

Challenges and Opportunities in Leadership Development within the Middle Corridor Logistics Systems

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Abstract

The article explores critical challenges and opportunities in leadership development within the countries of the Middle Corridor (Trans-Caspian International Transport Route). The rapid transformation of logistics systems in this region necessitates highly qualified human capital and the development of adaptive managerial models. Despite the region's growing transit role, the logistics sector continues to face a significant competency deficit, which limits operational efficiency, innovative capacity, and the quality of regional cooperation.

The paper is based on a comparative analytical framework and includes an assessment of the state of human capital based on the relevant indicators of the Logistics Performance Index (LPI). The comparative analysis evaluates the educational and vocational training systems in Georgia and other Corridor countries (Azerbaijan, Kazakhstan, Turkey). Qualitative research conducted with industry representatives reveals key structural barriers - including a lack of curriculum diversification, a deficit in digital and analytical skills, and insufficient preparation for managerial responsibilities.

The research argues that strengthening logistics leadership is possible through an integrated approach that combines transnational training standards, the development of digital competencies, the reinforcement of practice-based learning, and the institutionalization of university - industry cooperation.

The concluding section presents policy and education sector recommendations aimed at the systemic modernization of the training of logistics leaders in the region. These steps are crucial for ensuring the stable, competitive, and innovative development of the Middle Corridor.

Keywords: Logistics Leadership, Human Capital Deficit, Logistics Performance Index (LPI), Adaptive Learning, Middle Corridor, Managing Change