

Visionary Leadership Strategies to Enhance Organizational Innovation and Sustainability

**Fathia Wardah S.Djawas^{1*}, Cahyo Hidayatullah², Mohammad Azmi Abdussuyukur³,
Rian Fauza Dinata⁴, Akbar Syahbana Rifai⁵**

^{1,2,3,4,5}Universitas Pelita Bangsa

Email: cahyo.312210079@mhs.pelitabangsa.ac.id

Abstract


In the era of globalization and rapid technological development, organizations are required to continuously innovate and maintain their operational sustainability. Visionary leadership presents a strategic approach that can answer these challenges by emphasizing long-term vision, empowering human resources, and creating a work culture that supports innovation. This study aims to explore the strategy of visionary leadership in driving organizational innovation and sustainability through a Systematic Literature Review (SLR) approach. The results of the study indicate that visionary leaders have a crucial role in creating a collaborative, adaptive work environment, and are able to connect strategic vision with concrete operational implementation. Furthermore, visionary leadership has proven relevant and effective not only in the private sector, but also in the public sector. With its ability to inspire and direct organizations towards a competitive future, visionary leadership is an important foundation in building competitive and sustainable organizations.

Keywords: Visionary Leadership, Innovation, Organizational Sustainability, SLR, Organizational Transformation

Introduction

Amidst the dynamics of globalization and rapid technological change, organizations are required to adapt quickly to maintain their existence amidst increasingly complex and intense competition (溶接学会編集委員会, 2022). Beyond simply responding to external changes, organizations are also required to actively build internal capacity capable of driving long-term innovation and transformation (Farhan, 2024). In this context, this, visionary leadership emerged as one of the crucial approach in answer challenges of the times and become foundation strategic in direct organization towards a better future competitive and sustainable (Henriyani, 2020).

Visionary leadership is style leadership that emphasizes importance future vision, empowerment source Power humans , and creation environment supportive work learning as well as innovation in a way sustainable (Umalihayati et al., 2022). Visionary leaders do not only become source inspiration and motivation , but also an agent changes that are capable navigate organization through various challenge strategic and operational. (Ramadhani et al., 2023)With strong vision and ability For build trust as well as collaboration , visionary leaders create cohesion clear team and direction For reach objective together (JASMINE, 2014).

	<p>Review: Journal of Multidisciplinary in Social Sciences</p> <p>Volume 02 No 05 May 2025 E ISSN : 3031-6375 https://lenteranusa.id/</p>	
---	---	---

Various study confirm that success organization in reach performance high , good from aspect efficiency operational and innovation , is highly dependent on quality applied leadership. A visionary leader who integrates values participatory , collaborative , and based vision will capable grow culture dynamic work as well as push employee For involved active in the innovation process (Ilmu Manajemen et al., 2023) This matter become crucial in create organization adaptive learners to change environment external (Kepemimpinan et al., 2023).

Transformation organization going to sustainability need capable leadership align vision term long with action real at the level operational (Organisasi et al., n.d.). The role of a visionary leader is not limited to strategy formulation , but also includes implementation vision through strengthening structure organization , development human resource capacity , and investment values supporting organizations sustainability (Fajar & Nugraha, 2023). In context this , leader become driving force the main thing that ensures that every process in organization walk in harmony with direction desired changes.


Implementation style visionary leadership in the sector government and public show contribution significant in increase effectiveness service , efficiency policies , as well as Power competition institutional (Maulidah et al., 2025). In addition , the approach leadership transformational which emphasizes change behavior individual and improvement motivation intrinsic employee participate strengthen impact from visionary leadership in build a strong and empowered organization competition (Veranita et al., 2024). In various organizational contexts, the synergy between strategic vision and operational implementation is a key indicator in measuring leadership success (Silva, 2016).

Therefore that , study This aiming For exploring visionary leadership strategies deep , with to examine How leader can push innovation as well as ensure sustainability organization through an effective , strategic , and contextual visionary approach.

Method

Study This adopt Systematic Literature Review (SLR) approach to analyze and summarize findings from various relevant research regarding visionary leadership strategies in push innovation and sustainability organization. The SLR approach was chosen Because its systematic and transparent nature , provides clear framework in evaluate and summarize existing literature. Approach This allows researchers For compile findings from various studies that have been done previously, so that get greater understanding deep about the phenomenon being studied. One of the strength main from SLR is his abilities For serve review comprehensive to topic certain , with minimize bias and ensure that all over relevant literature under consideration in a way systematic .

First process in study This is determination criteria inclusion and exclusion For choose articles that will be analyzed . Criteria inclusion covers articles that discuss topic visionary leadership , innovation organization and sustainability in context organization , which is published in five years lastly. This is aiming For ensure that selected studies is the most relevant and up-to-date, along with development knowledge knowledge and practice leadership in the era of globalization and digitalization .In addition, only studies that use relevant and applicable methodology give contribution means to understanding about implementation visionary leadership that will entered in study this. On the other hand ,

	<p>Review: Journal of Multidisciplinary in Social Sciences</p> <p>Volume 02 No 05 May 2025 E ISSN : 3031-6375 https://lenteranusa.id/</p>	
---	---	---

articles that are not relevant with topic study or not can accessible in a way full will excluded . Determination criteria clear inclusion and exclusion this is very important For guard quality and accuracy study.

Next steps is data collection , which is carried out with look for articles scientific through various academic databases leading sources , such as Google Scholar, Scopus, Web of Science, and JSTOR. The search process done using relevant keywords , such as "visionary leadership," "innovation in organizations," "sustainable leadership," and "leadership strategies for sustainability . " Every articles that meet the requirements criteria inclusion will evaluated For ensure that topics discussed in accordance with focus research and can give required information . Data collection is carried out with Be careful and carefully , to ensure that only relevant and quality literature height used in study This .

Next , each selected articles will evaluated the quality based on criteria certain , such as validity methodological , relevance the findings produced , as well as contribution to development draft visionary leadership in context organization . Evaluation quality This will help ensure that only credible and reliable studies contribution significant to field selected research. With thus, only articles that have robust methodology and findings that can be believed to be under consideration For analysis more carry on.

After the evaluation process quality finished , step next is synthesis findings obtained from selected literature. Synthesis This aiming For identify pattern , theme main , and relationship between various related concepts with visionary leadership , innovation organization , as well as sustainability. Approach analysis thematic will used For grouping similar findings , and then dig meaning as well as implications from every themes found. Themes the main thing that will be analyzed covers influence visionary leadership towards culture organization , leadership strategies that support collaboration and creativity , as well as practices strengthening leadership sustainability term long in organization.

Analysis results synthesis findings This will become base for discussion more carry on about How visionary leadership can applied in a way effective in context organization . Analysis comparative will also done For compare implementation visionary leadership in the sector public and private , as well as identify influence culture organization to success implementation of leadership strategies said. With Thus, research This will give more insight in about dynamics visionary leadership in various sector and provide greater understanding wide about How leader can push innovation and sustainability in different organizations.

Finally, the results from synthesis and analysis This will used For interesting conclusion about role visionary leadership in push innovation and ensuring sustainability organization. This conclusion will give contribution significant theoretical and practical for development knowledge leadership, as well as for practitioners who want to apply principles visionary leadership in effort create an adaptive, innovative and sustainable organization in the midst of challenges of the global era. In addition, research this will also give recommendation for leaders and managers organization in formulate and implement effective leadership strategies For reach objective term long organization.





Results and Discussion

Based on results analysis to various relevant literature with topic visionary leadership , research This find that leader with style visionary leadership has very significant influence in create culture deep innovation in organization . Visionary leaders with clear and firm vision capable give clear direction to all over member team , which in turn inspiring they For participate active in effort reach objective organization . Leader kind of This can create supportive environment creativity , experimentation , and approach new and innovative . In the context of this , the leader who has view Far to front No only direct strategy for the future but also encourage out-of-the-box thinking from all over member working team in organization . One of the findings important is that visionary leadership can stimulate thinking innovative and make organization more adaptive to change environment external that continues changed , including development technology , market trends , and dynamics social influences organization .

In addition, the results research also shows that For reach success in implementation visionary leadership is very important for leader For connect vision term long they with steps planned practice with good and able applied at the level operational . Leaders who have ability For communicate and translate vision the to in clear policies and actions will facilitate success implementation vision said . Effective leaders must Can align between planning strategic term length and retrieval decision practical at the level operational , which ensures that objective organization achieved with realistic and achievable way measured . In case this , the importance role a a leader who does not only capable formulate vision , but also ensure vision the can realized through steps concrete and action structured operations with well , it proved to be very crucial in determine success leadership the in term long . Effective leaders must also Can ensure that every steps taken , both from side policy and activity operational , in line with objective strategic that has been determined by the organization , so that all over element organization Work with synergy For reach vision together .

In addition, research this also shows that empowerment source Power humans and development culture supporting organizations collaboration and innovation is very influential factors in success visionary leadership. Visionary leaders who are capable create a trusting atmosphere employee For take initiative and contribution in taking decision tend can build climate more work positive and productive . Employees who feel valued and empowered For put forward new ideas will more motivated For participate in effort innovation and change , which in turn increase productivity and power competition organization. Research this also found that visionary leadership holds role important in build trust between leaders and members his team . Trust This become runway for effective collaboration, enabling team For Work with more harmonious and focused on achievement objective together . Culture innovations built by visionary leaders also encourage employee For No Afraid failed and more open to change, which is very important in continuous environment growing and full challenge .

Findings other show that implementation visionary leadership does not only relevant in sector private , but also very influential in sector public . In the context of governance , proven visionary leadership can increase effectiveness policy , efficiency service public , as well as Power competition institutions that ultimately will increase quality services provided

	<p>Review: Journal of Multidisciplinary in Social Sciences</p> <p>Volume 02 No 05 May 2025 E ISSN : 3031-6375 https://lenteranusa.id/</p>	
---	---	---

to society . Visionary leadership also plays a role in create system more work efficient and responsive to need public , which of course impact positive to level satisfaction public as well as increase trust public to government . In the sector this , visionary leadership functions For ensure that every policies implemented No only in accordance with need moment this , but also think about impact term length to society and the state as a whole overall . With approach this , the government can more Ready in face increasingly global challenges complex and changing . Therefore that , the implementation visionary leadership does not only useful in context private sector , but also very relevant in the sector public For ensure achievement vision together more wide .

In a way overall , findings study This show that visionary leadership has a huge contribution to sustainability organization . With ability For inspire , empower team , and combine vision term long with implementation clear operational , visionary leaders create an adaptive , innovative and empowered organization competitiveness . Leadership kind of This become very important , especially in the midst of rapid global change and increasing challenges complex . Therefore that , the organization that has visionary leaders will more Ready face uncertainty and more capable endure in face global competition . With Thus , visionary leadership does not only become key success organizations in the present , but also an runway for achievement objective term long- term and sustainable sustainability .

Conclusion

Based on findings that have been described through analysis deep in study this , can concluded that visionary leadership holds a very strategic role in push innovation as well as ensure sustainability organization in the middle dynamics continuous environment change . Leaders who have a clear , focused and ambitious vision capable bring organization going to objective term longer big with give strong guide for all over member team. Visionary leadership does not only inspire the members team For Work going to objective together , but also encouraging they For Keep going innovate , search solution new , and adapt with change . This is create atmosphere positive and dynamic work , which is very important in create organizations that do not only survive , but also thrive in the middle increasing global competition tight . With existence strong vision and clear direction , members team more motivated For give the best for organization , and together face existing challenges .

In addition , success in implementation Visionary leadership also depends heavily on the ability leader For connect vision big term long with structured and measurable actions at the level operational . Effective leaders No only capable formulate an interesting vision , but it can also be translate it to in steps practical that can applied in activity everyday inside organization . With existence capable leader integrate vision with steps clear operational organization can move with more focused , efficient , and effective in reach goals big they . This also allows organization For more easy adapt with change fast external , such as technology that continues to develop , change market trends , and the uncertainties that come with it with global challenges . Visionary leaders ensure that the strategy implemented walk along with needs and dynamics developing environment , ensuring sustainability organization in term long .



Finally, the research this also highlights importance implementation visionary leadership, not only in the sector private sector, but also in the sector public sector. In the sector governance, visionary leadership has significant impact in increase effectiveness policy, efficiency service public, and power competition institutional. Leader with clear vision and ability For inspiring as well as empowering team will capable create more policies responsive to need public as well as optimize use source existing power. This is leading to an increase quality services provided to society and improve trust public to institution government. Therefore that, visionary leadership must seen as one of the a very important approach in build organizations that do not only capable stay in the middle changes of the times, but also can Keep going innovate and grow in a way sustainable. With existence a visionary leader in every sector, good private and public, organization can more Ready For face increasingly global challenges complex and full uncertainty, at the same time can utilise existing opportunities For reach objective together in term long.

References

- Fajar, A., & Nugraha, M. S. (2023). Gaya Kepemimpinan Visioner Kepala Sekolah Dalam Meningkatkan Kinerja Guru di Mts Ylpi Ibaadurrahman Kota Sukabumi. *Inspirasi Dunia: Jurnal Riset Pendidikan Dan Bahasa*, 2(2), 45–56. <https://journal.unimar-amni.ac.id/index.php/insdun/article/view/753/635>
- Farhan, B. Y. (2024). Visionary leadership and innovative mindset for sustainable business development: Case studies and practical applications. *Research in Globalization*, 8(November 2023), 100219. <https://doi.org/10.1016/j.resglo.2024.100219>
- Henriyani, E. (2020). Peran Pemimpin Visioner dalam Mewujudkan Inovasi Pelayanan Publik. *Jurnal Moderat*, 6(2), 436–443. <https://jurnal.unigal.ac.id/index.php/moderat/article/view/3427>
- Ilmu Manajemen, J., dan Ekonomi, B., Wajdy, F., Tawe, A., & Darmawan Natsir, U. (2023). ANALISIS PENGARUH GAYA KEPEMIMPINAN PARTISIPATIF TERHADAP BUDAYA Organisasi dan Produktivitas Kerja Pegawai pada Balai Pelaksana Penyedia Perumahan (P2P) Sulawesi II. 1(2). <https://malaqbipublisher.com/index.php/JIMBE>
- JASMINE, K. (2014). 濟無No Title No Title No Title. *Penambahan Natrium Benzoat Dan Kalium Sorbat (Antiinversi) Dan Kecepatan Pengadukan Sebagai Upaya Penghambatan Reaksi Inversi Pada Nira Tebu*, 5(1), 126–138.
- Kepemimpinan, P., Manusia, A., Kerja, E., Kerja, D., Terhadap, T., Kerja, P., Kantor, P., Agama, K., Muara, K., Yanimansyah, E., Hamid, A., & Yusnawati,); (2023). The Influence Of Leadership, Training, Inter-Human Relationship, Work Ethics And Teamwork On Work Productivity Of Employee Office Of The Ministry Of Religion, Muara Enim District. In *Journal of Indonesian Management* (Vol. 3, Issue 2).
- Maulidah, N., Saepudin, E. A., Edista, L., & Damayanti, A. S. (2025). *Pengaruh Gaya Kepemimpinan Visioner Pemerintah dalam Pembangunan Berkelanjutan*. 2(1).



- Organisasi, B., Unggul, K., & Transformasional, K. (n.d.). *Peran Pemimpin Sebagai Moderasi Antara Budaya Organisasi terhadap Kinerja Unggul The Role of Leaders as Moderators Between Organizational Culture and Superior Performance* Luluk Nurhayati Universitas Pancasila.
- Ramadhani, N., Sihite, R. N., & Siregar, N. H. (2023). *KEBERHASILAN ORGANISASI DENGAN KARAKTERISTIK KEPEMIMPINAN STRATEGIS*. 22–33.
- Silva, A. (2016). What is Leadership? Video : What is leadership? *Journal of Business Studies Quarterly*, 8(1), 1–5.
- Umalihayati, Wulandari, D., & Hardhienata, Ing. H. S. (2022). Peningkatan Kinerja Dosen Melalui Penguatan Kepemimpinan Visioner, Organisasi Pembelajaran, Kreatifitas, dan Perilaku Inovatif. *Media Nusa Creative*, 5–93.
- Veranita, M., Purwadhi, P., Aziz, F. A., Nurwansyah, A., Anggreyorina, A., Aziz, M. A., & Dian, D. (2024). Analisis Efektifitas Kepemimpinan Transformasional Dalam Penetapan Kebijakan Organisasi Di Era Digital. *Journal of Governance and Public Administration*, 1(2), 179–186. <https://doi.org/10.59407/jogapa.v1i2.592>
- 溶接学会編集委員会. (2022). 1. 鉄鋼 2. アルミニウム合金, その他 3. 新素材 (高分子) (最新の接着剤と接着技術の動向) –金属とプラスチックの構造接着技術– 4. 溶接材料. *Journal of the Japan Welding Society*, 91(5), 328–341. <https://doi.org/10.2207/jjws.91.328>