



Summary

This study, carried out in collaboration by Swiss Leaders, B Lab Switzerland, and sanu, offers an in-depth analysis of sustainable leadership practices in Switzerland, based on responses gathered through a detailed questionnaire ([link](#)).

Overall, the results reveal a satisfactory level of maturity in terms of sustainability among the respondents. However, it is striking to note that Swiss leaders show a more pronounced progression in the personal and internal dimensions of sustainable leadership, particularly concerning interpersonal relations and interactions with colleagues. Conversely, there is room for improvement in the fields of action and commitment towards external stakeholders.

The study highlights that the business sectors that perform better in terms of sustainability tend to engage their stakeholders more actively, both internally and externally. It is noteworthy that stakeholder management varies considerably depending on the company's position on the sustainable leadership scale: as a leaders, proactive followers, or new comers. Leaders stand out with proactive management of external stakeholders, showing a greater commitment to societal transformation and activation of their value chain.

Moreover, it emerges that young leaders are more frequently associated with the most proactive sectors in terms of sustainability, suggesting a generational transition towards the adoption of more sustainable practices.

However, it is important to highlight that this study is not totally free from certain limitations and biases inherent to this type of research. Despite these caveats, the report offers valuable insights into current trends in sustainable leadership in Switzerland. It emphasizes the crucial importance of not limiting stakeholder involvement to the internal, but to also actively integrate external stakeholders into decision-making processes and into the formulation of sustainability strategies and policies. Indeed, it is worth underlying that sustainability cannot be confined to a strictly internal initiative. The levers of action, indeed, also lie substantially in the commitment and interactions with external actors.