The Reciprocal Relationship Between Organizational Culture and Leadership. How One Shapes the Other

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Abstract: This article examines how Ukrainian migrants in Poland perceive AI-driven local government reforms in post-war Ukraine. Based on quantitative (N=400) and qualitative (N=5) research, it explores expectations, concerns and perceived limits of digital governance, highlighting tensions between innovation, democratic resilience and institutional capacity. It also identifies the role of migrants as carriers of knowledge and experience, shaping future models of local governance.