Chapter 17
The Role of Sustainable Leadership in Ensuring Long-Term Success

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ABSTRACT

Sustainable development is a novel interdisciplinary field of study. The field of sustainable leadership is an innovative approach to effective leadership that was recently created to resolve issues associated with sustainable development. Before incorporating sustainable development into a company's strategy, the company's senior executives must first integrate sustainability into daily operations. Even though leaders play a crucial role in bringing about change, there is still a lack of knowledge about leadership and its relationship to sustainable practices; therefore, additional research is required to demonstrate this. There is a gap in the literature between sustainable practices, sustainability performance, and IT employees' leadership skills. In response, a survey questionnaire was created to collect data, and structural equation modeling (SEM) was used to examine the moderating influence of IT managers' leadership abilities on the relationships between sustainable practices and sustainability performance.

1. INTRODUCTION

The rapid pace of change in modern business contexts has resulted in a surge in complexity. Businesses, if they wish to survive in the face of mounting public, government, and NGO pressure in the wake of financial scandals, bankruptcies, and natural disasters, will need to incorporate ever-greater degrees of complexity into their operations (Siddiquei et al., 2021). Sustainable leadership (SL) promotes the use of management practices backed by empirical evidence as part of an all-encompassing approach to corporate leadership that prioritizes social and environmental responsibility without sacrificing financial success (Smith & Sharicz, 2011). Sustainable leadership practices include positive labor relations, a shared vision, a commitment to social responsibility, and the treatment of employees with respect (Suriyankietkaew & Avery, 2016).

The literature on sustainable leadership is still in its infancy; hence, there is an urgent need to grow this area of study further (Burawat, 2019). The majority of current managerial researchers feel that organizational learning is essential for long-term success. Learning at the organizational level reveals social, economic, and environmental views that should be taken into account while realigning a company's processes and structures (Soana, 2011). It is defined by a dedication to procedure, a priority on collaboration, and a concentration on the basics of business and its aims (Subramanyam, 1983).

Throughout the years, the concept of sustainability has gained significant attention in various fields, including business, architecture, and environmental science (Srinivas et al., 2023; Mert, 2022). As the world faces mounting challenges related to climate change, resource depletion, and social inequality, the need for sustainable practices has become more urgent than ever before (Xiao & Watson, 2019). In this study, we aim to explore the impact of sustainable performances on businesses, societies, and the environment (Vashishtha & Kapoor, 2023). By examining the strategies, outcomes, and implications of sustainable performances, we seek to contribute to the growing body of knowledge on sustainable development and shed light on the potential benefits and challenges associated with adopting sustainable practices (Ying et al., 2020).

The principle behind sustainable performance is to fulfil existing obligations without sacrificing the capacity of succeeding generations to do the same for themselves (Templier & Paré, 2015). This is known as "filling present requirements without compromising future generations' capacity to fulfil their own obligations." Within the context of commercial enterprises, "sustainable performance" refers to a range of activities, including environmental stewardship, social responsibility, and the ability to remain economically viable (Saxena et al., 2023). It goes beyond merely complying with regulations and aims to integrate sustainability into fundamental company processes rather than just complying with legislation (Phoek et al., 2023). This includes lowering carbon emissions, preserving natural resources, promoting ethical labour practises, and making a good impact on the communities in which the company operates (Singh et al., 2023). By acting in this manner, companies can not only lessen the harm they cause to the environment and society but also improve their reputations and increase the amount of money they make over the long run (Ocoró et al., 2023).

Understanding the approaches taken by companies in order to attain sustainable performance is one of the primary focuses of this research. Companies will implement a variety of strategies, which may include collaborating with stakeholders or making changes to their internal operations (Vashishtha & Dhawan, 2023). Some companies, for instance, reduce the amount of trash produced by their manufacturing procedures by implementing recycling programmes, investing in renewable energy sources, and cutting back on waste disposal (Sudheer & Naachimuthu, 2022). Others form collaborations with suppli-

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