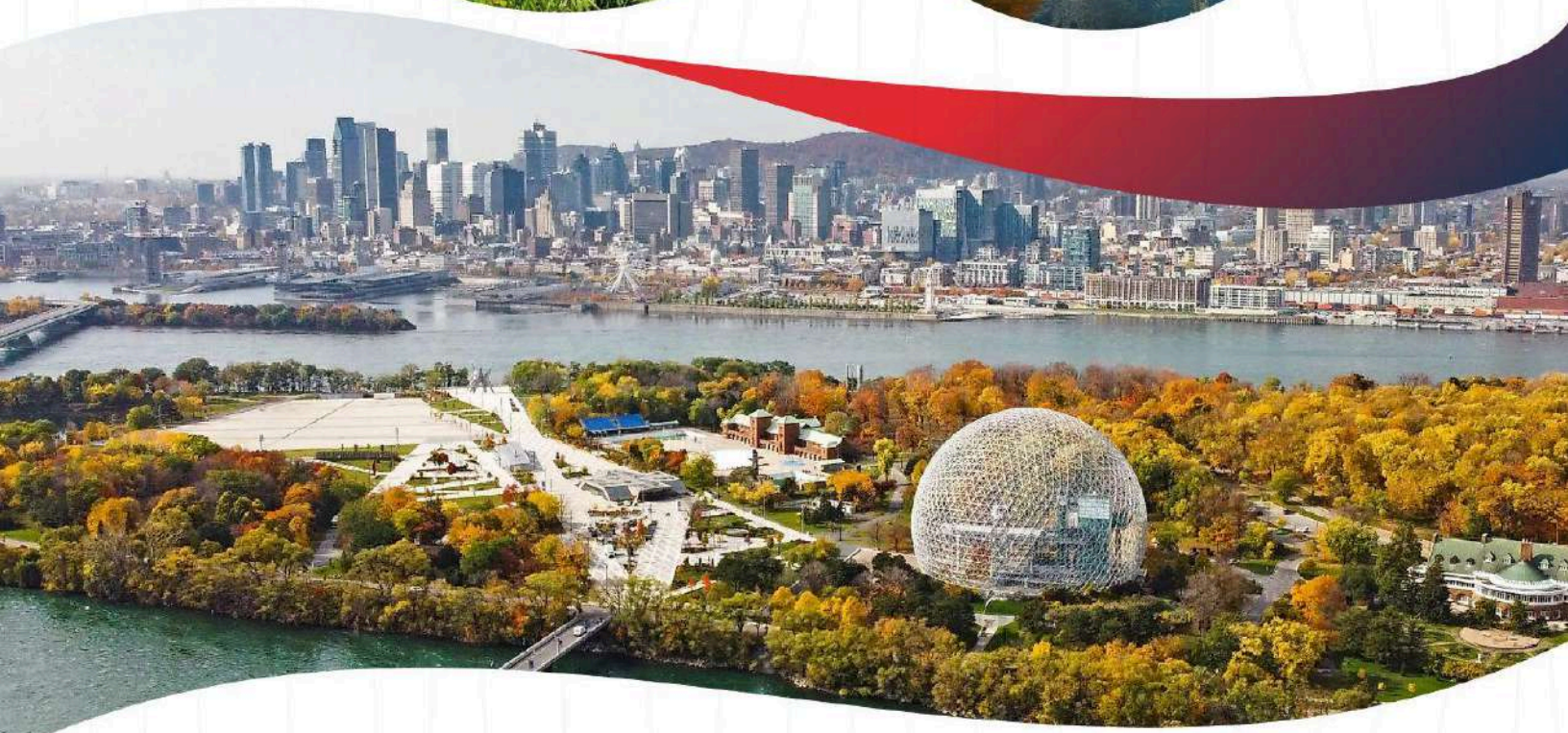


# CONFERENCE **ABSTRACT**

August 1-3, 2025

Montreal, Canada





## CONNECTING CANADA WITH AFRICA



**Expand Business With  
Canada Africa Chamber**



**BECOME A MEMBER**

Proudly Canadian, Truly Global

## **Abstract Book**

*August 1-3, 2025 - Montreal, Canada*

**Format: Electronic Book**

**ISBN: 978-1-998259-90-8**

**Venue**

**Montreal Airport Marriott In-Terminal Hotel**

**August 02, 2025**

**Montreal, Canada**



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300-9850 King George Blvd, Surrey, BC V3T 0P9, Canada

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## Welcome

As Conference Chair, I'm honored to welcome all participants to the Conference organized by **Global Conference Alliance Inc.**, taking place from **August 1–3, 2025, in vibrant Montreal, Canada.**

This international conference presents a valuable platform to connect and collaborate with delegates from around the world across a wide range of disciplines including management, marketing, international business, human resource management, accounting, finance, entrepreneurship, digital marketing, information technology, nursing, healthcare, HRM leadership, social science, engineering, business, and economics. Attendees will engage with insightful presentations that explore innovative research and emerging trends in both theoretical and applied domains.

Beyond the sessions, attendees will have the opportunity to experience the rich cultural heritage of Montreal—Canada's cultural capital—renowned for its beautiful architecture, culinary diversity, and lively festivals. Whether you're a first-time visitor or a returning guest, Montreal offers a unique and memorable backdrop for professional development and networking.

Thank you for choosing to be part of this meaningful event. Your participation will add great value to our shared mission of advancing research, collaboration, and global dialogue.



**Dr. Afzalur Rahman**  
CEO & Conference Chair  
**Global Conference Alliance Inc.**  
*Proudly Canadian, Truly Global*

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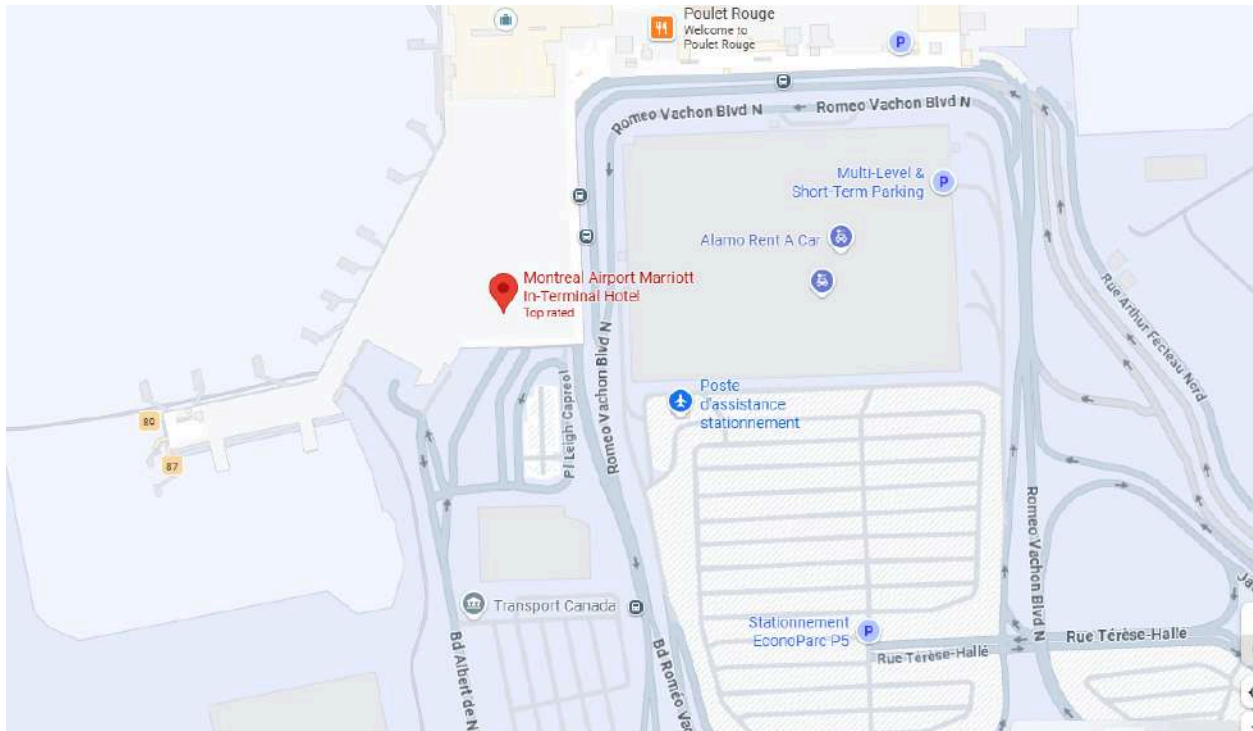
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## Conference Venue

**Montreal Airport Marriott In-Terminal Hotel**  
**800 Place Leigh-Capreol, Dorval, QC H4Y 0A4**  
**Phone: (514) 636-6700**  
**Event Room: Diamant**

### **Directions:**



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### Public Transit:

Montreal Airport Marriott In-Terminal Hotel, located at 800 Place Leigh-Capreol, Dorval, QC H4Y 0A4, Canada (Event Room: Diamant), is conveniently located within the Montréal–Trudeau International Airport. For participants arriving by air, the hotel is directly accessible from the terminal without needing additional transport. For local attendees, the venue is reachable via STM bus routes 204 and 209, which connect to the Dorval terminus and nearby Via Rail station. From central Montreal, the AirConnect shuttle or STM Express Bus 747 provides direct service to the airport from Lionel-Groulx and Berri-UQAM metro stations (Orange and Green lines). Paid public parking is also available at the airport for those arriving by car.

### Driving & Parking :

The Montreal Airport Marriott In-Terminal Hotel, located at 800 Place Leigh-Capreol, Dorval, QC H4Y 0A4, Canada (Event Room: Diamant), is conveniently situated within the Montréal–Trudeau International Airport terminal. Guests arriving by car can access several parking options directly at the airport. Public parking is available at the terminal, including short-term and long-term lots, with elevator and walkway access to the hotel. We recommend reviewing Montréal–Trudeau Airport parking information in advance for current rates and space availability.

### Accessibility :

Montreal Airport Marriott In-Terminal Hotel, located at 800 Place Leigh-Capreol, Dorval, QC H4Y 0A4, Canada, is fully accessible and designed to accommodate all guests comfortably. The venue features step-free entry, wide automatic doors, and elevators for smooth access to all areas, including the Diamant event room. Accessible restrooms are available on the premises. The hotel's direct connection to Montréal–Trudeau International Airport and proximity to public transportation make it easily reachable for attendees with varying mobility needs. Designated accessible parking is also available onsite for added convenience.

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## Conference Time Schedule

### August 02, 2025 - Montreal, Canada

- **Friday, August 01, 2025** – Arrival of the participants in Montreal, Canada
- **Saturday, August 02, 2025 (Conference Day)** – Registration, opening speech, keynote speech, and technical sessions:

**Registration will start from 1:00 PM, Gate Closed 1:30 PM**

<b>Activity List, Saturday, 2nd August, 2025 (Conference Day)</b>	<b>Time</b>
Registration and Lunch	1:00 PM - 1:30 PM
Opening Remarks by Conference Chair	1:30 PM - 1:40 PM
Ice Breaking Session	1:40 PM - 1:50 PM
<b>Technical Session 1: Machine Learning and Artificial Intelligence, Information Technology and Computer Science</b> Keynote Speech by Gauraang Malik	1:50 PM - 2:15 PM
<b>Technical Session 2: Biotechnology, Bioengineering, and Biomedical Engineering</b> Keynote Speech by Milad Rajabi {virtual}	2:15 PM - 2:40 PM
<b>Break</b>	2:40 PM - 2:45 PM
<b>Technical Session 3: Civil and Architectural Engineering</b> Author Presentation by Maalem Toufik	2:45 PM - 3:10PM
<b>Break</b>	3:10 PM - 3:15PM
<b>Technical Session 4: Oil, Gas, and Petroleum Engineering</b> Keynote Speaker: Adam Adib{virtual}	3:15 PM - 3:40 PM
<b>Technical Session 5: Business Management and Economics, Strategic Management and Planning, Human Resource Management</b> Keynote Speech by Dr. Afzalur Rahman	3:40 PM - 4:05 PM
Photo Session and Certificate Giving Ceremony	4:05 PM - 4:30 PM
Closing Remarks	4:30 PM - 4:50 PM
Testimonials	4:50 PM - 5:00 PM

- **Sunday, August 03, 2025** – City Tour (optional to the participants)

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## Disclaimer

- Please note that all our conferences are multidisciplinary. In addition to the main topic, other topics may also be discussed during the scheduled sessions.
- It is mandatory to confirm your attendance prior to the conference to guarantee your seat and catering arrangements.
- Registered participants may either attend the entire event or choose to attend only their specific sessions.

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## Conference Committee

### Keynote Speech



### **Dr. Afzalur Rahman**

*Doctor of Business Administration – DBA in International Business (USA)*

*Certified International Trade Professional – CITP (Canada)*

*Former Professor of Business Management – Douglas College (Canada)*

Dr. Afzalur Rahman is the CEO of Global Conference Alliance, where he leads a team of professionals dedicated to delivering premier academic training, conference hosting, and event planning services to scholars and researchers worldwide. With more than 15 years of experience in higher education and international business, he is deeply committed to fostering knowledge exchange, cross-border collaboration, and innovation across disciplines.

In addition to his role at Global Conference Alliance, Dr. Rahman is the CEO and President of the Canada-Africa International Business Chamber of Commerce, an organization focused on strengthening economic ties, trade partnerships, and investment opportunities between Canada and African nations.

He is also the founder and CEO of Universal Training Corporation, a multidimensional training institute based in Vancouver, Canada. Dr. Rahman holds a Doctor of Business Administration in International Business, an MBA in Finance, and a Bachelor of Commerce in Business Administration and Management. He is a Certified International Trade Professional (CITP) and a Chartered Professional in Human Resources (CPHR), underscoring his extensive credentials and expertise.

Dr. Rahman has a rich background in academia, having taught at multiple universities in Canada,

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the United States, China, and Bangladesh. His teaching experience includes positions at Douglas College, the University of British Columbia, and several other institutions. He has also published numerous articles in peer-reviewed journals, with research interests that include international marketing, human resource management, business strategy, and global entrepreneurship.

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## *Keynote Speech*



### **Gauraang Malik**

*Independent AI Consultant, McGill University (M.I.St.).*

Gauraang Malik, is an AI consultant and recent Master's graduate in Information Studies from McGill University. His master's research focused on mitigating AI hallucination using multi-agent LLM architectures to detect and reduce incorrect outputs. He is currently building explainable AI systems for urban agriculture to optimize yield with minimal user inputs and privacy-first AI systems for law clients handling knowledge retrieval and workflow automation. His focus is on rigorous evaluation, vector databases, and local AI models for privacy. His personal interest sits at the intersection of operating systems and Artificial intelligence.

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## *Keynote Speech*



### **Milad Rajabi**

*DVM Graduate*

*Operation manager at SafeTrust Company*

Milad Rajabi, is a veterinary doctor with a passion for scientific innovation and interdisciplinary collaboration. Over the years, he has worked on bridging the gap between biomedical research and real-world applications, contributing to advancements in nanotechnology, tissue engineering, and regenerative medicine. His expertise spans biomaterials and pharmaceutical sciences, with a focus on bone defect repair and surgical innovations. With international experience in research, product development, and industry collaborations. He is patent holder which is related to nanoparticles, a breakthrough benefiting both veterinary and human medicine. His research interests include biomaterials, nanotechnology, AI-assisted biomaterial design, and regenerative therapies. In addition, he has worked as a Product Specialist and Product Manager, With business experience across the Middle East, East Asia, and Europe, he now leverages his expertise to strengthen the connection between academia and industry, fostering innovation and real-world applications.

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## *Keynote Speech*



### **Adam Adib**

*École de technologie supérieure (ÉTS), Montreal – Ph.D. Candidate  
[in Artificial Intelligence and Energy Systems]*

Adam Adib is a former senior control and automation engineer with extensive experience in the energy sector, specializing in the design and engineering of complex systems. He has served as a consultant on major energy plant projects around the world, including in oil, gas, petrochemical, power generation, and mining industries. Now based in Montreal, he is pursuing a Ph.D. at ÉTS, with research focused on the intersection of Artificial Intelligence and Energy Systems. He has also completed academic work in AI at McGill University. With a strong background in both engineering and artificial intelligence, Adam is passionate about developing AI-driven engines to enhance intelligent decision-making and automation in modern energy infrastructures.

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## Committee Members

- **Dr. Afzalur Rahman**, Former Professor of Business Management – Douglas College
- **Dr. Michael Henry**, Thompson Rivers University, Canada; Dean, School of Business & Economics – Adviser
- **Masum Billah Bhuiyan**, Founder of Giant Marketers  
IT Entrepreneur || Public Speaker || Business Coach || Digital Marketing Expert
- **Mr. John O'Fee K.C.**, Thompson Rivers University, Canada - Business Law and Human Resource Management
- **Dr. Erika Skita**, Instructor, Granville College in Vancouver, Canada
- **Dr. Dushyant Gosai**, Colorado State University-Global Campus, United States - Accounting
- **Mr. Simon Parker**, Douglas College, Canada - Marketing and International Business
- **Dr. Ahmed Hoque**, Vancouver Island University, Canada - Economics and Banking
- **Dr. Emrul Hasan**, The University of British Columbia, Canada -Finance
- **Dr. Murat Erogul**, Faculty Member, Adelphi University, USA
- **Ms. Marisa McGillivray**, Economist at Statistics Canada Consumer Prices Division
- **Mr. Quazi M. Ahmed**, IFC/World Bank Group Certified Master Trainer
- **Mrs. Yasmin Jahir**, Software Engineer
- **Dr. Imtiaz Ahmed**, Assistant Professor, Department of Electrical Engineering and Computer Science, Howard University, Washington, DC, USA

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## Authors' Presentation Review

**Saturday 02nd August, 2025**

Name and Affiliation	Title
<b>Maalem Toufik(Author)</b> <i>University of Batna 2</i> <b>Derradji Lazhar and Merzouki Tarek(Co-Author)</b>	<b>Strain-Based Finite Element for Static and Dynamic Analysis of Plates: ABAQUS Implementation of a Hexahedral 8-Node 3D Element</b>

Name and Affiliation	Title
<b>Odulawa Omolade Adebimpe(Author)</b> <i>Xero</i> <b>Raphael Olaniyi(Co-Author)</b> <i>Rise Air</i>	<b>The Role of Leadership and Transparency in the Implementation of Corporate Sustainability in Strategic Management</b>

Name and Affiliation	Title
<b>Titah Michael Tanda(Author)</b> <i>Gic Novagro International Enterprise</i> <b>Eze Ada Jennifer(Co-Author)</b>	<b>Agribusiness Innovation and Youth Employment through Agro-Based Product Development: The GIC NOVAGRO Model</b>

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## **Instructions for Oral Presentation**

**Saturday, August 02, 2025**

**Devices provided by the conference organizer:**

- ❖ Laptop (with MS-Office and Adobe Reader)
- ❖ Projector and Screen

**Materials provided by the presenters:**

- ❖ PowerPoint or PDF files (files should be copied to the conference laptop at the beginning of each session)

**Duration of each presentation:**

- ❖ Regular oral presentation – 10 minutes including Q&A
- ❖ Keynote speech – 20 minutes

## **Instructions for Publication**

**Title:** Conference Abstract August 1-3, 2025 - Montreal, Canada

**ISBN:** 978-1-998259-90-8

**Format:** Electronic book

## **Instructions for Participants**

**To attend the conference, please ensure you bring a printed invitation letter and a valid photo ID (such as Passport, Driving License, or any government-issued ID with a photo) on the day of the event. Admittance to the conference will not be granted without these documents. We greatly appreciate your cooperation.**

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## Authors' Presentation Schedule

**Saturday 2nd August, 2025**

Name and Affiliation	Title & Abstract
<p><b>Maalem Toufik(Author)</b> <i>University of Batna 2</i></p> <p><b>Derradji Lazhar and Merzouki Tarek(Co-Author)</b></p>	<p><b>Strain-Based Finite Element for Static and Dynamic Analysis of Plates: ABAQUS Implementation of a Hexahedral 8-Node 3D Element.</b></p> <p><b>Abstract</b> Abstract. In this work, a robust 8-node hexahedral finite element, based on the strain approach, is used to model the static and dynamic behavior of isotropic plates, both thin and thick. This element, initially programmed in FORTRAN, had previously demonstrated its capacity to overcome locking issues in the bending of thin structures. Here, its implementation into the commercial software ABAQUS—via the user-defined element subroutine (UEL)—is revisited and applied to a series of dynamic simulations. The use of ABAQUS not only broadens the scope of applications but also significantly reduces the programming effort required, while showcasing the modeling capabilities of the element in practical scenarios. The results obtained outperform those of native ABAQUS elements and other elements in the literature with the same number of nodes. Based on these observations, new perspectives for further improvements are proposed.</p> <p>Key words: Abaqus, Hexahedral finite element, Implementation, Plate bending, Plate vibration, Strain approach.</p>

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Name and Affiliation	Title & Abstract
<p><b>Odulawa Omolade Adebimpe(Author)</b> <i>Xero</i></p> <p><b>Raphael Olaniyi(Co-Author)</b> <i>Rise Air</i></p>	<p><b>The Role of Leadership and Transparency in the Implementation of Corporate Sustainability in Strategic Management.</b></p> <p><b>Abstract</b> Scholars, practitioners, and regulatory bodies have shown growing interest in the adoption of corporate sustainability (CS) following the publication of the Brundtland report in 1987 (Huang &amp; Watson, 2015; Maon et al., 2009). The companies that actively participate in corporate sustainability, as discussed by Lueg et al. (2013), are those that integrate social and environmental responsibility as fundamental components of their business models, as highlighted by Harrison et al. (2019). The term "corporate" is capitalised in the context of corporate social responsibility (CSR) to underscore the extensive range of the concept, encompassing all entities that possess even minimal capacity to impact economic outcomes. This statement serves to underscore the notion that every individual possesses the right to express their opinion on this subject matter, regardless of their status or position. The consideration of efforts made by organisations that aim to benefit society as a whole may be subject to variability and not necessarily guaranteed. According to Margolis et al. (2009), Corporate Sustainability (CS) plays a crucial role in ensuring the long-term viability of a competitive advantage in the market, leading to enhanced economic performance. The field of Corporate Sustainability (CS) promotes the principles of transparency and accountability, as evidenced by studies conducted by López-Pérez et al. (2017) and Ostrom (1990). Additionally, CS emphasises the optimisation of resource utilisation in terms of efficiency and effectiveness, as highlighted by the research of Lueg and Radlach (2016). Nevertheless, the implementation of integration has not been apparent in the field of strategic management. The lack of accountability among multinational conglomerates has</p>

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	<p>resulted in adverse impacts on global warming and climatic conditions. Various sources, such as the United Nations Environment Programme (2013), the Global Reporting Initiative (2013), and the Intergovernmental Panel on Climate Change (2014), have indicated that business environments are experiencing significant and swift transformations, necessitating ongoing efforts to safeguard the Earth and its inhabitants. Given the prevailing circumstances, there is an observable trend towards the emergence and proliferation of environmentally conscious enterprises (Moon, 2007; Baumgartner, 2014). Nevertheless, the progress of companies has also been impeded. However, there is an increasing agreement among managers that incorporating corporate sustainability into strategic planning is crucial (Kiron et al., 2012; Kiron et al., 2015), a factor that is often overlooked. However, an effective approach for adapting to these transformations involves integrating sustainability into corporate strategies and processes. Scholars have shown a growing interest in the incorporation of corporate sustainability into a company's strategy, vision, and culture in recent years (Stead and Stead, 2000; Jin and Bai, 2011). The existing body of scientific literature indicates that there exist multiple approaches to the process of integration. Siebenhüner and Arnold (2007) argue that to transition towards a more sustainable mindset, it is imperative to embrace resource-efficient technologies, offer environmentally friendly goods and services, and implement sustainability reporting schemes while moving away from a market-profit orientation. Nathan (2010) presents an extended analysis of Galbreath's (2006) research, proposing a comprehensive framework for the incorporation of corporate sustainability within the context of business strategy. The author suggests the integration of environmental and societal considerations into comprehensive business strategies. The incorporation of corporate sustainability (CS) into the routine activities and overarching strategic plans of an organisation is widely recognised as a challenging undertaking (Baumgartner, 2009; Oertwig et al., 2017).</p>
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	<p>Consequently, it is often imperative to implement not only one but frequently multiple substantial modifications (Uhl-Bien &amp; Arena, 2018). Asswad et al. (2016) and de Medeiros et al. (2014) have posited that the attainment of success or failure in the integration of corporate sustainability (CS) is contingent upon several factors, namely barriers, drivers, and key factors.</p> <p>Organisations aiming to enhance their performance concerning relevant stakeholders should prioritise the initial phase of the corporate sustainability integration process. This phase involves acquiring a comprehensive understanding of the skills that need to be cultivated to foster sustainable development. This notion is supported by scholarly works such as those by Horisch et al. (2014), Rodrigue et al. (2013), Dyllick and Hockerts (2002), and Testa et al. (2018). The cultivation of a proactive organisational culture is of utmost importance in shaping the cognitive, behavioural, and affective responses of employees towards sustainability-related matters (Baumgartner, 2014; Warrick, 2017). The incorporation of this culture ought to serve as a catalyst for the company's endeavours in tackling these issues. To determine the appropriate sustainability-oriented initiatives to be implemented, the leadership should possess the requisite knowledge, experience, and expertise (Husted and Sousa-Filho, 2017; Stakeholder Engagement Framework, 2017). This enables them to make informed decisions regarding the selection, rationale, and allocation of responsibilities for such initiatives. When a company undertakes measures to enhance its environmental management practices, it tacitly assumes, without explicit declaration, that its management and employees are already conforming to the optimal standards of environmental</p> <p>responsibility. This assumption can be considered audacious; nevertheless, it is based on the premise that a significant number of employees may possess limited awareness regarding sustainability matters that transcend their immediate job responsibilities. Transparency, as a fundamental element, plays a crucial</p>
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	<p>role in the successful implementation of corporate sustainability integrations.</p> <p>This paper aims to provide a comprehensive analysis of the integration of corporate sustainability into strategic management, presenting a thorough examination of the results obtained. Through a comprehensive examination of prior scholarly investigations and review of companies' sustainability reports, this review elucidates the present understanding of the subject matter, discerns instances of corporate unsustainability within the realm of business, and imparts valuable perspectives regarding the impact of leadership and the degree of transparency in facilitating the successful incorporation of sustainability into strategic management methodologies. This study aims to examine the potential long-term impact of Corporate Sustainability, or the absence thereof, on the triple bottom line.</p> <p>This review aims to enhance comprehension regarding the effective integration of corporate sustainability into strategic management within organisations. By doing so, it supports the advancement of sustainable business models that are in line with environmental and social imperatives. Additionally, this practice would facilitate the identification of deficiencies within the existing body of literature, enabling researchers to propose potential avenues for future research. Consequently, this would promote continued dialogue and the progression of knowledge within this field.</p>
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Name and Affiliation	Title & Abstract
<p><b>Titah Michael Tanda(Author)</b>  <i>Gic Novagro International Enterprise</i></p> <p><b>Eze Ada Jennifer(Co-Author)</b></p>	<p><b>Agribusiness Innovation and Youth Employment through Agro-Based Product Development: The GIC NOVAGRO Model.</b></p> <p><b>Abstract</b>  Agribusiness holds transformative potential for addressing youth unemployment and underdevelopment across Africa. This paper presents the innovative model of GIC NOVAGRO INTERNATIONAL ENTERPRISES, a Nigerian-based agroprocessing company that uses locally sourced agricultural inputs such as palm kernel oil, turmeric powder, neem oil, and honey to produce high-quality, natural bathing soaps. With plans to expand into body lotions, facial creams, and detergents, GIC NOVAGRO aims to further add value to agricultural raw materials and create sustainable employment opportunities for youth and women in rural communities. Through skills training, supply chain integration, and value-added production, GIC NOVAGRO exemplifies how agribusiness can serve as a bridge between agriculture, entrepreneurship, and industrialization. The enterprise seeks to expand its operations and impact by attracting investment and strategic partnerships, while also positioning its model as a replicable blueprint for agroindustrial development in Africa. This presentation aims to share insights, challenges, and opportunities in aligning agricultural innovation with inclusive economic growth.</p>

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Email: [contact@globalconference.ca](mailto:contact@globalconference.ca) | Visit: [www.globalconference.ca](http://www.globalconference.ca)





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+1 672-971-2088 (Hotline & WhatsApp)  
Mon to Fri (10 am – 6 pm PST)