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I declare, I confirm, I certify and I sign that I received substantial, important, line by line peer review with several and substantial comments, important remarks and hints from, at least, 3 Reviewers and the Assistant Editor for my paper: Leadership in unstable conditions: change management strategies and effective crisis management for achieving success, with Authors: Tetiana Kulinich, Olha Materynska, Yuliia Aleskerova, Hanna Kuzmenko, Izolda Balian.

I would like to thank all the reviewers for their thoughtful comments and efforts towards improving our manuscript. We revised the manuscript with special attention to the comments that we received from ....**Two (2)**..... (<-write the correct number) reviewers that were experts, specialists in the area of my paper.

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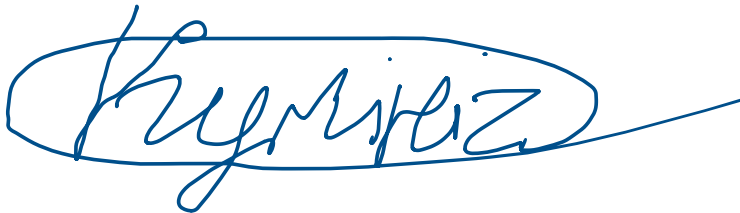
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