managing innovative potential should be understood as an integrated set of structures, processes, managerial tools, and institutional conditions that enable the generation, selection, implementation, and scaling of innovations.

The innovative potential of a healthcare institution includes human, intellectual, technological, organizational, financial, and communication resources that can be mobilized to create and implement new solutions. However, the mere availability of such resources does not guarantee innovative development. Their effective realization depends on the quality of organizational mechanisms through which innovation processes are coordinated. This highlights the importance of building a management system that supports initiative, interprofessional collaboration, knowledge exchange, and evidence-based decision-making.

One of the key organizational mechanisms is strategic innovation governance. Innovation should not remain fragmented or dependent solely on individual enthusiasm. It needs to be embedded in the institution's strategic priorities, with clearly defined objectives, responsibilities, indicators, and expected outcomes. The creation of innovation committees, project offices, or cross-functional working groups can improve coordination and ensure alignment between clinical needs, managerial decisions, and technological opportunities.

Another important mechanism is the development of an innovation-supportive organizational culture. In healthcare institutions, innovation often encounters resistance due to high professional regulation, risk aversion, and heavy operational workload. Therefore, management should foster a culture of openness to change, learning, and controlled experimentation. Leadership plays a central role here: transformational and participatory leadership styles are more effective in stimulating innovative behavior, staff engagement, and readiness for organizational change.

Human capital management is also critical. The innovative potential of a healthcare institution is largely determined by the competencies, motivation, and adaptability of its personnel. Continuous professional development, interdisciplinary training, mentoring, and incentives for participation in quality improvement and innovation projects strengthen the institution's internal capacity for renewal. At the same time, the integration of clinical and managerial

competencies is especially important, since healthcare innovation requires both medical expertise and organizational coordination.

Digital infrastructure constitutes a separate organizational mechanism. Electronic health records, telemedicine, data analytics, decision-support systems, and digital communication platforms expand the institution's ability to redesign processes and improve outcomes. Nevertheless, digital tools are effective only when accompanied by appropriate workflow redesign, staff training, cybersecurity policies, and change management approaches.

Partnership mechanisms also deserve attention. The innovative potential of a healthcare institution increases significantly through cooperation with universities, research centers, startups, public au-

thorities, donors, and patient communities. Such interaction promotes access to knowledge, technologies, funding opportunities, and best practices. Thus, open innovation models are becoming increasingly relevant in healthcare management.

In conclusion, managing the innovative potential of a healthcare institution requires a systemic organizational approach. Strategic governance, adaptive leadership, innovation culture, staff development, digital transformation, and interinstitutional partnerships form the core mechanisms of such management. Their integrated application enables healthcare institutions not only to implement individual innovations, but also to build long-term organizational resilience and improve the quality, accessibility, and effectiveness of healthcare services.

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