

## **TITLE (12-point Times New Roman Boldface type, centered)**

### **Abstract**

All text must have maximum 20 pages including annexes and should be written in English. The text is to be in fully-justified, without pagination as in the present template (A4 paper size format, top-2 cm, bottom-6,5 cm, left-2 cm, right-6 cm, gutter and header -0 cm, footer-7,5 cm. Use the word Abstract as title in 11-point Times New Roman, boldface type, centered relative to the column, initially capitalized. The abstract text is to be 10-point, single-spaced type. The abstract must not contain more than 250 words.

**Key words:** papers must have no more than 5 key words

**J.E.L. CODES:** papers must have the J.E.L. classification. This classification can be found at the following link: [http://www.aeaweb.org/journal/jel\\_class\\_system.php](http://www.aeaweb.org/journal/jel_class_system.php).

Key words and J.E.L. classification is to be in 10-point, single-spaced type, justified, normal.

### **1. Introduction**

Please follow the steps outlined below when submitting your final draft. These guidelines include complete descriptions of the fonts, spacing, and related information for producing your proceedings manuscripts.

### **2. Formatting your paper**

All printed material, including text, illustrations, and charts, must be kept within the paper margins as presented in this example.

### **3. Main title**

The main title should begin from the top edge of the page, centered, and in Times New Roman 12 point, boldface type, capitalized letters.

Leave six blank lines after the title.

### **4. Main text**

Type your main text in 11-point Times New Roman, single-spaced, justified.

Figure and table captions will be included in the text, and their titles should be 11-point Times New Roman italicized and centered above tables and under the figures. Initially capitalize only the first word of each figure caption and table

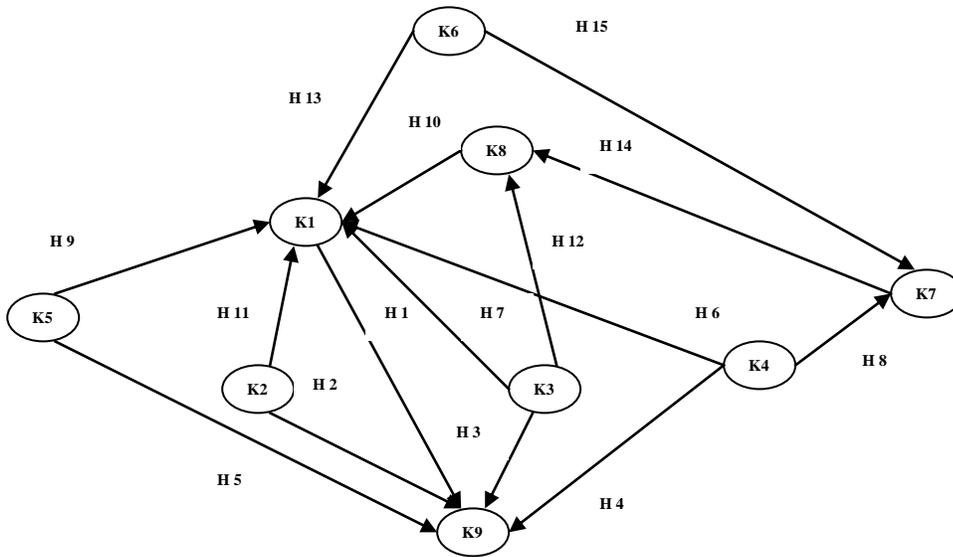
title. Figures and tables must be numbered separately. Under each figure, graph or table is to be written the source of the information.

**Table 1. The list of managerial variables**

	<b>Variables</b>
K1	leadership
K2	relationships development and maintaining
K3	focus on results and processes
K4	ability to motivate
K5	learning from own errors
K6	influencing of others
K7	decisions taking
K8	strategy setting
K9	ethical behaviour

Source: author's view

*Figure 1 The hypothesized model of managerial competencies*



Source: author's view

#### **4. Section titles**

Section titles should be Times New Roman 11-point boldface, initially capitalized, flush left, with one blank line before.

#### **4.1. Footnotes**

Footnotes can be used only to give additional information, they should not consist of a reference citation. They are numbered consecutively.

#### **5. References**

Citations in the text should follow the referencing style used by the American Psychological Association (see the Guidelines section in the journal's website).

List and number all bibliographical references in 11-point Times New Roman, single-spaced, at the end of your paper, in alphabetical order of the last name of the first author.

#### **6. Submission of the paper**

The paper must be sent in Word format document and will have the title with the following form:

**surnameauthor\_firstnameauthor.doc/docx,**

where the surname and the first name will be of the first author of the paper.