


Chapter 8

From Vision to Action: The Role of Green Inclusive Leadership in Achieving Sustainable Performance in Higher Education

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ABSTRACT

Leadership in fostering green and inclusive practices has gained significant attention in organizations globally. Green Inclusive Leadership has emerged as a critical factor in achieving sustainable performance in higher education institutions, emphasizing collaboration, inclusivity, and a commitment to environmental sustainability. A research study conducted with 248 responses analyzed the influence of Green Inclusive Leadership on sustainable performance, providing valuable insights into the relationship between these two factors and offering evidence-based insights on implementing and optimizing green, inclusive leadership practices. By understanding the impact of Green Inclusive Leadership on sustainable performance, organizations can adopt effective strategies to contribute positively to society and the environment.

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INTRODUCTION

Human activities have a profound impact on the environment and organizations. This has led to more organizations voluntarily operating in an environmentally responsible way, recognizing the importance of sustainable practices for society and the environment (Gupta et al., 2016). Educational organizations must adopt sustainable practices in today's corporate environment, as it is increasingly apparent. There is a growing awareness of the vital role of educational institutions in shaping a sustainable future, especially as the global community grapples with environmental issues. A central aspect of this initiative is the concept of “green inclusive leadership,” which combines inclusive decision-making with environmental stewardship. By examining how this leadership approach promotes social justice, environmental responsibility, and economic viability, this introduction delves into the impact of green inclusive leadership on the sustainable performance of organizations. Sustainability leadership approach involves strategic processes undertaken by organizational leaders, policymakers, and academics to implement sustainable development policies and initiatives. It encompasses a range of approaches, methods, and systemic solutions designed to steer institutional policy towards greater sustainability. Higher Education Institutions (HEIs) play a critical role in promoting sustainable development. However, there is a notable dearth of research focused on sustainability leadership within universities (Filho et al., 2020).

Green inclusive leadership goes beyond traditional leadership paradigms by encompassing principles of environmental responsibility and social equity. Leaders who embrace this approach prioritize the economic success of their organizations and the well-being of the planet and its inhabitants. This comprehensive leadership style aims to create a harmonious balance between ecological sustainability and social justice, recognizing that these elements are interconnected and essential for long-term organizational success.

Green inclusive leadership is a comprehensive organizational management strategy that prioritizes sustainability while making decisions. It involves leaders who are dedicated to promoting inclusion among a variety of stakeholders in addition to being ecologically conscientious (Anane-Simon & Olusegun Atiku, 2023). To handle the intricate and interrelated problems presented by social inequality, economic instability, and climate change, scholars and practitioners have stressed the necessity for organizations to embrace such a leadership style. Organizations can cultivate a culture of environmental responsibility that impacts sustainable performance by incorporating green ideas into their leadership practices (Atiku, 2019; 2020).

The environmental impact of green inclusive leadership is profound and extends across various organizational dimensions. Leaders who prioritize green practices contribute to the reduction of ecological footprints by adopting environmentally

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