

Chapter 13

Sustainable Leadership, Employee Engagement, and Organizational Resilience: A Holistic Approach to Green Management

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ABSTRACT

With enhanced pressure from the stakeholders and concern towards the environment, organizations have no other way than to go for green management strategies to make business sustainable in today's world. This chapter considers the sustainability dimension of leadership, employee engagement, and organizational resilience as three interlinked elements that form a holistic approach to green management. It is in this backdrop that the authors present an integrated framework that helps organizations navigate through the complexities of sustainability toward long-term success and adaptiveness. In this regard, sustainable leadership is very important in influencing organizational change for environmental responsibility. Such leaders will not only drive their organizations toward eco-friendly practices but also inspire and empower the staff to become pro-green. By so doing, sustainable leaders diffuse a culture of stewardship toward the environment throughout the organization by way of a vision, ethical decision-making, and a commitment to value creation for the long term.

1. INTRODUCTION

With mounting environmental challenges and growing pressure from various stakeholders, organizations worldwide are increasingly realizing the need for embracing sustainable business practices and green management strategies. The concept of business sustainability is not long back today, shifting from being a peripheral concern to a premise at the core of organizational strategy. The urgent need for organizations to assume a responsible stance, when the world is on the eve of potential catastrophic climatic change, resource depletion, and ecosystem degradation, becomes quite conspicuous. With this evolving business climate context which implants enormous tension in the business community, the concept of holistic green management sets its front as a schematic methodology through which organizations can successfully go ahead in this increasingly complex prospective of sustainability while ensuring competitive advantage and long-run success.

This view integrates sustainable leadership, employee engagement, and organizational resilience. By studying the synergies and inter-linkages between these components, the holistic view seeks to enable the development of a comprehensive study of how organizations can place and sustain green management practices in the context of a rapidly changing business environment. The backbone of this holistic view is sustainable leadership, which helps drive an organization's agenda and commitment towards environmental responsibility. Sustainable leaders do not only personality define the directions for the organizations they lead in their own

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