

## **Regenerative leadership in building emotionally sustainable communities.**

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### **SUMMARY**

Regenerative leadership emerges in the 21st century as a new paradigm of human management grounded in the reconstruction of social relationships, emotional sustainability, and the promotion of psychologically safe environments. This article aims to analyze, from a historical, scientific, and socio-evolutionary perspective, the role of regenerative leadership in the formation of emotionally sustainable communities. The research addresses the evolution of leadership models throughout history, highlighting the transition from hierarchical and mechanistic systems to approaches centered on human development, emotional intelligence, and social regeneration. The influence of neuroscience, organizational psychology, and complex systems theory is also discussed.

Understanding collective emotional dynamics. The study demonstrates that emotionally sustainable environments foster the strengthening of interpersonal trust, cooperation, social resilience, and collective mental health. It concludes that regenerative leadership represents a strategic response to contemporary crises of social fragmentation, emotional burnout, and loss of community belonging, establishing itself as an essential tool for rebuilding healthier, more resilient, and sustainable human systems.

**Keywords:** regenerative leadership; emotional sustainability; sustainable communities; emotional intelligence; social regeneration; social neuroscience.

### **1 INTRODUCTION**

The social, economic, and cultural transformations that have occurred in recent decades have produced significant impacts on how individuals, organizations, and communities relate to each other.

The advance of globalization, digitalization, and new production dynamics has intensified processes of competitiveness, hyperconnectivity, and social acceleration, simultaneously contributing to increased levels of stress, anxiety, emotional exhaustion, and fragmentation of relationships. humans.

In this context, traditional leadership models, historically based on structures

Hierarchical structures, operational control, and mechanistic productivity began to show limitations.

In the face of new human and organizational demands. The increasing complexity of relationships.

Contemporary social issues demand approaches capable of integrating institutional performance with health. collective emotional state.

Given this reality, the concept of regenerative leadership emerges, characterized by practices aimed at rebuilding human bonds, promoting psychological safety, and

Strengthening social belonging and promoting emotional regeneration in individuals and communities.

Regenerative leadership differs from conventional models by understanding organizations and



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Social groups as living and interdependent systems, in which collective emotional balance  
It directly influences social, economic, and institutional sustainability.

This article aims to analyze the role of regenerative leadership in the formation of  
emotionally sustainable communities, considering their historical, scientific, and  
neurobiological and socio-evolutionary.

## **2. HISTORICAL EVOLUTION OF LEADERSHIP MODELS**

Historically, leadership models have been influenced by political, military, and...  
predominant economic factors in each period of civilization. During the Industrial Revolution,  
Vertical organizational models, based on the centralization of power, became consolidated.  
Strict discipline and maximizing productivity.

According to Chiavenato (2014), classical management theories emphasized efficiency.  
operational, process standardization and hierarchical control, dealing with individuals  
predominantly as productive resources.

Throughout the 20th century, new approaches began to recognize the relevance of human factors.  
in organizational performance. The Human Relations School, influenced by the studies of Elton  
Mayo highlighted the importance of emotions, motivation, and social interactions in environments of  
work.

Subsequently, advancements in behavioral and systemic theories broadened the understanding of  
leadership, incorporating concepts related to emotional intelligence, organizational culture and  
to human development.

In the 21st century, faced with the growth of emotional disorders and the crisis of social belonging...  
And with the increase in collective mental illness, the need arises for models capable not only of addressing the problem of mental illness.  
It's about leading people, but also about regenerating emotionally fragile human systems.  
It is in this context that regenerative leadership gains relevance as a contemporary proposal for  
Relational reconstruction and emotional sustainability.

## **3 Foundations of Regenerative Leadership**

Regenerative leadership is based on the understanding that organizations, communities, and  
Institutions are living systems composed of emotional, cognitive, and social relationships.  
interdependent.

Unlike transactional leadership, which is centered on rewards and punishments, or leadership...



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Exclusively transformational, performance-oriented, and inspiration-driven, regenerative leadership  
It seeks to restore emotional balance, strengthen human bonds, and promote development.

Sustainable in multiple dimensions.

According to Fullan (2020), regenerative leaders act as facilitators of human processes.

complex, fostering collaborative, inclusive, and emotionally safe environments.

The regenerative approach is strongly associated with the principles of emotional intelligence.

proposed by Goleman (2012), especially regarding self-awareness and emotional self-regulation,

to empathy and the healthy management of interpersonal relationships.

Furthermore, regenerative leadership incorporates fundamentals from complex systems theory.

understanding that small relational interventions can generate systemic impacts

significant in social and organizational dynamics.

#### **4. Social Neuroscience and Emotional Sustainability**

Advances in social neuroscience have contributed significantly to understanding the impacts  
of human relationships in collective emotional health.

Neurobiological studies demonstrate that environments marked by threat, social exclusion, and

Psychological insecurity activates physiological mechanisms associated with chronic stress, such as  
increased cortisol production and amygdala hyperactivity.

According to Damásio (2018), emotions exert a direct influence on decision-making processes.

decision-making, learning, social behavior, and the construction of human identity.

On the other hand, emotionally safe environments promote the release of neurotransmitters.

associated with well-being, cooperation, and empathy, such as serotonin, dopamine, and oxytocin.

In this sense, emotionally sustainable communities are characterized by interpersonal relationships.

Healthy environments, empathetic communication, collective trust, and a strengthened sense of belonging.

Regenerative leadership plays a direct role in building these environments by promoting stability.

Emotional skills, active listening, and human validation.

#### **5 Emotionally Sustainable Communities**

The concept of emotionally sustainable communities refers to the capacity of social groups to

to preserve emotional balance, relational cohesion, and collective health over time, even

Faced with scenarios of crisis, instability, or structural change, these communities are characterized by:

whether through healthy interpersonal relationships, high levels of collective trust, and social mechanisms

capable of promoting acceptance, belonging, and emotional stability among its members.

From the perspective of social psychology and systems theories, emotionally charged environments

Sustainable practices promote not only individual well-being, but also the strengthening of... collective intelligence and the adaptive capacity of human groups.

Among the main characteristics of these communities, psychological safety and... stand out.

interpersonal cooperation, collective belonging, empathetic communication, constructive management of conflicts, the appreciation of human diversity, and the strengthening of community identity. Such

These elements act as protective factors against processes of social fragmentation and isolation.

Emotional distress and collective mental illness. Furthermore, communities structured in relationships.

Emotionally healthy individuals tend to exhibit greater institutional stability and higher confidence.

relational and strengthening of collaborative processes.

According to Senge (2017), collaborative and emotionally balanced environments favor processes.

continuous processes of collective learning, social innovation, and sustainable development of organizations.

and of communities. The author emphasizes that healthy human systems depend on the quality of

Social interactions are established among its members, based on relationships founded on trust and listening.

Active participation and cooperation significantly enhance the capacity to adapt to complex contexts and dynamic. In this sense, emotional sustainability comes to be understood as an asset.

Strategic for human and institutional development.

Therefore, building emotionally sustainable communities requires leadership models.

capable of fostering psychologically safe environments, strengthening interpersonal bonds and

To promote organizational cultures based on empathy, mutual respect, and social inclusion.

In a society marked by the growth of emotional disorders, social polarization, and

Given the fragility of human relationships, emotional sustainability is becoming an essential element.

indispensable for preserving public health, social stability, and community resilience in

21st century.

## 6. Regenerative Leadership and Human Resocialization

Regenerative leadership has significant application in human resocialization processes.

especially in contexts of social vulnerability, community exclusion, and reconstruction.

identity.

Traditional models of punishment and exclusion often reinforce cycles of violence.

Marginalization and psychological suffering. In contrast, regenerative approaches prioritize...

Restoring human dignity, strengthening self-esteem, and rebuilding bonds.

social.

According to Freire (1996), processes of human transformation require dialogue, critical awareness and Valuing individual experience.

Social programs based on regenerative practices demonstrate significant results in reducing criminal recidivism, strengthening the community, and promoting reintegration.

social.

Brain neuroplasticity also proves that positive relational experiences can...

modify cognitive and emotional patterns previously associated with trauma, violence, or exclusion.

social.

In this way, regenerative leadership is consolidated as a strategic instrument for transformation.

social and human reconstruction.

## 7. Emotional Intelligence and Leadership Development

### REGENERATIVE

Emotional intelligence is one of the main foundations of regenerative leadership.

especially in social contexts marked by relational complexity and instability.

emotional and due to constant behavioral changes. The concept, widely disseminated

According to Goleman (2012), it refers to the ability to recognize, understand, and manage one's own...

emotions, as well as correctly interpreting the emotional states of others. Within the scope of

In contemporary leadership, this skill has become essential for building environments.

psychologically safe and emotionally stable.

Emotionally intelligent leaders demonstrate a greater ability to handle high-pressure situations.

managing interpersonal conflicts and promoting healthier human relationships in organizations and

communities. Emotional self-regulation allows decisions to be made in a more informed way.

rational and balanced, reducing impulsive behaviors, defensive reactions and practices

authoritarian. Furthermore, empathy strengthens active listening and understanding of collective needs.

and the development of relationships based on trust and mutual respect.

From a neuroscientific perspective, studies demonstrate that environments led by individuals

Emotionally conscious individuals reduce collective stress levels and significantly increase...

Social cooperation. Emotional security has a direct impact on cognitive functioning.

stimulating creativity, learning, engagement, and collaborative problem-solving.

In this context, emotional intelligence ceases to be merely an interpersonal skill and becomes...

A strategic mechanism for human and organizational sustainability.

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Therefore, regenerative leadership depends directly on the development of intelligence. Emotional intelligence as an instrument of social transformation and community strengthening. In a society characterized by increasing anxiety, intolerance, and mental exhaustion. Collectively, emotionally prepared leaders become key agents in building more inclusive, resilient, and humanized cultures, capable of promoting emotional balance and... Sustainable development in social relations.

## 8. The Impact of Regenerative Leadership on Collective Mental Health

Collective mental health has become one of the major social challenges of the 21st century, especially due to the increase in rates of depression, anxiety, burnout, and emotional distress in organizations and communities, regenerative leadership emerges as a model. A strategic approach capable of minimizing psychosocial factors of illness and strengthening environments. emotionally healthy. Unlike traditional models, which focus exclusively on productivity and performance, regenerative leadership prioritizes balanced human relationships. Emotional support and psychological safety. Organizational environments characterized by excessive pressure, extreme competitiveness, and a lack of... Emotional support tends to generate high levels of chronic stress, compromising both health and well-being. Individual relationships are linked to collective stability. According to studies in organizational psychology, relationships Toxic interpersonal relationships and authoritarian leadership contribute significantly to development. of emotional disorders and a reduction in the quality of life at work. Conversely, Environments guided by regenerative practices foster cooperation, belonging, and... Strengthening interpersonal trust. From a neurobiological point of view, emotional security directly influences the functioning of The human nervous system. Healthy relationships stimulate the production of neurotransmitters. associated with well-being and emotional stability, such as serotonin and oxytocin, while environments Hostile stimuli increase cortisol levels and activate brain mechanisms related to threat and... fear. Thus, the quality of leadership has concrete impacts on collective mental health and on adaptive capacity of social groups. In this way, regenerative leadership is consolidated as an essential tool for promoting... Emotional health in contemporary organizations and communities. More than just managing. Whether it's through processes or achieving operational results, regenerative leaders take responsibility for to build sustainable human environments capable of preserving dignity and psychological balance. and ongoing social development. In an emotionally fragile society, caring for

Human relations become a strategic necessity for institutional sustainability and community.

## FINAL CONSIDERATIONS

Regenerative leadership represents a significant evolution from traditional models of management and social influence. In a society marked by increased emotional suffering, Due to community fragmentation and loss of collective belonging, it becomes indispensable to Development of approaches focused on regenerating human relationships. The neuroscientific, psychological, and socioevolutionary foundations presented in this study They demonstrate that emotionally sustainable environments promote not only mental health. collective, but also innovation, cooperation, institutional stability and development. Socially sustainable.

It can be concluded that regenerative leadership should not be understood merely as a trend. contemporary organizational structure, but as a structural necessity for the reconstruction of Human systems in the 21st century.

The future of organizations, communities, and institutions will depend directly on their ability to... to train leaders prepared to restore human connections, strengthen collective identities and To promote emotional sustainability in increasingly complex and challenging contexts.

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