

Proposal for Poster Presentation

The Impact of Top Management Team Diversity and Sustainability Innovation: The Role of Conflicts and Green Culture

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Background

In light of the detrimental impact of the industrial revolution on the ecosystem, contemporary organisations are under mounting pressure to adopt a sustainable business model. This model, which goes beyond mere profit maximisation, requires organisations to prioritise the preservation of the environment and society for future generations. Consequently, sustainability innovation has emerged as a strategic model for contemporary organisations to achieve strategic advantage (Goni et al., 2021).

Background

Innovative contributions greatly to societal and economic transformation, yet innovation that hurts the environment and society is bad innovation. Therefore, interest in addressing the negative consequences of innovation has become a fertile ground for scientific inquiry (Velter et al., 2022). For example, climate change now poses one of the gravest threats to humanity and businesses due to innovation-driven issues like rising greenhouse gas emissions (Chofreh et al., 2020; Deloitte, 2022; Goni et al., 2021).

Background

Top managers assume a pivotal strategic role in determining the organisational direction and the way decisions are made (Stubbs & Cocklin, 2008; Wang & Dass, 2017). Their inherent characteristics profoundly influence strategic choices, particularly in relation to innovations with transformational impacts, such as sustainability initiatives (Hambrick & Mason, 1984).

Background

- The diversity of the top management team (TMT), encompassing aspects such as gender, age, educational background, and functional experience, may provide a potential strategic asset that impacts non-conventional choices conducive to sustainability efforts (Talke et al., 2020).

Research Gap

- Diversity can give rise to both functional task-focused conflicts and dysfunctional conflicts that threaten interpersonal relations. Each of these types of conflict influences innovation in different ways (Amason, 2022; Loughry & Amason, 2022).

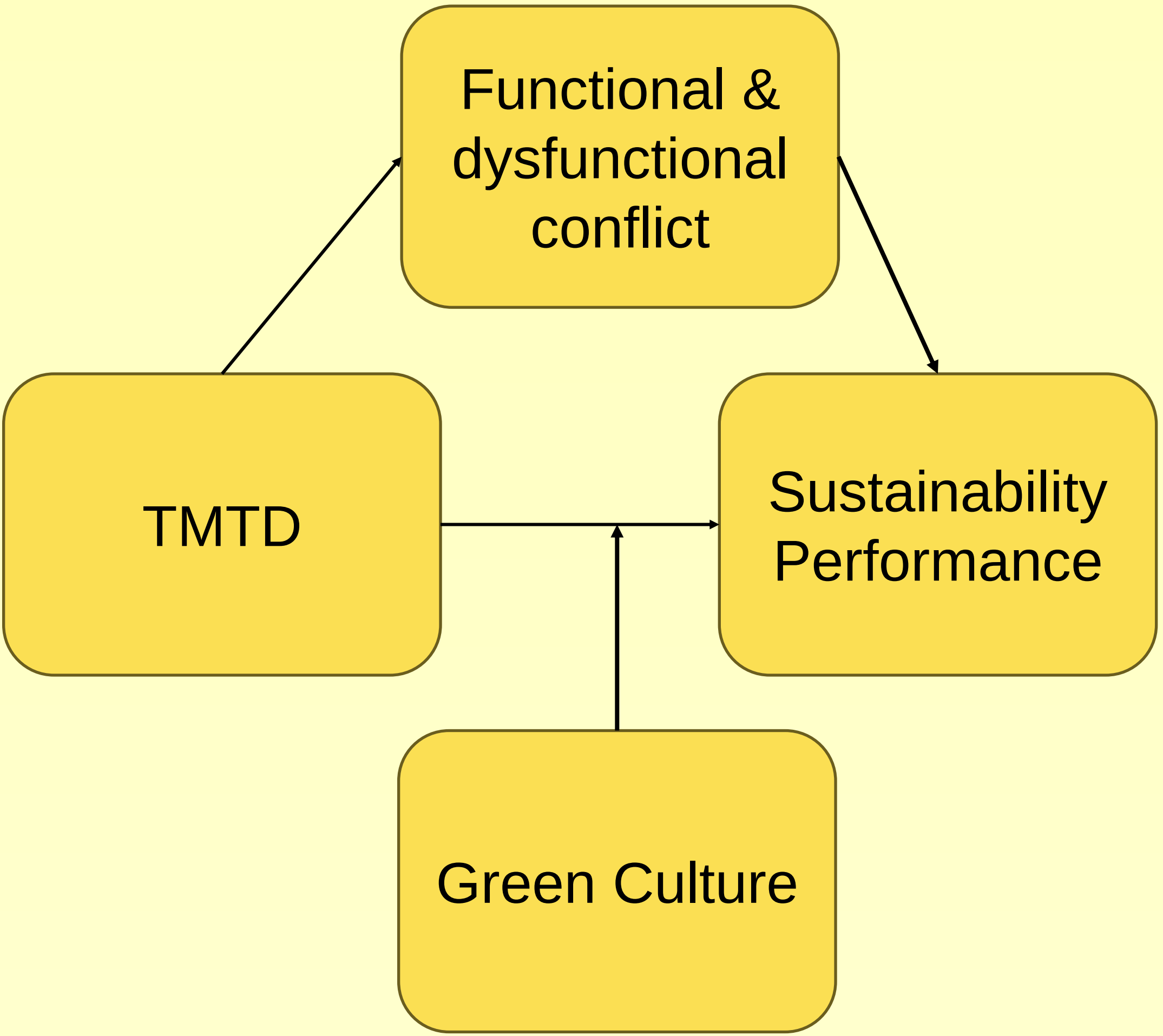
Research Gap

- the relationship between top management team diversity and organisational performance has been the subject of equivocal findings (Diaz-Fernandez et al., 2019). Specifically, positive (Nielsen, 2010), negative (O’Reilly et al., 1993; Simons et al., 1999), and no effect (Farrell & Hersch, 2005; Nuesch, 2009) have been found between top management team diversity and organisational performance.

Objectives

- Examine the relationship between top management team diversity and sustainability innovation
- Examine the mediation effect of functional and dysfunctional conflict on the relationship between TMTD and sustainability innovation.
- Investigate the moderating impact of green organisational culture on the relationship between TMTD and sustainability innovation.

Conceptual Framework



Methodology

- The study will adopt a quantitative research approach to objectively investigate the underlying processes explaining the link between top management team diversity and sustainability, as well as the circumstances under which top management team diversity facilitates sustainability innovation in the Ghanaian oil and gas sector.
- Standardized questionnaires will be used to collect data on all the variables.

Theory

- The Upper Echelons perspective posits that the inherent attributes of top managers influence strategic decision-making and organisational direction (Hambrick & Mason, 1984).