



Contemporary Challenges: Making a Difference

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Blog Post: The importance of responsible stewardship in terms for the environment.

Stewardship is the responsible and careful management of something entrusted to someone's care (Merriam-Webster, 2024). Stewardship also could be in many criteria such as environmental stewardship, financial stewardship, and cultural stewardship. For instance, the stewardship of the environment is everyone's responsibility while cultural stewardship is individuals are responsible for preserving the cultural objects, resources, and traditions of their country or area financial stewardship includes spending resources wisely and these include time, people, money, and property while trying to avoid wastage. Additionally, responsible stewardship also applies to Corporate Social Responsibility (CSR) such as environmental stewardship and financial stewardship.

The first key issue is the awareness of environmental conscious within an individual has increased around the world. To keep up with this issue, companies in Malaysia have adopted an awareness of environmental, social and governance (ESG) practices. The ESG practices are implemented for the huge conglomerate in Malaysia and involve the small and medium enterprises (SMEs) in Malaysia. In contrast, the SMEs uses the implementation of Simplified ESG Disclosure Guidance (SEDG) to help the SMEs companies in Malaysia (The Edge, 2024). Additionally, a SME's yoghurt maker also believes that SEDG sustainability helps to meet customer requirements easily and helps the SME to capitalize and gain new business opportunities in sustainability.

Secondly, the example of environmental stewardship situation is ethical supply chain management (ESCM). The ESCM helps safeguard the environment and it is crucial be practice by the companies around the world to ensure the well-being and the rights of the employees are protected by promoting safe working conditions and fair labour practices (Eyo-Udo et al., 2024). Although some might argue regarding ethics might reduce the profits gain, practicing ESCM would benefit the companies in a long run and includes some positive outlook such as reduce in employee turnover and the companies could find a better supply that is sustainable for them to use to ensure the supply in the long run.

The definition of equality, diversion and inclusion (EDI) is to ensure opportunity and fair treatment for everyone which also aims to eradicate discrimination and prejudice on basis of an individual or group of individual's protected characteristic (The University of Edinburgh, 2022). EDI is crucial to be practice by responsible stewardship because it does create positive

culture and it improves the representation and equity to prove that employee has equal chances for job advancement, offers and success (Jobstreet Content Team, 2024), The employee that feel appreciated and satisfied with the company policies will engage in the company as they are motivated to contribute more onto the company. Furthermore, a diversity team will have more ideas due to diverse background will bring their knowledge, expertise and skills to a company. However, the EDI also have certain challenges such as communication issues, discrimination and distrust in workplace. For instance, the more diverse the team members, they are more likely to experience discrimination, harassment, bias and due to that some employees afraid to bring their real self to work as they are fear of being judge by their colleagues and this could hinder the individual creativity, decision-making and teamwork (Craig, 2024).

In conclusion, the leaders in the organization should try to practice environmental stewardship as the citizens in Malaysia and around the world has become environmental conscious as they would choose more environmental-friendly product to be consume plus it is important for companies to manage their waste management. There are few policies that would help the businesses in Malaysia to practice environmental stewardship such as ESG for huge companies and SEDG for SMEs companies. It is also important to practice ESCM to safeguard the environment and the long-term benefits it will bring into the company.

Blog Post: The Advantages, Disadvantages and Ethics of implementing Carbon Capture and Storage System in Malaysia.

The technology that is suitable for environmental stewardship is Carbon Capture and Storage (CCS). The CCS technology helps to separate carbon dioxide (CO₂) from relevant business carbon emission sources then later transports it into a storage site and isolates the CO₂ from the atmosphere. This technology helps the existing CO₂ in the atmosphere on larger scale and overall reduces the CO₂ emission from the source (Fu et al., 2022). Although CCS first appeared in 1972, the Paris Agreement 2015 has a long-term goal to reduce (CO₂) and greenhouse gas emissions (World Economic Forum, 2024). To further align with the goal, the awareness of CCS in the industries has increased and some of the companies have started using CCS around the globe. An example of a company that is starting to implement this technology is Petronas in Malaysia. Petronas has a joint collaboration with the Japan Petroleum Exploration (JAPEx) and Kawasaki Kisen Kaisha (“K” LINE) to develop and mature the CCS project plan (Skopljak, 2023). The project is planned to be started by 2028.

The advantage of using CCS in Malaysia is CCS can potentially reduce around 60% of Malaysia carbon release and the CCS technology uses pipeline as its mode of transportation which would align with the goal of its mode of transportation does not produce emission gas plus the carbon will be stored permanently in underground formation (Nasir & Go, 2024). In general, CCS advantage would help to reduce the temperature of the surrounding area and the technology does not use a lot of space as the technology is made to be stored underground.

However, the disadvantage of using CCS might demotivate an organization to use this technology. An example would be the cost of CCS would be different as it depends on the industry as it depends greatly on the CO₂ concentration that the industry produces, the CCS claims to capture up to 85% of carbon emission but some studies found the capture of carbon is much lower (Koons, 2023). These questions the credibility of CCS as a technology due to its inaccuracy and the inconsistent capture of carbon plus the amount of funds needed by an organization needed for the company to invest to use CCS technology are huge. Thus, this shoves certain leaders away from implementing the technology in the organization.

Ethics in the philosophical study is a study of the moral value of the human conduct and the rules and principles, these also include religious, social, and civil code behavior and the

individual course of action (Dictionary.com, 2020). As for the global leaders, before implementing CCS in businesses or organizations, they need to evaluate several aspects such as technical and financial aspects.

The leaders must evaluate environmental responsibility as the primary goal of CCS is to mitigate climate change and reduce carbon emissions. Additionally, the leaders should research more on the accuracy and transparency of CCS technology (as mentioned in Koons, 2003) to analyze the reliability of CCS. To operate the business effectively, the leader also needs to calculate how much resources and costs are allocated to CCS as it will be expensive to implement CCS. The leaders also need to understand the long-term commitment effect of CCS would impact the organization and the area because the CCS needs long-term responsibility including the responsibility and maintaining storage sites to prevent the leakage issues of carbon in the future. Moreover, the CCS technology would have a social justice impact such as the organization will start to increase the price of their product due to the purchase of CCS technology, the company needs to burden the cost onto its customer, the leader must consider if its fair for its customer and does the use of CCS helps to preserve the environment.

To summarize, although CCS technology does have significant environmental benefits by reducing carbon emissions by 60% in Malaysia, CCS also faces challenges such as high initial and high operation costs with ethical considerations that the carbon might leak from its storage would cause soil pollution in the area. Global leaders would need to further evaluate the need to use CCS as it might have a huge impact mainly in terms of financial implications for their organization in the long term.

A leader could be defined as someone who recognize that being a leader does not make them the best in that situation such as ordering their employees to do its task and dictates the department but a leader is someone who guides their employee to make the job done and are well respected by their employees and their peers (Patton, 2020). Global leadership could be defined as leading people in multiple regions across the globe and they need to lead people through these barriers such as cultures, distance, communication through technology and navigate through complex organizational structure like network organization (Global Integration, 2023).

The difference between leader and global leader could be seen such as leader focuses on influencing and guiding a group, organization or community in their local areas while the global leader operates on a larger scale such as international stage where the global leaders influence and guides across the culture and countries and the global leader decision would influence beyond the national borders. Example of global leaders could be the head of multinational company such as Jeff Bezos from Amazon or international political figure such as Donald Trump. The responsibilities of leader and global leader are also different as local leader are only bind towards local policies in the country they reside in while global leader needs to foster international collaboration and understanding between the country they operate in terms of businesses.

There are few key skills are needed to be global leader. Firstly, a global leader needs diversity awareness which defined as understands that each individual is different and unique plus recognizing the individual differences such as their race, gender, age, physical abilities, religious beliefs and other ideology (Jovanovski, 2020). This is crucial because diversity can promote co-operation and patience with individuals and promotes multiple perspective that contributes towards innovation. Next, a global leader needs a change management skill as they need to clarify their stakeholders with its mission, analyses their success measures and need to clarify what need to change in their organization (Manikandan, 2024).

A global leader needs both change management and diversity awareness skill nowadays to succeed and navigate towards today's globalization and robust growth of business environment. Change management skills are crucial as they allow the global leader to guide

their organization towards transitions through market shifts, technological advancement or through internal organization restructuring. Diversity awareness would allow the leaders to value and recognize the employee contribution regardless of the individuals background such as ethnic, social, age and cultural background as diversity promotes inclusive workplace that appreciates the organization employee contribution and the employees would feel valued and they would engage to drive towards contributing in terms of innovation and problem-solving through many perspectives.

The global leaders with the combination of change management and diversity awareness skills can effectively implement the changes that are needed to the diverse needs in the company to ensure a smoother transition. This will not only enhance the organizational resilience and flexibility to changes but also positions the company lead by the global leader as a company that plans for its future and becomes a self-sustainable business entity that is capable to thrive in the market.

For example, one of a global leader that resides in Malaysia is Tony Fernandes, the CEO of AirAsia. He that provides a low-cost airline and change the aviation industry with the company motto of “Now Everyone Can Fly”. Additionally, his exceptional transformational leadership skill is shown when he owns AirAsia and transform it to be a successful budget airline in the world (Rizvi, 2024). Furthermore, Tony Fernandes has recruit individual with diverse background to work with AirAsia regardless of age and giving them a chance to shine as wanted as long to contribute in the company. Tony also brings change management onto AirAsia after purchasing it, he created a new structure and ensure its success today.

In my opinion, a global leader is not born within a day but they are born when an individual is ready to take a risk or challenge to make changes and it is not easy for an individual to make tough decision that might impact their life forever. Additionally, a global leader needs more quality than local leaders as global leader needs a global strategic thinking, sensitivity to cultural diversity, deep self-awareness and overseas experience and these qualities needs an investment from an individual itself plus they need resilience to face difficulties and consequences during the journey of their growth so they would not give up after facing multiple setbacks.

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