

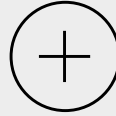
# Middle Managers' commitment to organizational change towards sustainability

A crucial factor for the successful implementation of sustainability

## Initial motives

Organizations are a strong lever in shaping society-wide transitions. They need to make use of this lever to enhance overall sustainable development

Influencing factors on commitment (to change towards sustainability)



Cross-sectional study on the perspective of the middle management

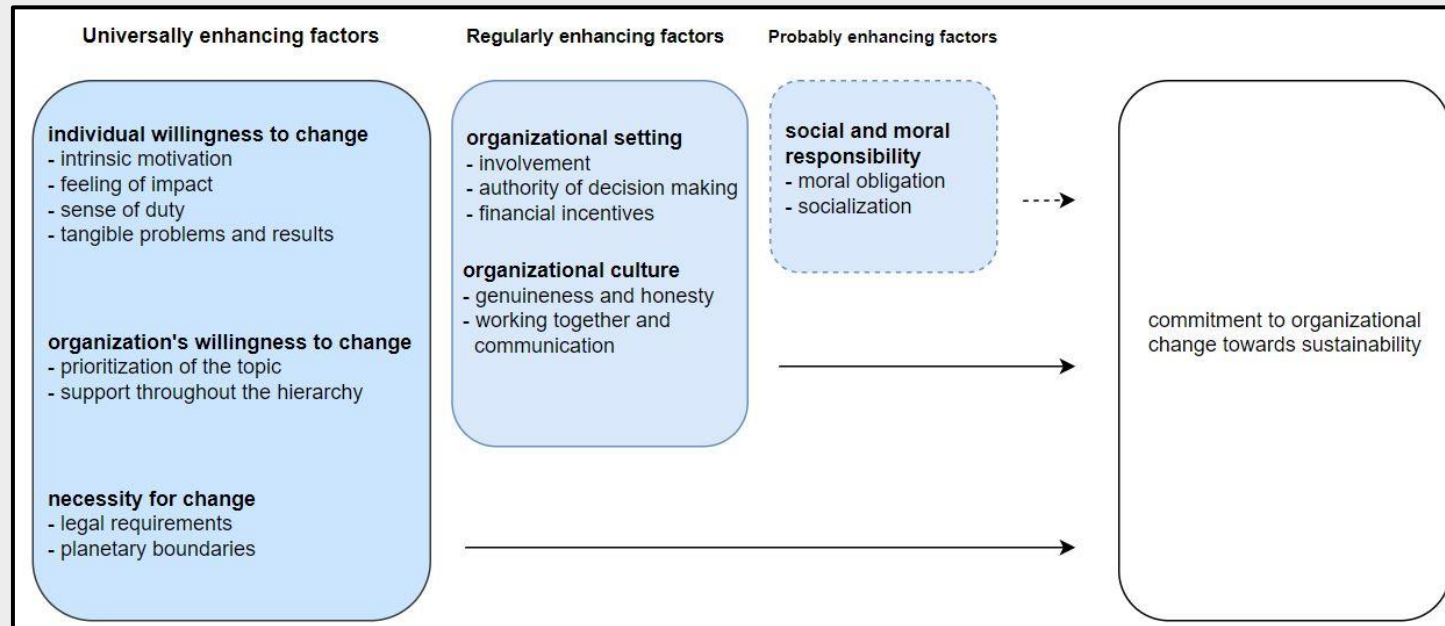
## Main findings

The perspective of the middle managers confirms that organizational change towards sustainability is a collaborative action – they see themselves as part of a greater whole

## Middle managers' commitment to organizational change towards sustainability

Most organizational change processes fail in the step of implementation

In organizational change processes middle managers are change agents, they connect the upper management and executive level by approving planned changes and by translating them into actions



It confirms the multidimensionality of commitment to change towards sustainability + the importance of intrinsic motivation/mindset

The different levels of importance in the model of middle managers' commitment could function as levels of attention for organizations to enhance this commitment