



SUSTAINABLE
PLACES **2023**

EMERGENT THEMES IN THE STUDY OF THE
TRANSFORMATION TO SUSTAINABILITY
LEADERSHIP

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BACKGROUND TO THE RESEARCH

"Leaving a better world for our children requires not just some action from the business world, but exponential solutions. Sustainability is not a trend; it is a condition for future business success, and we need to up the game."
(Henriksson and Grunewald, 2020)



Experiencing the Transformation to Sustainability Leadership

Honeybee and Locust (Avery and Bergsteiner, 2011)

The aim of the research is to identify what the transformation to sustainability leadership looks like through discovery and analysis of the experiences of authentic sustainability leaders.

Methodology

Phenomenological approach (Husserl 1859-1938)

- Throwing light on people's lived experience of a phenomena
- Understanding of a phenomena as experienced consciously which are explored without presuppositions and preconceptions

Unstructured Interviews

- Pure data collection
- Selection of Participants
- Authentic Sustainability Leaders

EMERGING THEMES



SYMBIOSIS AND
IMMERSION IN
NATURE



Symbiosis and Immersion in Nature



Consideration and understanding of
Symbiosis



Developing '**Harmony**' with nature



Regularly being immersed in nature- a
physical connection
(ocean, fields, streams, photography)

CHILDHOOD AWARENESS OF SUSTAINABLE PRACTICES



Childhood awareness of Sustainable Practices



Activism



Equality



Nature



Adopting practices
as 'the Norm'



WITNESSING A KEY EVENT

Adding value



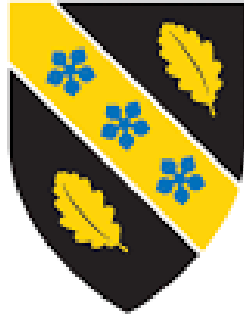
Deepen our understanding



Can this be engaged in other leaders to replicate the phenomenon?



Organisations will have the opportunity to understand the transformation in their employees in order to nurture this process



Prifysgol Cymru

Y Drindod Dewi Sant

University of Wales

Trinity Saint David

Thank you

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