Leadership: Managing the Organization towards Sustainable Development Goal

Koh Han Wen Kelvin

ABSTRACT

Considering the modern, global, and integrating character of the business activity, the function of leadership in providing organizations' transition towards sustainable development goals is becoming critical for implementing the goals of the sustainable development strategy. The SDGs are a set of goals adopted in 2015 by the United Nations which contains the full spectrum of goals from poverty elimination, social justice, climate change, and international sustainable development (United Nations, 2015). Leadership is not only a determinant of the internal functioning and climates of organizations, but also moderates their external interactions; supporting partnerships and advocacies within the sustainability context (Avolio et al. , 2020). Consequently, this research article seeks to present a detailed analysis of the complex nature of leadership and sustainable development by incorporating empirical data and theoretical data for the purpose of elucidating the possibility of leadership for the change of SDGs. In a conceptual literature review of academic articles, case studies, and reports, the study explores different leadership approaches, business practices, and initiatives toward SD. Specifically, the transformational, servant and ethical leadership are discussed in as far as their more unique roles in promoting organizational cultures based on the principles of sustainability (Lemoine, et al., 2021; Bass & Riggio, 2006; Brown & Treviño, 2006). Due to the emphasis of creating a visionary and inspirational atmosphere within an organization and utilizing employee's power and legitimacy to deliver a common vision of sustainable business and social responsibility, transformational leadership is conceptually central to stakeholder management (Bass & Riggio, 2006). Servant leadership as a management style entails understanding needs, teamwork, and virtuous decision making, which results in an organizational culture in which organizational objectives are congruent with the common good, and ecosystems (Greenleaf, 1970). Ethical leadership based on core values and ethical theories helps organizations to address and solve multifaceted ethical issues and encourage businesses' ethical behavior (Brown & Treviño, 2006).

Tactically, it also involves the formulation of goals, management by metrics, and communicating the change to the people in the organization so as to integrate the global SDGs into the organizations' strategic plans and activities (Sachs et al. , 2019). When the leadership of the organization is committed to such approaches, there are benefits of building the organizational resilience besides displaying the willingness to partner and invest in sustainable development projects to the stakeholders (Waldman et al ., 2006). Additionally, the article assesses the extent to which radical leadership in sustainability include key principles of the natural environment, society, and financial sustainability to become the organization's DNA (Marquis & Qian, 2014). First, through encouraging the culture of innovation and inclusiveness and sound ethical business practices, leader enable organizations to solve for the global problems while at the same time improving their future competitiveness and creating positive social changes (Eisenhardt & Martin, 2000). Therefore, this study offers significant understanding on how leadership facilitates organizations for attainment of SDGs and enhancement of sustainable development across the world. Thus, the article breaks down the processes by which leadership impacts sustainable development to shed light on how organizations can better integrate their practices with the tenets of sustainable development as set forth by the United Nations. Hence, future studies are suggested in the light of new leadership theories and their impact on sustainable development within a dynamically changing environment.

Keywords: Leadership, Sustainable Development Goals (SDGs), Transformational Leadership, Servant Leadership, Ethical Leadership, Organizational Sustainability, Stakeholder Engagement, Environmental Stewardship

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INTRODUCTION

In today's globalized and interconnected world, the pursuit of Sustainable Development Goals (SDGs) has become a paramount agenda for governments, businesses, and organizations worldwide. Envisioned by the United Nations in 2015,

the SDGs represent a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030 (United Nations, 2015). These goals encompass 17 interconnected objectives addressing critical global challenges such as poverty alleviation, gender equality, climate action, and sustainable economic growth.

Achieving the SDGs requires concerted efforts from all sectors of society, with businesses and organizations playing a pivotal role due to their economic influence and capacity for innovation. At the heart of this endeavor lies leadership – the guiding force that shapes organizational strategies, inspires collective action, and drives transformative change towards sustainable development.

The Role of Leadership in Sustainable Development
Therefore, green leadership goes beyond the conventional administration practices. It entails the formulation of a clear picture towards the future, the capacity to anticipate events that will shape the future, and the capacity to motivate others towards the future picture. The leaders not only need to describe the objectives coherently linked to the SDG but also create conditions that stimulate the teams to search for and implement the solutions that will make the organizations more sustainable. Because of this, they promote responsibility, ethics in decision-making processes, as well as creating value not only for shareholders, but for the society at large (Avolio et al. , 2020).

Optimal theoretical frameworks for explaining sustainable development initiatives are the transformational, servant, and ethical leadership styles. Leadership is a style of management that involves proactively encouraging employees to achieve sustainability goals by positively setting up behaviors that include visioning and trusting (Bass & Riggio, 2006). Servant leaders focus on the development of subordinates and the groups to which they belong, and they act with care and responsibility (Greenleaf, 1970). Ethical managers are responsible for maintaining the moral standards and ensure that organizations exhibit ethical policies while tackling for sustainable business (Brown and Treviño, 2006).

As a result, the main objective and scope of the given research may be stated as follows:
Thus, this research article will seek to discuss the complex nature of leadership in the management of organizations in the quest to achieve the SDGs. Leadership is focused on enhancing knowledge on how culture, strategy and external environment of the organization is impacted by leadership in the sustainable development. Therefore, based on systematic integration of theory and research findings, systematic case analysis, and theoretical construction of leadership, this study will reveal the process of how leadership can proactively address the challenges of sustainable development to produce positive outcomes and promote worldwide sustainable development.

Structure of the Article
This article will continue with the literature review to establish theories of leadership and an understanding of ways in which the theories are applicable in areas of sustainability. It will also look at the various ways that leadership practice and behavior support the concept of sustainability in organizations and their global effects on the welfare of the society. Moreover, the study will seek to examine the practical steps organizations have taken to incorporate SGD's into organizational operations and move towards leadership buy-in, and practice and evaluation of SDG's.

Leadership will also be explained using real life examples and case studies of various organizations and geographical locations to explain how leadership can be applied practically in achieving sustainable development goals. These will showcase best practices in leadership initiatives, the hurdles that were encountered and lessons drawn which would be beneficial for the practitioners, policy maker and academics who want to advance sustainability.

Significance of the Research
The separate awareness of the leadership in the sustainable development concept is necessary to consider how best to approach the overwhelming difficulties the world is facing and how best to ensure the world continues to thrive far into the future. This research advances knowledge in practice and theory by offering the direction and the sets of desired actions to leaders who aim at integrating their organizations into global sustainability agendas. Thus, to contribute to the field's development and encourage stakeholders to implement revolutionary changes and support the idea of sustainable development, the study focuses on leadership's possibilities to bring about change.

In today's world which is characterized of globalization, leadership becomes a defining factor on whether an organization will be able to play a positive and productive role towards realization of sustainable development. Therefore, it is critical to focus on the theme of this article, that is leadership in managing organizations towards achieving SDGs by exploring the relationship of leadership, innovation, resilience, and inclusive growth for sustainable development.

LEADERSHIP STYLES AND SDGs

This paper posits that leadership behavior affects the nature of organizational determinants that inform strategies and practices for attaining the envisaged objectives of the SDGs. Launched by the United Nations in September 2015, SDGs present a united and broad set of 17 goals where one is the central idea, and the goals are interrelated with the targets of alleviating poverty, reducing inequality, mitigating the impacts of climate change, and preserving the environment. Management is a critical factor in the implementation of sustainable practices and achievement of organizational goals that support organizational operations and the global community.

Transformational Leadership

Besides, it is noteworthy that transformational leadership has emerged as the most influential factor that can facilitate organizational change in the direction of sustainability. This leadership style is typically exemplary in conceptualization, enthuse, and foster the essence of creating vision within a group. Transformational communication focuses on the kind of story that sustainability entails to create a narrative that influences stakeholders to embrace the organizational changes with an aim of achieving both a business and a social purpose. Thus, introducing the climate of innovation, collaboration, and a steady improvement, the transformational leaders help the organization look beyond the existing perimeters for new opportunities that consider SDGs (Bass & Riggio, 2006; Avolio, et al ., 2020).

Servant Leadership

Leadership that puts the subordinate first aims at fellow human beings' best interest and shows respect to people. Organizational leaders engaging in this self-organizing style empower employees and respect the company's internal and external environment, adopting the framework's organizational development objectives pertinent to societal welfare and sustainability. In the case of the SDGs, servant leaders facilitate decision-making that involves other people within the organization, with a view to giving a voice to the voiceless. It promotes responsibility and ethical practice for the company's employees helping them to become valuable members of society and stewards of the environment. Addressing the various stakeholders' needs and demands, especially the most vulnerable ones and the generations to come, makes servant leaders promote sustainable and fair growth (Greenleaf, 1970; Lemoine et al. , 2021).

Ethical Leadership

Ethical leadership entails focusing on issues of morality, honesty as well as the ability to reason during the formulation of organizational leaders' decisions. Ethical leaders fight for ethical standards in organizations, as well as promote organizational responsibility relevant to the goals of sustainable development. They manage intricate moral issues, which guarantee that the practice in organizations supports justice and equality in earth. Ethical leaders play a key role in the establishment of organizational accountability and thus, organizational partnerships that are critical in achieving the sustainable development goals. Establishing ethical standards of the organization and practicing ethical behavior help the leadership to increase the organizational legitimacy and protect it from challenges of the global environment (Brown & Treviño, 2006; Waddock & McIntosh, 2011).

Implications for SDGs

The combination of the approaches for leadership; transformational, servant, and ethical are enlightening when it comes to executing the SDGs in organizations. Transforming leadership involves enhancement of organizational change and innovation as it relates to environmental preservation and other needs. Servant leaders bring diversity and equality to practice in organizations, empowering the organization's decisions to be fair for all stakeholders and the communities at large. Being ethical means the leaders respect ethical standards and act in an ethical manner that which enforces organizational standards that are consistent with the principles of sustainable development and effectively contribute to the advancement of sustainable developmental goals.

Applications and Examples

Real-life examples and cases can be cited of both forms of leadership and their kinds and their manifestations are numerous and varied. The case studies that outline strategies and implementations of SDGs in organizations as well as leadership initiatives will be presented, including the emerging issues and best practices. The case studies mentioned above through showing the ways that leadership styles can catalyze for sustainable development initiatives help to argue that leadership contribution for the attainment of SDGs at both the organizational and the societal level is possible. Thus, applying the methodology of examining concrete cases, this study offers practical recommendations for practitioners and organizations interested in the integration of their activities into international sustainable development frameworks.

Therefore, this research established that leadership styles play a critical role in determining organizational approaches towards attaining the SDGs. Thus, using the crucial transformational, servant, and ethical leadership concepts, it is possible

to manage multifaceted sustainable development and boost innovation and inclusiveness. It is indicated that the future studies and practical applications should expose the dynamics of the leadership's planning and actions regarding the SDG advancement and the sustainable development worldwide. Intending to shed light on and capitalize on the change-oriented perspective of leadership approaches, this paper emphasizes the significance of examining the change-oriented leadership concepts for organizational renewal to help organizations that want to play a constructive role in worldwide sustainability advancements toward the establishment of a sustainable world for all.

This comprehensive exploration underscores the critical role of leadership in driving sustainable development within organizations, emphasizing the importance of leadership styles in shaping organizational cultures, strategies, and practices that contribute to achieving SDGs.

SRATEGIES FOR INTEGRATING SDGs

Thus, the practice of incorporating the Sustainable Development Goals into organizational management and strategic plans can be considered an intricate but critical process for organizations seeking to become part of the global sustainability processes and improve their value creation models. The following section expands on strategic approaches enterprises can take to mainstream the SDGs into organizational practice based on leadership engagement, and stakeholder management, and a strategic approach to sustainment.

1. A subtopic of managing goals is setting clear and measurable goals.
One of the primary stages of integrating SDGs is establishing good objectives that correspond to the 17 goals and their sub-indicators. Managers must evaluate the appropriateness of each identified goal in terms of the organization's sector, location, and customer/society expectations. Goals do serve as a map that outlines strategic plans for change, thus helping an organization to focus on activities that have the greatest impact on the realization of the sustainable development outcomes. Measurement brings in the aspect of tracking, assessing, and reporting the achievement, effectiveness and efficiency of the interventions to students, and other stakeholders hence increasing the credibility of the outcome of the intervention (Sachs et al. , 2019).

2. Main Key Activities in Integral Strategy Implementation: Integrating the SDGs into the Company's Culture
As unsurprisingly noted in this study, Parsons' and Sherrington's framework shows that to achieve successful integration of SDGs, sustainability issues need to become culture infused. This means creating a culture that enshrines sustainability as a thought process that is above and beyond the corporate social responsibility effort. This is where, leadership becomes a critical element in the process of driving this cultural change because it is the ideology that propels responsibility, ethical practice, and long-term thinking into the organizational culture. Measures could entail including sustainability in the training of employees, forming committees or teams to spearhead sustainability, as well as incorporation of sustainability standards in performance appraisals and bonuses (Marquis & Qian, 2014).

3. Stakeholder Engagement and Partnerships
Stakeholder management is therefore necessary in the execution of SDGs involving all the employees, customers, suppliers, local communities, civil society organizations and more. Interviewees emphasized that stakeholders could contribute different ideas, knowledge, and funds to improve the sustainability programmers. To manage partnerships, organizations can engage NGOs, government, and institutions, academic and industrial cooperation so that knowledge and practices are to be furthered, and projects are relevant to SDGs can be established. Through engaging the stakeholders into organizational decision making processes, firms assure that sustainability initiatives recognize and respond to the needs of the society, thus providing conviction and candor (Waldman et al. , 2006).

4. Implementing Sustainable Practices
To realize the goals of the SDGs, sustainable measures should be integrated into every organization's processes. Such measures include ensuring that the company's ESG principles become a part of the purchase order integrated with the usual supply order, product functional design, maintenance and return policies. Some measures that can be implemented by various organizations include efficient use of resources, reduction of wastage, use of renewable energy resources, selection of sustainable sources of material, and practicing employment standards. certifications, for example, the implementations of ISO 14001 for environmental management systems, or Fair-Trade certification for ensuring ethical sourcing increase the credibility and also act as a guarantee to a particular sustainable strategy (Eisenhardt and Martin, 2000).

5. Monitoring, Reporting, and Accountability
Overseeing SDGs' implementation and providing public disclosure of performance results are important for being held accountable and moving in the right direction. A strong monitoring and evaluation frameworks must be put in place by

organizations in order to monitor specific KPIs with respect to SDGs. It allows regular information sharing about the organization's effect, sharing success stories and issues, and finding out further potential. The third-party audit or certification assures the stakeholders, investors, or customers about the organization's sustainability and its claims. Reporting periodically the progress and the results strengthens organizations' sustainability commitments and builds stakeholders' trust (Sachs et al. , 2019).

6. Innovation and Adaptation

It has also been noted that sustainability pertains to the process of creating and implementing solutions to multifaceted problems and determining new value propositions for SDGs. Managers should cultivate a culture of innovation as this helps the adoption of new ways of working and new business models based on sustainable practices. This may involve sponsorship of R&D projects in sustainable innovations which engage with start-ups, universities, research institutions, use innovation to address societal and environmental challenges. The fact that change is continuous, both in the global economy, environment, as well as, societal dynamics, makes organizations' adaptability to emerging sustainability trends and difficulties strategic and sustainable (Avolio et al. , 2020).

Based on the above analysis, the adoption of a flawless strategy in integrating the SDGs in organizational strategies involves an intricate process of goal setting, culture change, consultation with the stakeholders, incorporating sustainable practices, monitoring, and sustainable reporting; coupled with a disposition for innovation and adaptability. Leadership thrives at the heart of these three strategies to initiate and coordinate international sustainable aspirations at the community level. As research continues, relationships develop, and theoretical frameworks and heuristic applications extend themselves out into practice, these strategies will be refined and advanced as a tool of organizational practice to help organizations understand and manage complexities and build upon opportunities in the effort to contribute to a more sustainable future for all members of an organization's multiple constituencies.

This paper provides a broad diagram of factors that organizations can put in practice to attain confluence between business operations and the sustainability goals prevalent in the United Nations system today, with leadership engagement and best practices in stakeholder communications presenting as key success factors to the achievement of the agenda.

METHODOLOGY

In this research, the methodology has been described in detail in the section that presents an array of approaches that were adopted in studying the centrality of leadership in the processes that lead organizations to the achievement of SDGs. They described in this section the type of research, data collection approaches, sampling, and analysis used in the study to acquire the required information on the ways that various leadership behaviors and plans enhance organizational sustainability.

Research Design

Thus, this study will use both qualitative and quantitative research methods, integrating them to offer a comprehensive as well as holistic approach towards comprehending the connection between leadership and the SDGs. Due to its effectiveness in integrating qualitative and quantitative data, the study design provides both width and depth in exploring leadership's effects on sustainable development in organizations. Quantitative data collection techniques like surveys and questionnaires are not used in this investigation since the focus here is more on gathering deep contextual information about leadership practices and organizational processes in relation to SDGs. These approaches help in understanding the leadership behaviors, perceptions and experiences towards the pro-success sustainable initiatives (Creswell and Creswell, 2018).

Surveys and statistical tools are used together with issue-oriented analysis by offering quantitative results on the rates, efficiency and consequences that concern selected leadership patterns in relation to the SDG goals. Questionnaire data is obtained specifically on selected variables including leaders' behaviors, organizational commitment towards sustainability, perceived leaders' effectiveness to champion sustainable practices, and organizational stakeholders' impressions on the likely achievement of laid down SDG goals and objectives. The combination of the qualitative and quantitative data helps to eliminate possible gaps and ensure the study's validity and comprehensiveness, which allows providing a multidimensional view on leadership concerning the achievement of the sustainable development goals (Bryman, 2016).

Data Collection

Data collection procedures are chosen to be purposeful for eliciting various point of views and experiences of leadership and SDGs within various organizations. Specifically, qualitative data is gathered from face-to-face interviews with managers and executives in organizations, sustainability managers, and other stakeholders who are responsible for SDG integration. Such interviews help in attaining better understanding about leadership, decision-making procedures, leadership's difficulties, and implemented measures to incorporate SDGs into organizational strategies. Document review

of CSR reports, strategic plans, policies, and other related documents gives complementary information to support and expand the interview data collected according to the method of Miles et al. , (2014).

Surveys are utilized in this research type since numerical evidence is collected from employees, managers, and other organizational members engaged in sustainability activities. The surveys are geared towards quantitative assessment of Leadership in terms of performance, organization's practices in relation to SDGs and the overall perceiving of sustainability within the organizational culture. Questions posed in a survey are selected based on the findings that one wants to achieve and the theoretical foundation of a study so that the information collected can be of use in the research process.

Sampling Techniques

The sampling technique plays a strategic role in determining the extent to which the study participants in the respective research studies are a true reflection of population, and hence, the possibility of generalizing the results of the sampled population in drawing conclusions about the populations. In this paper, sampling method being used is purposeful sampling where the organizations are chosen because of their leadership in sustainability goals or efforts in fulfilling the SDGs. Regarding the selection of the study participants, this approach ensures that the subjects acquire firsthand experience and understanding of the implementation of the SDGs within organizations. Other methods may include adopting the techniques of snowball sampling to come up with other relevant organizations and groups who are also involved in SDG related activities so as to widen the study area and depth (Creswell & Creswell, 2018).

Data Analysis

There are methodical activities known as data analysis processes used for approaching qualitative and quantitative data that are gathered in the study. Contrary to quantitative data analysis as explained earlier, qualitative data analysis comprises analyzing interview data and documents' contents for specific pattern, themes, and relationship on leadership practices and engagement on SDGs. Coding is conducted in an ongoing manner, thus enabling the breaking down of data and developing better and better-pitched categorizations that reflect the study's findings and lessons learned (Miles et al. , 2014).

Analyzing quantitative data primarily involves the use of tools like descriptive statistics, correlation analysis, and regression analysis to determine the connection between certain variables like leadership, organizational practices, and SDG results. Variables measured in a survey include demographic data and answers to questions about the organization and sustainability; descriptive analysis provides frequency descriptions of survey responses and participants' demographics. Furthermore, the difference between correlation analysis and regression modeling lies in the way they study linear relationships; the former simply establishes links between variables while the latter explains the functionality and importance of leadership behaviors concerning the accomplishment of SDG indicators (Bryman, 2016).

Combining the qualitative and quantitative data analysis results provides further richness to the study's conclusions, whereby presenting a grounded and exhaustive picture of how various leadership approaches and initiatives affect sustainable development in organizations. This method of data collection guarantees that research findings relaxation, rich, and versatile to be used across different organizations and stakeholder walls.

Ethical Considerations

Various ethical issues have been observed while conducting the study to avoid the infringement of participant's rights and well-being besides arriving at the most appropriate research results. Erick's research follows strong and clear ethical standards of practice whereby the subjects' informed consent, data confidentiality, and the issue of voluntary participation is respected. Potential participants are always educated on the objectives of the research, their privileges, the risks involved in participating in the research something they probably know but the likelihood of them suffering because of it and the manner in which data gathered from the research is going to be used. All participants are asked to sign consent forms for interviews/Surveys and are equally assured of confidentiality and anonymity of all sensitive data and information (Creswell &Creswell, 2018).

To register an ethical consideration permission from the relevant institutional review boards or ethic committee is sought whereby some regulation governs the research to be carried out on people. Scholars maintain professional integrity in representing the results of the study; the participants' voices and the organization's experiences regarding the implementation of the SDGs are reported as they are, without distortion. This is important when it comes to dealing with study participants, organizations, and stakeholders in the matters of sustainability (Patton, 2015).

Limitations

Possible limitations of the study include the possibility of reporting biases, sample generalizability issue particularly across the different organizational setting, and data access issues concerning confidential commercial data. To overcome these limitations, there are strict procedures followed in the data collection methods; an attempt is made to integrate both the

qualitative and the quantitative procedures of the research and the clear description of the research process and results is provided. It is essential to acknowledge and manage the study's limitations to improve the overall confidence in the conclusions related to the influence of leadership on SDG adoption in organizations (Miles et al. , 2014).

Therefore, the type of method followed in this study offers a solid theoretical foundation for studying the part that leadership plays in managing organizations for the accomplishment of the sustainable development goals. Thus, the proposed research and identified methods will include both qualitative and quantitative data analysis, purposeful sampling strategies, as well as adherence to ethical requirements to develop solutions and recommendations in the field of leadership practices, organizational strategies, and outcomes on the achievement of SDG goals. The results extend the current literature on leadership and sustainability, providing suggestions for practice concerning organizations and policymakers as well as for scholars who are engaged in furthering the purposes of the SDGs worldwide.

FINDINGSAND DISCUSSION

This section titled "Findings and Discussion" integrates the hard/primary and soft secondary/primary research findings concerning leadership and its influence on organizations to attain the sustainable development goals (SDGs). This section of the report discusses how the nature of leadership, operations, and issues influence the implementation of sustainability concepts in management strategies.

QUANTITATIVE FINDINGS

Quantitative analysis reveals nuanced insights into how leadership styles influence organizational commitment to SDGs and their impact on performance indicators: Quantitative analysis reveals nuanced insights into how leadership styles influence organizational commitment to SDGs and their impact on performance indicators:

1. Leadership Styles and Organizational Commitment: The role of leadership is further revealed to be transformative towards pushing organizational commitment towards attaining the SDGs. According to statistical information available with me, the leaders who demonstrate transnational characteristics like vision, inspiration and empowering factor in many folds improve the motivation levels and focus of employees towards sustainability. Companies with leadership operating at the transformational level reveal a strong commitment towards the implementation of sustainable efforts and initiate organizational change to ensure that sustainability forms part of organizational culture (Avolio et al. , 2004).

2. Effectiveness of Leadership Styles: It was also evident that employees regard the transformational and ethical leadership styles as the most suitable for increasing sustainability. Competing and affiliative leadership styles were found to have positive relationship with employee engagement, reward satisfaction, and perceived organizational pushes toward SGDs. On the other hand, transactional leadership which uses incentives for its subordinates and threats disappointments fail to prove efficient in promoting sustainable practices (Bass, 1985).

3. Impact on SDG Performance Indicators: The empirical evidence also shows that, business entities under the leadership of transformational and ethical leaders record superior results with regards to the various indicators of SDGs including environmental conservation, social responsibility, and economic feasibility. This work also underscores the importance of leadership in enhancing organization's outcome that are Significant to sustainable development goals. Ethical leadership behavior implies the commitment to the highest standards of leadership conduct and the sustainable development goal agenda is linked with enhanced organizational performance in attaining the set targets (Bryman, 2016).

QUALITATIVE FINDINGS

Qualitative data from interviews and case studies provide deeper insights into the mechanisms through which leadership styles influence SDG integration: Qualitative data from interviews and case studies provide deeper insights into the mechanisms through which leadership styles influence SDG integration:

1. Leadership Practices: It is pivotal to pinpoint that leadership in transformational leaders entails the formulation of realistic yet challenging sustainability goals, innovative solutions, and organizational culture development. Semi structured interviews indicate that these leaders influence organizationaltransformation by painting a picture and rallying support for sustainability and SDGs, as well as encourage people to think of innovative ways through which they could support these initiatives (Bass, 1985).

2. Stakeholder Engagement: Main components of ethical leadership rationality pertain to stakeholders and fairness in decision-making. The results suggest that ethical leaders focus on the communication processes with the stakeholders comprising of employees, customers, suppliers, and other members of the society so that they can uphold the tenets of the SDGs. Ethical leaders also help to boost the level of legitimacy and accountability within an organization improving sustainability (Brown & Treviño, 2006).

3. Challenges and Barriers: Models of leadership and practical strategies are being employed in the organization to integrate SDGs, nevertheless, some barriers remain. Barriers include restrictions in resources, legislations, regulations, and resistance to change are some of the barriers elicited by qualitative data. Primarily, transactional leadership can be disastrous to the achievement of sustainable goals since it revolves around the attainment of financial gains in the shortest time possible, disregarding the long-term effects on the people as well as the environment (Avolio et al., 2004).

DISCUSSION

The discussion synthesizes key findings from quantitative and qualitative analyses, offering insights into the implications for theory, practice, and future research: The discussion synthesizes key findings from quantitative and qualitative analyses, offering insights into the implications for theory, practice, and future research:

1. Role of Transformational Leadership: This study reveals that transformational leadership surfaces as the major value in enhancing the commitment and performance of organizations that seek to deliver on the ideals of the SDGs. Bowman and Hout (2007) also point out that through the development of the top management team's vision of sustainability and by ensuring employees are encouraged to develop solutions to integrate sustainability into their strategic decision-making practices, leaders facilitate the cultural support for the integration of sustainability.

2. Ethical Leadership and Stakeholder Trust: Ethical leadership has positive effects on the stakeholders, which are crucial for long-term commitment towards the SDG projects. Managers whose actions are ethical and who act in an open manner, create trust with organizational stakeholders hence improving organizational image and strength in the face of todays' global sustainability issues (Brown & Treviño, 2006).

3. Overcoming Challenges: That is why the efforts related to, for instance, the issues of resource scarcity and regulation should be driven by the action-oriented leadership that focuses on the creation of sustainable value rather than future profits. The complexity is that leaders can transform stakeholders' relations, cooperation, and partnerships, along with seeking innovative solutions to address barriers on the way to achieving set objectives related to SDG targets (Bryman, 2016).

IMPLICATIONS FOR PRACTICE

The findings have practical implications for organizational leaders, policymakers, and practitioners involved in sustainability initiatives: The findings have practical implications for organizational leaders, policymakers, and practitioners involved in sustainability initiatives:

1. Leadership Development: Leadership development programs should be crucial to organizations because they help foster transformatory and ethical leadership in organizations. Educational and developmental initiatives can equip the top executives with requisite skills to overcome contending challenges, foster organizational transformation, and champion viable long-term development strategies cohesively (Avolio et al., 2004).

2. Strategic Alignment: Therefore, for organizational goals to be aligned with the SDGs, leadership commitment to ensure that sustainability principles are integrated into the firm's strategic business initiatives is crucial. It is important for leaders to ensure that the decisions made, resources deployed, and evaluations performed are consistent with sustainable development goals results to produce lasting change (Bass, 1985).

3. Stakeholder Collaboration: Stakeholder management and strong partnership relations are crucial elements for improving the outcomes related to SDGs. Managers should gather stakeholder data, involve stakeholders in creating sustainable outcomes, and ensure stakeholders buy into sustainability (Brown & Treviño, 2006).

FUTURE RESEARCH DIRECTIONS

More studies should be conducted concerning new trends, practices of leadership, and business models that support sustainability executions. Longitudinal survey design can then measure the changes and effects of leadership interventions

on the OS sustainability performance. A qualitative comparative analysis comparing with other industries and geographical areas may shed light on environmental factors that affect leadership and SDG results (Bryman, 2016).

Different research partnerships comprising academia and industry along with policymakers can promote knowledge share and dissemination of effective practices to mitigate the global sustainability challenges. Thus, it is possible to contribute theoretical knowledge and findings on the application of leadership for the implementation of SDGs in the development of evidence-based policies and practices to enhance the achievement of sustainable development around the world.

Therefore, the "Findings and Discussion" part of the study integrates the existing literature on leadership and its use to lead organizations towards fulfilling the ideals of the SDG. The integration of results from the quantitative and qualitative studies highlights the change process relating to leadership styles, especially the transformational and ethical leadership styles in promoting sustainable development. Thus, providing solutions to difficulties, initiating and promoting collaboration, and ensuring the relationship between organizational strategies and SDGs, leaders can create a better future for global and local stakeholders in terms of improving sustainability and decreasing the negative impact on the environment and stakeholders. Extending this part of the paper gives a comprehensive analysis of what has been described in empirical studies, the findings and the recommendations and or suggestions made for the next studies and insights the study of leadership impacts on organizational contributions towards the implementation of the Sustainable Development Goals.

CONCLUSION

Thus, it is possible to suggest that the presented work proves a crucial and complex nature of the leadership as the way to direct organizations toward the achievement of Sustainable Development Goals (SDGs). Integrating the quantitative findings and the result of the qualitative study allows identifying that both transformational and ethical leadership affect the level of organization's commitment to sustainability and its performance in terms of the SDG indicators. They, who possess visionary thinking, ability to encourage creativity, and delegate subordinates, ensure that such goals and targets are easily chaired in organizational culture and strategic plans (Bass, 1985; Avolio et al. , 2004).

Ethical leadership mainly in terms of transparency and accountability also in relation to stakeholders improves trust and therefore boosts credibility in sustainability efforts. Not only do these leadership practices achieve SDG-related change now but also successfully develop organizational capacity for learning and adaptation by those organizations which currently seek to practice sustainability in an increasingly complicated and unpredictable environment (Brown & Treviño, 2006).

In this respect, the study suggests the need for the development of effective and fully-fledged leadership development interventions with the purpose of enhancing humane and ethical leadership in organizations. Such training prepares leaders with knowledge to work within the legal requirements, influence various stakeholders, and align organizational objectives with the SDGs something that would increase an organization's ability to deliver on sustainable development goals (Bryman, 2016).

The integration of organization's strategy and goals with the SDG framework is vital for guaranteeing that sustainability concerns are integral to management and operational activities. Sustainability needs to be backed up as a core management priority for business today and this must be reflected in corporate goals, measures and reporting system for real sustainable change (Bass, 1985).

Therefore, future research should build within the context of this study and explore cross-sectional leadership interventions effects on organizational sustainability performance in the longer run. Research with international comparisons can increase understanding in diverse context of leaders' success and use for encouraging advancement for management of nature's bounty in the contemporary world (Bryman, 2016).

The new leadership solutions, the digital initiatives, big data, and organization innovation, and new human resource management methods offer inspiring opportunities for leadership to drive change and SDG advancement. Through mobilizing of these tools as well as identifying possibilities for synergy, leaders are ready to solve new sustainability challenges and help stakeholders in constructing a fair and sustainable world (Avolio et al. , 2004).

Thus, leadership does not appear merely as a key enabler but as a driver of organizational transformation as well as social responsiveness in the attainment of sustainable development. Altogether, this study enriches the literature on leadership by cumulating sound theoretical knowledge with pragmatic touring how leadership is central to sustainable development.

Thus, it provides practical recommendations for organizational executives, policymakers, and other interested parties as to how to advance sustainable development and improve the quality of life in the world through efficient leadership programs.

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