

# A community leadership model to support the sustainable development of ports: a literature review

1<sup>st</sup> Faizal

Student of Doctoral  
Management Technology Program,  
Institut Teknologi Sepuluh Nopember  
Surabaya, Indonesia  
faifaizal91@gmail.com

2<sup>nd</sup> Gurning

Marine Engineering  
Institut Teknologi Sepuluh Nopember  
Surabaya, Indonesia  
sautg@its.ac.id

3<sup>rd</sup> Sutikno

Statistic Department  
Institut Teknologi Sepuluh Nopember  
Surabaya, Indonesia  
sutikno@statistika.its.ac.id

**Abstract— Introduction:** This literature review investigates community leadership as a distinct style of leadership essential for fostering port sustainable development. It underscores the importance of community leadership in addressing challenges and promoting long-term development. **Methods:** The review synthesizes findings from various academic sources that focus specifically on community leadership, exploring its characteristics, strategies, and impact on port sustainable development. **Results:** The findings reveal that effective community leadership plays a pivotal role in mobilizing resources, enhancing participation, and achieving sustainable outcomes. Leaders who adopt community-centered approaches significantly influence the success of initiatives aimed at long-term and sustainable port development. **Discussion:** The review discusses the implications of community leadership for practice and policy, emphasizing the need for continued support and research in this area. Understanding community leadership is vital for enhancing sustainable practices and empowering port to drive their development.

**Keywords—** community leadership, port, sustainable development

## I. INTRODUCTION

Sustainable port development represents an effective solution to address the various challenges that continually emerge alongside rising public expectations for higher quality port services [1]. Sustainable development is a holistic approach that seeks to harmonize economic progress with environmental protection and social well-being, ensuring these elements are considered together in planning and decision-making processes. By integrating environmental and social factors into development activities, sustainable development acknowledges that true progress cannot come at the expense of degrading ecosystems or neglecting societal needs. Instead, it views development process as part of a balanced, long-term strategy that respects the earth's resources, preserves biodiversity, and promotes equity within communities. This integrated approach encourages not only short-term gains but also the safeguarding of resources and quality of life for future generations [2].

In the context of port development, sustainable principles are particularly critical. Ports play a vital role in global trade and transportation, supporting economies by facilitating the movement of goods and people across regions. However, their operations can have substantial environmental impacts, such

as pollution from vessel emissions, waste from loading and unloading processes, and potential harm to marine ecosystems. Therefore, it is essential for ports to adopt sustainable practices that mitigate these impacts while still meeting growing demands [3].

Moreover, ports contribute to social sustainability by creating employment, driving local economic growth, and potentially enhancing infrastructure in surrounding areas. Sustainable port development considers the well-being of nearby environment, addressing concerns such as noise pollution, traffic congestion, and land use. Initiatives such as noise reduction, green transportation networks, and community engagement in decision-making can promote social harmony and make ports a positive presence for residents [4].

In the long term, sustainable port development aligns with the broader objectives of sustainable development by fostering economic resilience, protecting environmental health, while still ensuring the continuous economic achievements. By embedding sustainability into port development, ports not only help reduce ecological footprints but also enhance their long-term viability and contribution to economic stability. In doing so, ports can continue to support global trade and economic growth in a manner that respects environmental limits and promotes equitable social progress, thus becoming a central component of a sustainable, future-ready economy [4].

In the process of sustainable development, a port cannot be viewed as a singular entity but rather as a community composed of multiple stakeholders. All stakeholders within the port community share a common goal: to improve the overall performance of the port. Achieving this objective requires cooperation, effective communication, and a cohesive system that connects all stakeholders within the port community [5].

One of the primary factors influencing sustainable development is leadership [6]. In line with the concept of the port as a community, the leadership style that most effectively influences the implementation of sustainable development within the port context is community leadership. Community leadership can be understood as a form of leadership oriented toward ensuring that community members are optimally empowered [7]. Community leadership, commonly applied in community development projects, is an organic process

involving dialogic and collective decision-making to build trust, energy, enthusiasm, and performance among all community members [8].

Theoretically, community leadership has an influence on the sustainable development processes of ports. However, empirically, this relationship has yet to be investigated. Previous research relevant to this topic has been limited to studies focusing on sustainability issues in ports, or on the challenges and opportunities that ports face in sustainable development [10].

Based on the comprehensive exposition above, this research is conducted to synthesize findings from academic literature to explore the role of community leadership in sustainable port development, assessing its characteristics, strategies, and impacts. The insights derived from this review aim to bridge existing research gaps and provide a foundation for future studies on the subject.

Findings from this review will inform policymakers and port authorities on the benefits of adopting community leadership strategies. By fostering community involvement and aligning leadership approaches with sustainability goals, ports can achieve lasting positive impacts on both their operations and every member of the community.

## II. METHODE

This study employs a literature review as its primary research design to systematically explore existing research on community leadership and sustainable port development. A literature review allows for a comprehensive synthesis of current knowledge and identification of prevailing themes, gaps, and research trends.

The review draws from reputable academic databases, including Scopus, Web of Science, and Google Scholar, to ensure a wide scope of high-quality sources. The selection emphasizes peer-reviewed articles, book chapters, and conference proceedings relevant to community leadership, sustainability, and port development.

Inclusion criteria include sources specifically addressing community leadership in the context of sustainable development and port operations. Articles focusing solely on other leadership styles or unrelated industries were excluded to maintain relevance to the research questions.

A systematic search was conducted using keywords such as "community leadership," "port development," and "sustainable development." Searches were refined by publication date to prioritize recent studies and by language to focus on English-language sources for broader academic relevance.

A thematic analysis was employed to categorize the findings into key themes, such as leadership strategies, community involvement, resource mobilization, and policy implications. This approach helped organize insights, enabling an in-depth understanding of how community leadership uniquely contributes to sustainable port development.

## III. DISCUSSION

### A. *Concept of Community Leadership*

leadership uniquely contributes to sustainable port development [11], [12]. Leadership can be seen as a dynamic process where individuals unite to drive change, collaboratively forming a shared vision of an ideal future or setting. In this process, they interpret their experiences and influence their decisions and actions accordingly, shaping the direction they collectively pursue [13]. Based on this understanding, it can be understood that community leadership is a dynamic process in which members of a community come together to foster positive change, working collaboratively to create a shared vision of a desired future for their community. In this framework, community leaders help interpret collective experiences, empowering individuals to make informed decisions and guiding their actions in alignment with community goals. Through this collective effort, community leadership shapes the direction of growth and development, encouraging active participation and ensuring that the aspirations and needs of the community are reflected in the decisions made.

Community leadership, typically emerging or established within community development projects, involves the empowerment of community members' relational capacities to unlock creative potential and transform it into initiatives led by empowered community members. Community leadership is an organic process, potentially inherent in all community members, and engages in dialogic, collective decision-making to build trust, energy, enthusiasm, and performance throughout the community [8].

Community leadership focuses on ensuring optimal empowerment of community members and operates through an approach that contrasts with top-down, authoritarian individualistic leadership. This approach in community leadership fosters interactions between leaders and followers that are mutually dependent, positive, and attentive. It enables leaders and followers to collaboratively transform the organization and all its components. Community leadership is relationship-driven, positive, and aims to convert creative potential into a constructive force that strengthens trust, energy, enthusiasm, and performance [7].

Community leadership differs from the classic concept of leadership, which typically involves a leader directing, persuading, and influencing their followers. In contrast, community leadership is often less hierarchical and generally relies on voluntary actions. This type of leadership also involves the creation of social capital and frequently serves as a symbol of change. Community leaders are often informal figures who are not selected through formal processes. The concept of community leadership is not strictly defined; rather, its boundaries are determined by the community within which the leadership operates [14]. Community leadership can be developed by fulfilling three key elements, namely leading change through dialogue, connective leadership, and collective empowerment [15].

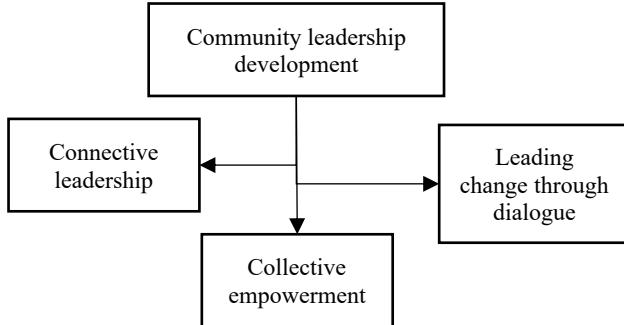


Fig. 1. Community Leadership Development

### B. Port sustainability Development

Port development plays an instrumental role in global trade and economic growth, as ports serve as essential nodes in supply chains that connect regional, national, and international markets. However, this significant role in economic development is accompanied by environmental and social impacts, including air and water pollution, habitat destruction, and community displacement. To address these challenges, sustainable port development has become a priority. Sustainable port development seeks to balance economic growth with environmental protection and social welfare, ensuring that port operations and expansions can be maintained over the long term without exhausting resources or compromising community health and ecosystems [1].

Port development refers to the planning, construction, and expansion of port infrastructure, including terminals, docks, warehouses, and logistical support systems, to accommodate the needs of modern maritime trade. The process often involves significant investments in physical infrastructure, technological upgrades, and operational improvements to ensure efficient handling and transport of goods. Modern port development also includes digitalization efforts to enhance operations, optimize resource use, and increase throughput capacity. Furthermore, it encompasses strategies for maximizing the productivity of existing facilities, managing traffic flow efficiently, and expanding cargo-handling capacity. With global trade volume steadily increasing, port development has become more complex and multi-dimensional, encompassing not only physical expansion but also the optimization of processes and resources [16].

The concept of sustainability in port development involves integrating environmental, social, and economic considerations into port operations, planning, and expansion. Sustainability aims to ensure that port activities are conducted in a way that reduces ecological impacts, protects the well-being of surrounding communities, and promotes long-term economic resilience. Sustainable port development is based on principles of resource conservation, pollution reduction, and equitable social engagement, fostering a balanced approach that addresses the needs of current stakeholders while preserving resources for future generations [17].

Sustainable port development faces numerous challenges, as ports strive to accommodate increasing global trade volumes while minimizing environmental and social impacts. One significant challenge is balancing economic growth with environmental preservation [18]. Ports are generally energy-intensive and generate substantial

emissions from maritime vessels, trucks, and terminal equipment. Implementing greener practices often requires substantial investment in infrastructure upgrades and new technologies, which can strain budgets, especially for ports in developing regions.

Another challenge is community impact and engagement [19]. This dual perspective encompasses both the communities surrounding ports, which often bear the brunt of port operations, and the port itself as a community of stakeholders and employees. Ports are typically located in coastal regions and urban areas, making them integral to local economies while simultaneously presenting challenges for nearby communities. The proximity of ports to residential areas can lead to various adverse effects, including noise pollution, air quality deterioration, and traffic congestion. These impacts can disrupt the daily lives of residents, negatively influencing their quality of life and overall well-being. While the impact of port operations on surrounding communities is significant, it is equally important to recognize the port itself as a community comprising various stakeholders, including port authorities, shipping companies, labor unions, and employees. This internal community faces its own set of challenges related to engagement and collaboration in the pursuit of sustainable development.

Additionally, regulatory and policy constraints can pose challenges to sustainable port development [20]. Stringent environmental regulations may require ports to adopt costly mitigation measures, and navigating complex regulatory landscapes can be challenging, particularly for smaller ports with limited resources. Compliance with environmental standards often demands technological innovation and operational changes, which may involve significant upfront costs and long implementation timelines.

Technological and logistical challenges can also become a pivotal challenge that need to overcome [21]. As ports adopt digitalization and automation to improve operational efficiency, they face challenges related to cybersecurity, data management, and the need for skilled labor to operate advanced systems. These complexities are compounded by the need to coordinate with various stakeholders, including shipping companies, logistics providers, and government agencies, to ensure the seamless integration of sustainable practices into everyday operations.

### C. Impact of Community Leadership on Sustainable Port Development

Community leadership is a concept that emphasizes the role of individuals and groups within a community in guiding collective efforts toward achieving shared goals and improving the quality of life. This form of leadership is characterized by collaboration, active participation, and empowerment of community members, fostering an inclusive environment where diverse voices are heard and valued. Effective community leadership encourages a sense of ownership among community members, motivating them to engage in the development processes that affect their lives and surroundings. By cultivating relationships and facilitating dialogue, community leaders create a platform for identifying local needs, mobilizing resources, and driving initiatives that reflect the community's aspirations [14], [15].

Sustainable port development refers to the process of enhancing port facilities and operations while ensuring minimal environmental impact and promoting social equity. This approach balances economic activities with ecological preservation and community welfare. The goal is to create ports that not only serve as vital economic hubs but also prioritize the well-being of the surrounding environment and population [17].

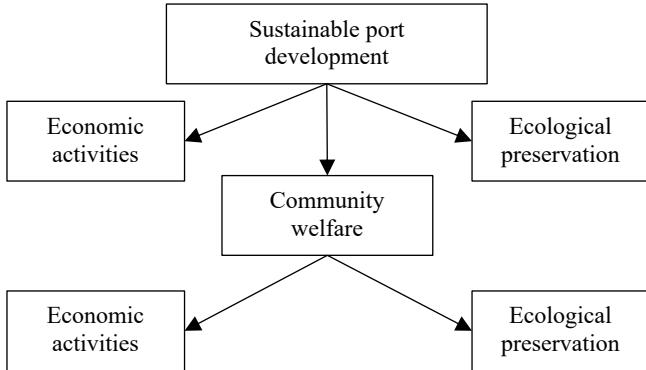


Fig. 2. Concept of Sustainable Port Development

The relationship between community leadership and sustainable port development is inherently interconnected. Effective community leadership is essential for driving the sustainable development agenda within port communities, as it establishes a framework for collaboration among stakeholders, including port authorities, local businesses, environmental groups, and community members [13]. Community leaders can articulate a shared vision for sustainable development that reflects the values and needs of their constituents, fostering a sense of collective responsibility toward achieving this vision. By promoting inclusivity and encouraging participation, community leadership ensures that the perspectives of all stakeholders are considered, leading to more informed decision-making processes that prioritize sustainability.

Community leaders play a pivotal role in advocating for policies and practices that align with sustainable development principles [22]. They can serve as intermediaries, facilitating communication between various stakeholders and ensuring that the community's voice is represented in discussions about port operations and development plans. By engaging community members in dialogue about sustainable practices, leaders can raise awareness of environmental issues and mobilize collective action to address them. This can lead to the implementation of innovative solutions that enhance sustainability in port operations while simultaneously meeting the economic needs of the community.

Implementing community leadership to address challenges in sustainable port development requires a proactive approach that considers the complexities of balancing economic growth with environmental preservation. One significant challenge is the need to enhance port infrastructure and capacity to accommodate increasing global trade while minimizing ecological degradation. Community leaders can engage stakeholders in discussions about sustainable practices, such as the use of renewable energy sources, waste reduction strategies, and habitat restoration efforts. By fostering collaboration among port operators, environmental organizations, and community members, leaders can facilitate the development of comprehensive

strategies that address both economic and environmental objectives [13].

Ports often have a profound influence on the surrounding and internal communities, impacting local economies, employment opportunities, and the overall quality of life. Community leaders are vital in representing the interests and concerns of all community members, ensuring that they have a voice in decisions that affect their lives. By organizing community forums, workshops, and outreach programs, leaders can gather input from residents and incorporate it into port development plans. This engagement not only fosters trust between the community and port authorities but also leads to more equitable outcomes that reflect the needs and aspirations of all stakeholders [19].

Technological advancements and logistics improvements present both opportunities and challenges for sustainable port development. While technology can enhance efficiency and reduce environmental impact, it may also create disparities in access and benefits among community members. Community leaders can play a vital role in ensuring that technological innovations are deployed in a manner that is inclusive and equitable. This may involve advocating for training programs that equip the member of community with the skills needed to engage with new technologies, as well as promoting local businesses that provide sustainable services within the port ecosystem [7]. By fostering a culture of innovation and inclusivity, community leaders can help ensure that technological advancements contribute positively to both the member of port community and the surrounding community.

Overall, community leadership is an integral factor to the sustainable development of ports, serving as a catalyst for collaboration and engagement among various stakeholders. By fostering a shared vision and facilitating dialogue, community leaders can address the challenges associated with balancing economic growth and environmental preservation, enhancing community impact and engagement, navigating regulatory and policy landscapes, and leveraging technological advancements for the benefit of all. Through effective community leadership, sustainable port development can be achieved, ensuring that ports not only function as economic engines but also promote environmental stewardship and social well-being.

#### D. Challenges and Limitations in Adopting Community Leadership Models

Community leadership models have emerged as valuable frameworks for promoting sustainability, especially in complex systems such as port development. These models prioritize collaboration, inclusivity, and shared responsibility, providing a platform for diverse stakeholders to shape decisions that impact the economic, social, and environmental outcomes of ports [13]. Yet, despite their benefits, implementing community leadership in port development faces significant challenges. Issues such as balancing the varied interests of stakeholders, navigating resource limitations, and fostering genuine engagement across diverse groups reveal the complexities involved in adopting such models [23]. These challenges call for adaptive approaches and a sustained commitment from both community leaders and all its member to create a meaningful impact.

A key challenge in applying community leadership models in port development lies in the diversity of stakeholder interests. Ports are vital infrastructure that connect industries, government agencies, environmental groups, local communities, and international businesses. Each of these stakeholders has unique priorities, ranging from economic growth and job creation to environmental preservation and social well-being. This diversity of interests can make it difficult to find common ground. For example, while port operators may emphasize efficiency and cost reduction, environmental groups may advocate for strict regulations to protect ecosystems from pollution and habitat destruction. Local communities, in contrast, may focus on employment opportunities and reducing noise and air pollution in residential areas. The challenge, then, is to reconcile these divergent views within a community leadership model, which relies on collective decision-making and shared goals [13], [14].

The balancing act required to address these interests demands skilled facilitation and negotiation. Community leaders in port development must create a space where all voices are heard and respected, but this is not always easy. Conflicting priorities can stall decision-making processes, especially when one group perceives that its concerns are not adequately addressed. Additionally, the complexities of port operations, which involve technical, logistical, and regulatory aspects, can make it challenging for some stakeholders to fully understand or engage in discussions. This knowledge gap can hinder effective communication, limiting the capacity of community leadership to foster true inclusivity. Therefore, community leaders need to develop ways to bridge these gaps, promoting transparency and building mutual understanding among stakeholders. Without this, efforts to achieve a unified vision for port development may falter.

Resource limitations present another significant barrier to implementing community leadership models effectively [24]. Community leadership often requires substantial investments in terms of time, personnel, and funding to facilitate meetings, conduct assessments, and implement agreed-upon strategies. However, port authorities and local governments may have restricted budgets, especially when resources are already allocated toward other priorities such as infrastructure improvements or regulatory compliance. This scarcity of resources can impede efforts to engage the community, particularly if funding is insufficient to sustain long-term programs or initiatives. For example, organizing regular forums or workshops that foster open dialogue among stakeholders may require dedicated staff and logistical support, which may not always be feasible given budgetary constraints.

Furthermore, the implementation of sustainability initiatives often requires investments in technology, training, and monitoring to ensure that ports meet environmental and social standards. In cases where ports have limited financial flexibility, prioritizing these initiatives can be difficult. Community leaders may face resistance from stakeholders who are hesitant to allocate funds toward sustainability when economic growth is a pressing concern. The issue is further complicated by the fact that community leadership itself requires time and commitment, as building trust, establishing

effective communication channels, and fostering collaboration are long-term endeavors [13]. The need for sustained effort and engagement, combined with financial limitations, may restrict the extent to which community leadership can influence port development practices.

Another challenge in adopting community leadership models is fostering active and sustained participation from all stakeholders. Meaningful engagement is essential for community leadership to be effective, as it relies on collaborative input and shared responsibility [8]. However, not all stakeholders may be equally invested in the process. For instance, local community members may have limited time to participate in meetings or provide feedback, while larger organizations, such as shipping companies, may be more focused on operational efficiency than on community engagement. This disparity in commitment can undermine the effectiveness of community leadership, as decision-making may become dominated by certain stakeholders, thus limiting the diversity of perspectives that community leadership models seek to incorporate.

Fostering engagement requires overcoming historical barriers and building trust among stakeholders who may have previously experienced conflicts or dissatisfaction with port authorities. In many cases, some member of community may feel disconnected from port operations, perceiving them as opaque or indifferent to their concerns. To address this, community leaders must work to rebuild relationships, demonstrating a genuine commitment to inclusivity and transparency. However, this process can take time, and the absence of quick results may discourage ongoing participation. Moreover, without consistent engagement, community leadership efforts may lose momentum, leading to stalled initiatives and unmet goals.

The limitations of community leadership in port development are further highlighted by the challenges of implementing adaptive strategies. Community leadership is inherently flexible, adapting to the needs and priorities of stakeholders [13]. Yet, this adaptability can also present limitations, as constantly adjusting strategies may lead to a lack of clear direction and consistent progress. When goals and methods are frequently revised to accommodate different interests, it becomes challenging to establish long-term objectives and measurable outcomes. This issue is especially relevant in port development, where achieving sustainability often requires structural changes, long-term investments, and sustained monitoring. If community leadership is overly reactive, shifting priorities based on the most immediate concerns, it may struggle to produce lasting results.

The complexity of regulatory frameworks in port operations also limits the potential of community leadership [25]. Ports are subject to a multitude of local, national, and international regulations that govern everything from environmental standards to safety protocols. Navigating these regulations requires specialized knowledge and careful planning, which can complicate the efforts of community leaders. In some cases, regulatory requirements may conflict with community-driven initiatives, creating barriers to implementation. For example, while local stakeholders based on sustainable principle may prioritize reducing air pollution, port authorities may face limitations in enacting certain

measures due to federal regulations or trade agreements. This regulatory complexity can hinder the ability of community leaders to respond to community needs, as they must balance these demands with compliance requirements.

Finally, the scalability of community leadership models poses a limitation in the context of port development. Each port has its unique characteristics, including its size, location, and economic significance, as well as the specific social and environmental issues it faces [26]. A community leadership model that works well in one port may not be easily replicated in another without significant adjustments. This lack of scalability means that best practices from one port may not readily apply elsewhere, limiting the potential for widespread implementation of community leadership across the port industry. Community leaders must be sensitive to these local nuances, which may require extensive customization of leadership models. However, this need for adaptation can reduce the efficiency of community leadership initiatives, as it may necessitate additional time and resources to tailor models to each unique context.

Overall, while community leadership models offer a promising approach for advancing sustainability in port development, their implementation is fraught with challenges and limitations. The need to balance diverse stakeholder interests, manage resource constraints, and foster sustained engagement creates a complex environment that requires adaptive strategies and long-term commitment. Furthermore, limitations such as regulatory complexity, scalability issues, and the challenge of maintaining clear objectives highlight the difficulties of applying community leadership models in a structured and effective manner. To overcome these obstacles, community leaders and all members of community must work collaboratively, ensuring that efforts to promote sustainability are supported by adequate resources, transparent communication, and an ongoing commitment to inclusivity. By addressing these limitations, community leadership can serve as a catalyst for meaningful change in port development, helping to create sustainable and resilient port communities for the future.

#### IV. CONCLUSION

The role of community leadership in sustainable port development reveals significant potential, as it emphasizes inclusivity, collaboration, and responsiveness to community needs. By involving diverse stakeholders, community leadership fosters a comprehensive approach to sustainability that aligns economic goals with social and environmental priorities. Through shared vision and collective action, community leadership has the ability to drive long-term positive outcomes for port communities and their surrounding ecosystems.

However, adopting community leadership models in port development also presents notable challenges and limitations. Balancing the varied interests of stakeholders, navigating resource limitations, and fostering genuine engagement across diverse groups reveal the complexities involved in adopting such models. The requirement for sustained engagement and adaptive strategies can make it difficult to maintain momentum, while the need for specialized knowledge and commitment across sectors demands significant effort from both community leaders and all members of community.

Despite these challenges, the potential benefits of community leadership for sustainable port development are compelling. Effective community leadership models, when thoughtfully implemented and supported, can bridge the gaps between economic advancement, environmental preservation, and community well-being, establishing a balanced framework that guides sustainable port practices. For community leadership to reach its full potential in this context, ongoing dedication to collaboration, transparency, and inclusivity will be essential, ensuring that sustainable development goals are consistently pursued and that ports can continue to serve their communities effectively.

This research highlights the importance of community leadership in advancing sustainable port development, underscoring the need for frameworks that can accommodate both economic and environmental objectives while prioritizing community involvement. Future research could explore methods for overcoming specific challenges identified in this study, such as balancing stakeholder interests and managing resource constraints, to further refine models of community leadership within port settings. Additionally, examining the impact of community leadership across diverse port contexts would offer insights into scalability and adaptation, guiding effective strategies for ports of varying sizes and governance structures. This exploration could be enhanced by studies that focus on digital tools and collaborative technologies to improve communication and decision-making among stakeholders.

The study extends existing literature by providing a focused analysis of community leadership's role in port sustainability, a topic that remains relatively underexplored. By integrating insights on stakeholder engagement, environmental preservation, and sustainable development, this work builds on previous research in organizational leadership and sustainable development, demonstrating how these fields intersect in the unique context of port communities. It offers a comprehensive framework for considering both the potential and limitations of community-driven approaches to sustainability, encouraging future research and practice to adopt more inclusive and adaptive leadership models. The findings highlight the relevance of community leadership in achieving sustainable development goals, enriching the ongoing discourse on sustainable infrastructure in public sector environments.

#### ACKNOWLEDGMENT (Heading 5)

The preferred spelling of the word “acknowledgment” in America is without an “e” after the “g”. Avoid the stilted expression “one of us (R. B. G.) thanks ...”. Instead, try “R. B. G. thanks...”. Put sponsor acknowledgments in the unnumbered footnote on the first page.

#### REFERENCES

- [1] T. Roberts and I. Williams, "Implementing sustainable development in port-cities," 7th symposium on circular economy and urban mining, 2024.
- [2] Q. Chen, T. Wu and Y. Yin, "Evaluation and analysis of sustainable development efficiency of port cities in China using the super-efficiency SBM-DEA model," Pol. J. Environ. Stud., vol. 33, no. 5, pp. 5037-5050, 2024.

[3] [3] E. Haezendonck and K. Berghe, "Patterns of circular transition: what is the circular economy maturity of Belgian ports?", *Sustainability*, vol. 12, pp. 5-19, 2020.

[4] [4] S. Taljaard, S. Weerts and M. Audouin, *Towards sustainable port development in the western Indian ocean*, Nairobi, Kenya: CSIR, 2023.

[5] [5] S. Sahu, P. Saragiotis and P. Olliver, *Port community system: lesson from global experience*, Washington DC: World bank publications, 2023.

[6] [6] D. Syahchari and E. Zanten, "The role of leadership and community involvement in sustainable development," *Binus business review*, vol. 15, no. 2, pp. 157-168, 2024.

[7] [7] H. Nel, "Community leadership: a comparison between asset-based community-led development (ABCD) and the traditional needs-based approach," *Development southern Africa*, vol. 35, no. 6, pp. 839-851, 2018.

[8] [8] D. Whitney, A. Trosten-Bloom and K. & Rader, *Appreciative leadership*, New York: McGraw Hill, 2010.

[9] [9] N. Ozispa and G. Arabelen, "Sustainability issues in ports: content analysis and review of the literature (1987-2017)," *SHS web of conferences*, vol. 58, pp. 1-21, 2-18.

[10] [10] S. Roh, V. Thai and Y. Wong, "Towards sustainable ASEAN port development: challenges and opportunities for Vietnamese ports," *The Asian journal of shipping and logistics*, vol. 32, no. 2, pp. 107-118, 2016.

[11] [11] K. Pigg, "Community leadership development: the effects on community development," *Community development*, vol. 44, no. 4, pp. 408-411, 2013.

[12] [12] A. Shafiu, H. Abdul Manaf and S. Muslim, "The impact of leadership on organizational performance," *International journal of recent technology and engineering*, vol. 8, no. 3, pp. 7573-7576, 2019.

[13] [13] M. Chemers, *An integrative theory of leadership*, Taylor & Francis, 2014.

[14] [14] M. Martiskainen, "The role of community leadership in the development of grassroots innovations," *SPRU Working papers series*, pp. 1-23, 2016.

[15] [15] P. & S. A. Kirk, "Community leadership development," *Community development journal*, vol. 39, no. 3, pp. 234-251, 2004.

[16] [16] D. Delovic, "Prioritizing port's development directions by analytic hierarchy process method," *Journal of civil engineering research & technology*, vol. 5, no. 4, pp. 1-8, 2023.

[17] [17] T. Wibowo, M. Hamzah and E. Sofilda, "Economic impacts of port development on coastal communities: a vocational education perspective," *International journal of economics, management and accounting*, vol. 1, no. 3, pp. 128-138, 2024.

[18] [18] Y. Zhang and W. Vesteijn, "Sustainable port development based on the blue economy framework in China: the example of Qingdao port," *Maritim transport*, vol. 187, pp. 121-131, 2019.

[19] [19] B. Marzi and K. Logozar, "Cooperation between a port and local community in light of sustainable development," *European journal of sustainable development*, vol. 8, no. 4, pp. 337-346, 2019.

[20] [20] S. Gilman, "Sustainability and national policy in UK port development," *Marit. Pol. Mgmt.*, vol. 30, no. 4, pp. 275-291, 2003.

[21] [21] P. Beleya, G. Veerappan, W. Ding and J. Tan, "Challenges in attaining sustainable development goals in Port Klang: port management perspective," *Int. J. Sup. Chain. Mgt.*, vol. 9, no. 1, pp. 349-355, 2020.

[22] [22] G. Anderson, *Advocacy leadership: toward a post-reform agenda in education*, New York: Routledge, 2009.

[23] [23] Kismartini, A. Roziqin and N. Authoriu, "A stakeholder analysis for sustainable development of maritime village in Semarang coastal community, Indonesia," *Public administration and policy*, vol. 26, no. 3, pp. 321-334, 2023.

[24] [24] T. Inkinen, R. Helminen and J. Saarikoski, "Port digitalization with open data: challenges, opportunities, and integrations," *Journal of open innovation: technology, market, and complexity*, vol. 5, no. 30, pp. 1-16, 2019.

[25] [25] L. Rasyad, F. Andy and I. Sumanta, "Comparative analysis of inaportnet application systems against portbase to improve port performance in Indonesia," *Journal of maritime-earth science technology*, vol. 4, no. 3, pp. 79-84, 2023.

[26] [26] M. Othman, N. Abdul Rahman, A. Ismail and Saharuddin, "The sustainable port classification framework for enhancing the port coordination system," *The Asian journal of shipping and logistics*, vol. 35, no. 1, pp. 13-23, 2019.

