

## Application details

If you wish to apply for this specific position, please apply through the normal application process but indicate in your cover level which project you are interested in and that you would like to work with Dr Kanitz. Please contact Dr Kanitz for content related questions about these topics.

**Supervisor:** Dr R. Kanitz <https://www.rsm.nl/people/rouven-kanitz/>

### Exploring Leader's Change Design Beliefs for a Sustainable Future

Are you passionate about driving meaningful change toward a sustainable future? Our research project delves into *change design beliefs*—the underlying assumptions leaders hold about how to effectively manage change processes in pursuit of sustainability goals. While much focus is placed on *what* needs to change, this project emphasizes the *how*: exploring diverse assumptions about leading change amidst the complexity of sustainability initiatives. Leaders' beliefs about intervention focus (individual vs. systemic), timing (radical vs. evolutionary), control (predictable vs. emergent outcomes), and leadership styles (directive vs. participative) profoundly shape change decision-making and impact outcomes.

This research is critical because:

- These beliefs influence real-world decisions on managing change.
- Without understanding these beliefs and questioning them, sustainability efforts risk being ineffective.
- Reflecting on these assumptions can improve leadership effectiveness and innovation.
- The project aims to provide organizations with a diagnostic tool to identify and refine change design beliefs.

If you're eager to explore the intersection of leadership, organizational change, and sustainability, this part-time PhD opportunity offers the chance to contribute to impactful scholarship while addressing one of humanity's most pressing challenges.