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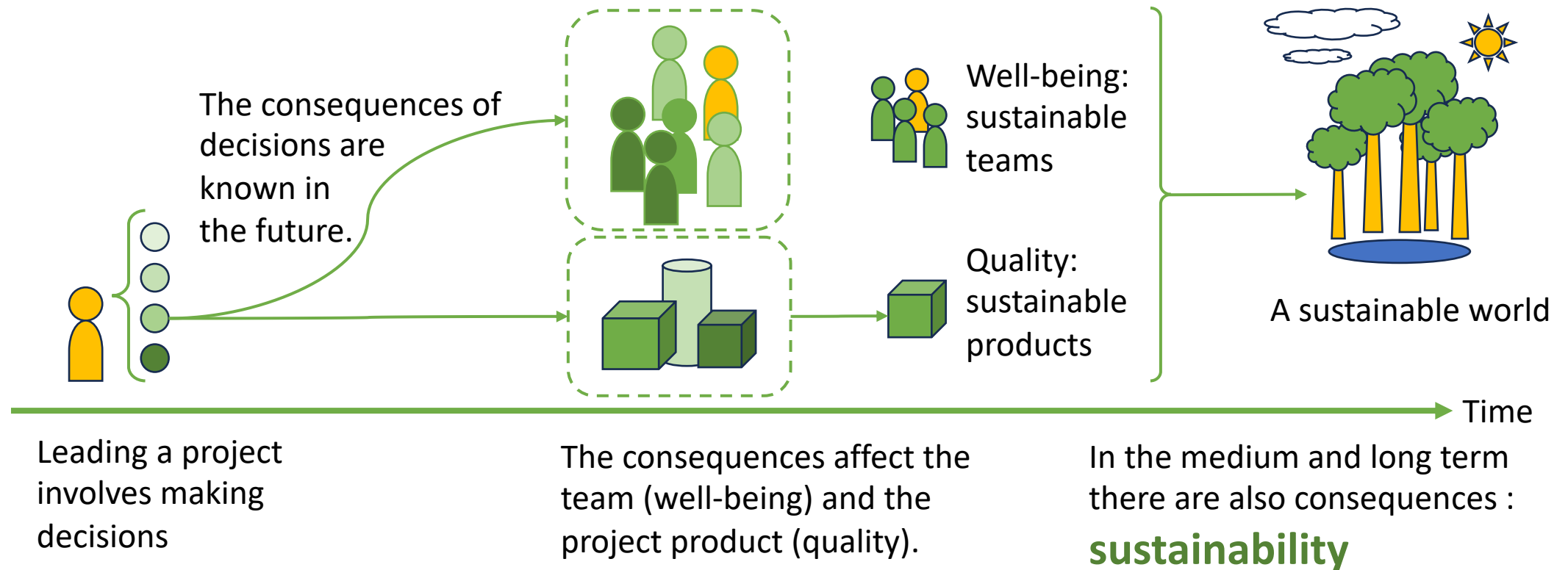
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Is sustainability compatible with responsible project leadership?

Jose-Luis Poza-Lujan Nuria Lloret-Romero

The importance of leadership

- Responsibility in decision-making: sustainability



Sustainable leadership

- Need to integrate ethical values and social responsibility in decision-making.
- Sustainability of products is managed through impact indicators, ecological footprint etc.
- How is the sustainability of a team created?
- **Well-being**
 - Identifying good practices
 - Training in competencies to develop good practices to achieve team wellbeing
 - Integrate training in project management programmes (degrees, masters, continuous training).
 - Accessibility of training.



Sustainable leadership = Responsible leadership

- RESPRO Project

- Detecting Good Practises

- Socio-economic environment: Focus groups with Project Management Practitioners
 - Academic environment:
 - Students Questionnaires
 - Teachers Questionnaires

- Consortium



Valencia
(Espanya)



Wiener Neustadt
(Austria)



Turku
(Finlandia)

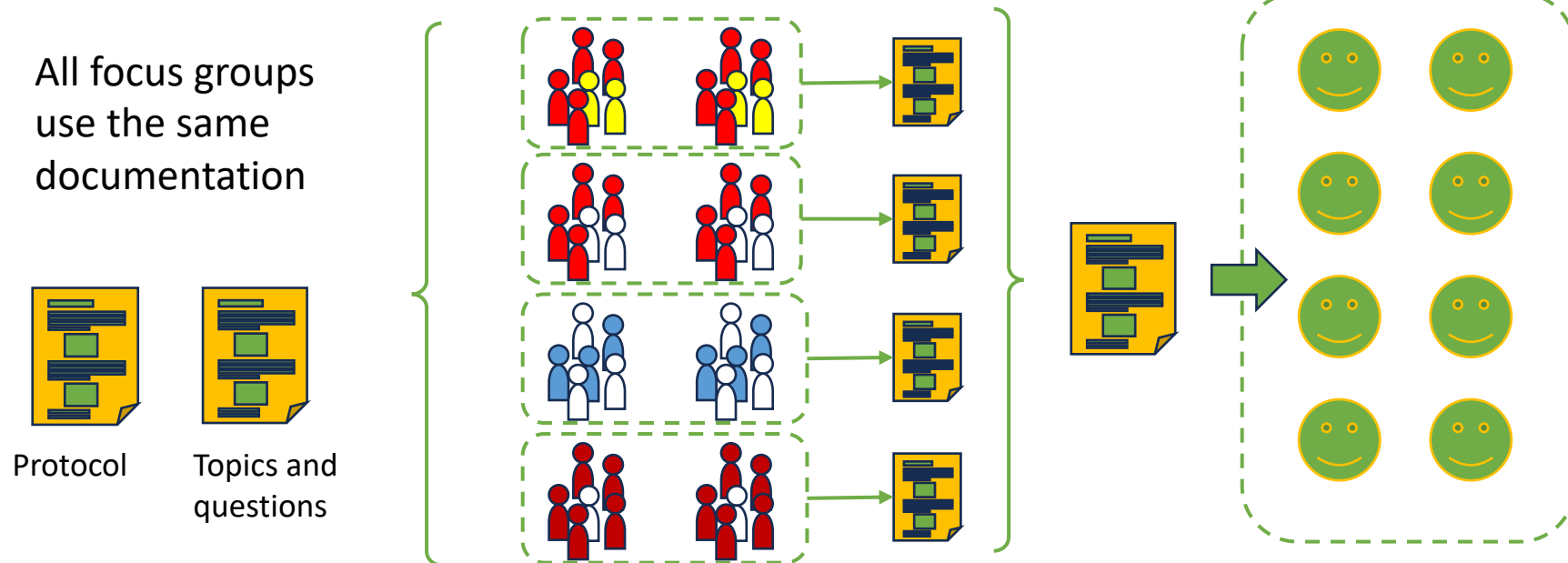


Riga
(Letonia)



Responsible leadership: identifying good practices through focus groups

- Focus groups carried out in four European universities (Spain, Finland, Latvia, Austria)
- Classical technique (based on Delphi)
- Qualitative and descriptive analysis.



Focus group conclusions

- In the area of project management.
 - Promoting efficiency
 - Achieving transparency
 - Provide accountability.
 - Accountability should be oriented towards both the client and the project team.
 - Seek sustainability not only of the product, but also of the project.
- To teach responsible leadership, one must:
 - Encourage the integral formation of the student body.
 - Strengthen values and acquire the soft skills that allow them to develop these values.
 - Commitment to participating in the achievement of the Society's objectives.

First results of good practices



Team empathy. Team empathy goes beyond an understanding of individuals to understanding the relationships between team members. The responsible leader knows the consequences of his decisions on the teamwork atmosphere.



Holistic Communication. Transmission, not only of data or information, but also of sensations and emotions. Efficient communication must transmit instructions, but also confidence.



Role model. The responsible leader is a role adopted by the project manager. This role must be demonstrated to the team. Lead by example: the project manager must be a role model for his or her team.



Supportive. Project leadership is understood as the ability to provide one's own resources, usually time, to improve the work and environment of the team.

First results of good practices



Synergy of skills = Technical skills + Personal skills. The balance between both types of skills, define the responsible leader. feedback produced with hard (technical) skills and soft (personal) skills.



Commitment. Commitment is the guarantee that generates trust in the leader. Trust is related to certainty in the past (what is said is true) and certainty in the future (what is promised will be accomplished).



Culture of openness. The project leader must be able to generate an open culture. This means the team members must have room for manoeuvre regarding their environment, schedules, workspaces, etc.



WellLead. The Wellness leader implies taking care of the team's well-being. This behaviour means that the leader must know what state their team is in, what state it should be in, and take steps to keep it "healthy".

Conclusions

- Leadership always implies a responsibility because of the consequences of decisions.
- These decisions will be based not only on the consequences on the product, but also on the consequences on the team.
- For a project to be sustainable, not only the economic sustainability of the project (product) but also the sustainability of the team must be taken into account.
- Aspects such as social impact and environmental impact are key to be able to talk about responsible leadership in sustainable projects.

¡GRACIAS!

RESPRO website: <https://respro.webs.upv.es>

Jose-Luis Poza-Lujan: jopolu@upv.es

Nuria Lloret Romero: nlloret@upv.es



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