

Conference Paper

Intellectual Stimulation Leadership in Realizing Village Sustainable Development Goals in Gowa Regency

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Abstract.

Sustainable development is a crucial objective in national development, especially in rural areas. This study aims to analyze the impact of transformational leadership, particularly intellectual stimulation, on employee growth, innovation, problem-solving, and work quality within the context of Village Sustainable Development Goals. The study holds both academic and practical significance by emphasizing the role of village leadership in achieving sustainable and high-quality development in rural areas. Intellectual stimulation plays a key role in promoting critical thinking, innovative solutions, and employee potential development. A qualitative approach was used, and data was collected through observations, in-depth interviews, and documentation studies. The findings indicate that transformational leadership, specifically intellectual stimulation, positively influences employee growth, innovation, problem-solving, and work quality. However, some challenges were identified, including communication and collaboration issues between the village head and staff, as well as limited involvement of the Village Consultative Council (BPD). This study highlights the importance of intellectual stimulation in village leadership for sustainable development. It fills gaps by emphasizing the significance of communication, collaboration, and the active involvement of BPD in achieving sustainable development goals. The study's implications suggest creating an environment that supports collaboration, open communication, and acceptance of new ideas, with BPD actively participating in decision-making processes. Additionally, fostering innovation and providing employee training will encourage the development of new ideas and skills, further contributing to sustainable development in rural areas.

Keywords: national development, sustainable development, innovative leadership

1. Introduction

National development is a collaborative process involving both the government and community, with the aim of achieving equitable and sustainable progress. While the government provides guidance and support, the community acts as the main actor in development [1] [2] [3]. To ensure comprehensive development, a balanced focus on urban and rural areas is essential [4] [5] [6] [7]. This approach is based on the principles of equity, growth, and stability.

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Strategies targeting the development of villages are crucial for pursuing national development goals. The Village Law, enacted in Indonesia, has allocated substantial funds from the national budget to support village development. To enhance the impact of these funds, the localization of Sustainable Development Goals (SDGs) into Village SDGs was undertaken. The Village SDGs serve as a reference for measuring the overall development of residents and their environment at the village level.

In this context, effective leadership is imperative at the village level. As a professional leader, the village head plays a vital role in directing and leading the village towards sustainable and high-quality development [8] [9] [10]. Professional village heads possess the necessary knowledge and skills to make informed decisions, efficiently manage resources, foster community participation, monitor development programs, and empower the community [11] [12].

While previous studies have highlighted the significance of effective village head leadership, there are still gaps in the literature that need to be addressed. Specifically, there is limited research exploring the role of Intellectual Stimulation, a component of transformational leadership, in achieving Village Sustainable Development Goals [11] [12]. This study aims to fill this gap by analyzing the impact of Intellectual Stimulation on the transformational leadership style of village heads in the Gowa Regency.

This research was conducted to understand how Intellectual Stimulation influences the transformational leadership style of village heads and its implications for achieving sustainable development goals in the Gowa Regency. The primary objective of this study is to analyze the role of Intellectual Stimulation in realizing SDGs in villages Sustainable Development Goals. This study focuses on the context of the Gowa Regency, where the village head's leadership style and its impact on sustainable development need further exploration.

The units of analysis in this study were village heads and their respective villages in the Gowa Regency. This study examines the extent to which Intellectual Stimulation influences the growth and development of employee potential, encourages innovation and problem solving, and improves overall work quality within the village context.

The remainder of this paper is organized as follows. Section 2 outlines the methodology employed, including data collection and analysis techniques. Section 3 presents the main findings of the study, discussing the influence of Intellectual Stimulation on the transformational leadership style of village heads in relation to village Sustainable Development Goals and the gaps in the literature filled by this study and its contributions to existing knowledge. Finally, Section 4 concludes the article, summarizes the

key findings, and offers practical implications for village leadership and sustainable development initiatives.

2. Methods

The main focus of this study is to analyze the role of Intellectual Stimulation in the transformational leadership style of village heads, specifically in realizing sustainable development goals in the Gowa Regency. Primary data collected through interviews and observations, as well as secondary data obtained from relevant publications and documents, were used to support this analysis.

This study used a qualitative approach. This approach was chosen to collect data through qualitative field analysis, although quantitative data could also be used as supporting data. In addition, this study used a deductive approach. This study departs from a number of concepts and theories related to Leadership Style and is reduced to research questions, research focus, and conceptual framework. In the context of Creswell [13] researchers use a qualitative approach and choose a deductive approach. This approach departs from a number of concepts and theories related to existing leadership styles and then tests or modifies them based on data collected from participants. Thus, this study combines the initial theoretical framework with the perspective of participants to understand and describe the Transformational Leadership Model of Village Heads to realizing Village Sustainable Development Goals in Gowa Regency. This research was carried out in Gowa Regency, South Sulawesi Province, using three different villages as research locations. The data sources used in this study consisted of primary and secondary data. Primary data were obtained from institutions or actors involved in the Leadership Model in Gowa Regency, while secondary data were obtained from relevant publications. The data collection techniques used in this study included observations, in-depth interviews, and documentation studies. Observations were made to examine the behavior of the actors involved in the Village Head's Transformational Leadership. Interviews were conducted with actors who were members of the leadership, and a documentation study was conducted to collect data from existing sources. This study uses a qualitative approach to understand the observed phenomena. The collected data were analyzed interactively and continuously until data saturation was reached [14]. Data analysis was performed in four steps: data collection, data reduction, data presentation, and conclusion/verification. Data analysis was performed according to the Miles and Huberman model [15] to obtain relevant findings. The focus of this study is to analyze Intellectual Stimulation in the

transformational leadership style of village heads to realize sustainable development goals in the Gowa Regency.

3. Results and Discussion

The intellectual stimulation character of a transformational leader, which involves encouraging subordinates to solve problems carefully and rationally while fostering creativity and innovation, plays a crucial role in organizational success and development [16][17][18]. Transformational leaders inspire followers to think outside the box, challenge conventional approaches, and seek unconventional solutions. By promoting critical thinking, they enhance the analytical and problem-solving skills of their subordinates [19] [20] [21] [22]. Moreover, these leaders create an environment conducive to innovation and provide resources and support for the implementation of new ideas [19] [20] [21] [22].

In the context of the study's findings, it was observed that the village head in Bontokassi village exhibited limited communication and collaboration with staff members, indicating a lack of involvement in services and disregard for staff suggestions and initiatives. This communication constraint also impeded the development of insights among village officials who had limited access to transportation and had to rely on their own initiatives. Furthermore, although the Village Sustainable Development Goals (SGDS) program received suggestions from the community and the Village Consultative Board (BPD), there was a lack of innovation in its realization.

These findings reveal challenges in leadership and innovation development within Bontokassi Village. Insufficient communication and collaboration between the village head and staff members hinders creativity and initiatives in service delivery. Additionally, the limited involvement of BPD in the implementation of the Village SGDS program may affect the adoption of innovative practices. In this context, applying transformational leadership offers a relevant solution. Transformational leaders can create an environment that supports collaboration, open communication, and the acceptance of new ideas by encouraging intellectual stimulation, creativity, and innovation among staff and BPD. This, in turn, can help overcome the obstacles faced in the service and program implementation in Bontokassi Village.

Similarly, in Toddotoa Village, the leadership approach prioritizes community empowerment and capacity building for village officials. The village government focuses on future-oriented physical development, while regularly enhancing the capacity of the

village apparatus. The village head actively involves village officials in training and activities organized by relevant agencies, and community service is considered a top priority. Although significant innovation was not evident, services provided to the community performed well. The village head was respected and supported by village officials, and capacity building received strong support as it was directly related to community services.

The findings from Toddotoa village align with the principles of transformational leadership, as they emphasize community empowerment and the development of village officials' capacities [23] [24] [25] [26]. Transformational leaders can further encourage village officials to continuously learn and develop, enabling them to provide better services to the community. Moreover, by fostering an environment that supports creativity and innovation, transformational leaders can inspire village officials to seek new solutions and ideas for community services [27] [28] [29] [30].

In the case of Pakatto Village, transformational leadership, characterized by intellectual stimulation, was identified as an important factor in village development, human resource enhancement, and innovation. The village head recognized the link between physical development and the need to increase the capacity of human resources. The village government implemented online-based prime services and engaged in communal activities such as Clean Saturday, which involved mutual cooperation to build houses for those in need. Although new innovations were not proposed by the BPD or the community, the village head took the initiative and the BPD played a role in refining these ideas for effective implementation. BPD also actively participated in the Village Without Poverty program, utilizing a WhatsApp group to share information about existing problems and solutions.

The findings suggest that village heads who stimulate creative and innovative thinking among village officials and promote the growth of their human resources can significantly contribute to the success of village development programs, including the Village Without Poverty SGDS Program. Therefore, the implementation of transformational leadership with strong intellectual stimulation characteristics is expected to have a positive impact on achieving development goals and empowering the village community [31] [32] [33] [34].

4. Conclusion

The leadership in Bontokassi Village and Toddotoa Village lacks the crucial Intellectual Stimulation required for effective transformational leadership. In Bontokassi Village,

there is a noticeable absence of trust and innovation in the development of the Village SGDS program without poverty. This lack of innovation results in failure to enhance the intelligence and understanding of subordinates, hindering the discovery of new solutions. Similarly, while the village head of Toddotoa Village prioritizes community empowerment and capacity building of the village apparatus, there has been limited progress in terms of innovation. Although the village head receives respect and support from village officials, more effort is needed to encourage subordinates' creativity and innovation.

To achieve successful village leadership, leaders must inspire and stimulate their subordinates through Intellectual Stimulation characteristics. This entails developing the capacity of village apparatus and fostering an environment that encourages creativity and innovation. By doing so, services to the community can be improved, leading to increased respect for village leadership. Moreover, the Village SGDS program without poverty is more likely to succeed when village leaders actively involve subordinates in innovation and development. Therefore, the application of transformational leadership, with its emphasis on empowering communities and promoting creative problem solving, is essential for village advancement.

Leaders should prioritize community empowerment, invest in the capacity building of village officials, and foster an environment that nurtures creativity and innovation. The practical implications of these findings include implementing policies that encourage collaboration, open communication, and the exploration of new ideas. Additionally, addressing the limitations of this research, such as sample size issues or response bias, will contribute to the generalizability of the findings to other communities.

Future research should focus on further investigating the specific strategies and interventions that can effectively enhance Intellectual Stimulation within village leadership. Exploring the impact of these interventions on community development and sustainability will provide valuable insight. Additionally, comparative studies across different villages or regions can shed light on the contextual factors that influence the effectiveness of transformational leadership and its Intellectual Stimulation characteristics. By advancing and extending the findings presented in this manuscript, researchers can contribute to a broader understanding of transformational leadership and its significance in driving positive change at the village level.

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