



University
of Economics
in Katowice



International Centre of Research
Excellence in Transition of Coal
Regions (ExCORE)



FINAL RESEARCH REPORT

**DO (GREEN) TRANSFORMATIONAL LEADERSHIP REALLY FOSTER
GREEN ORGANIZATIONAL PRACTICES?**

The case of Poland

TEAM 4

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Development of project proposal

The project proposal titled “DO (GREEN) TRANSFORMATIONAL LEADERS REALLY GREEN ORGANIZATIONAL PRACTICES?” was developed during an inspiring Hackathon event. The motivation behind this project stemmed from a growing concern about the authenticity of green practices in organizations led by transformational leaders. The team was inspired by the increasing global emphasis on sustainability and the need to critically evaluate whether these leaders genuinely implement eco-friendly practices or merely project a green image. The Hackathon provided a dynamic environment where innovative ideas flourished, and the team was driven by a shared passion for environmental responsibility and organizational transparency. This project aims to bridge the gap between leadership rhetoric and actual green practices, ensuring that transformational leaders truly contribute to sustainable development

The presentation during Hackaton - appendix no 1

Further presentations of the project:

- (1) University of Southampton study visit - appendix 2
- (2) University of Bari / 10th European Risk Conference Conference - appendix 3
- (3) University of Verona - appendix 4
- (4) Final conference in Katowice - appendix 5

Outcomes of the project work:

After each presentation, the discussion and feedback received allowed us to improve the research conducted and the researcher’s work, which will also have effects in future research and the prepared doctoral thesis.

The ultimate outcome of our project is a paper *Do (Green) Transformational Leadership really foster Green Organizational Practices* by Tomasz Ingram (University of Economics in Katowice), Agnieszka Stadnicka (University of Economics in Katowice), Aleksandra Swątek (University of Economics in Katowice), Matus Panko (Technical University of Kosice) and Natalia Slyvanyc (Technical University of Kosice).

The paper will be submitted to *Entrepreneurial Business and Economics Review* after the article has been consulted with mentor and approved.



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