

Integral Design Thinking for Sustainability Management:
A Framework for Organizational Culture Change & Innovation
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What Does an Integrated Leadership Mindset Look Like?

Integrated leadership blends strategic vision with emotional intelligence. It unites the boldness of transformational leadership with the humility of servant leadership. Especially in sustainability work, it guides leaders to drive change while cultivating trust, collaboration, and shared purpose—creating cultures where people and innovation thrive together. It offers a clear path for shaping agile, inclusive, and values-driven organizations—where complexity is met with clarity, and leadership empowers collective growth. As you explore the table below, notice how these leadership styles converge:

Table 1: Alignment of Transformational and Servant Leadership to an Integrated Mindset

Leadership Dimension	Transformational Leadership	Servant Leadership	Integrated Mindset
Purpose & Vision	Articulates a compelling vision to drive change and inspire growth	Grounds leadership in service to others and the common good	Lead with a bold vision rooted in shared values and collective well-being
Motivation & Influence	Motivates through charisma, inspiration, and intellectual stimulation	Motivates through trust, empathy, and meaningful relationships	Inspire others while building trust and encouraging co-creation
Focus on People	Focuses on developing followers into leaders and change agents	Focuses on supporting individuals' personal and professional growth	Develop people through empowerment, mentorship, and emotional connection
Decision-Making	Often visionary and future-oriented, makes strategic decisions for large-scale impact	Seeks consensus and input from others; emphasizes shared decision-making	Blend vision-driven action with inclusive decision processes
Communication Style	Charismatic, persuasive, and often top-down for mobilization	Deep listening, reflective, and bottom-up	Communicate to energize <i>and</i> empathize
Power & Authority	Uses positional influence to shape change and inspire transformation	Leads from behind, sharing power, and decentralizing authority	Use authority responsibly while creating space for others to lead
Organizational Culture	Seeks to transform systems, mindsets, and behaviors	Builds culture through care, community, and servant-first values	Create cultures of care <i>and</i> innovation
Change & Innovation	Champions disruptive change, rethinking the status quo	Encourages change through trust-building and commitment to people	Drive innovation while preserving psychological safety and dignity
Ethical Foundation	Rooted in values and moral responsibility to the collective	Rooted in ethics of service, humility, and compassion	Anchor change in both moral clarity and care for human dignity
Legacy	Aims to leave a transformational impact on systems and people	Aims to leave others stronger, more capable, and more whole	Leave a legacy of both systemic change <i>and</i> personal empowerment