

Investigating the Role of Change Management in Achieving Sustainable Project Management in Construction Firms

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Abstract. Over the past years, the construction sector has seen significant transformation driven by sustainability and change management, as most construction companies strive to lower emissions, be future-proof, and slow down the rate of climate change. While these two disciplines have distinct goals, they share essential principles. Both change management and sustainable project management emphasize addressing the environmental, social, and economic aspects while maintaining ethics, transparency, and stakeholder demands. According to previous studies, incorporating sustainability concepts into project management systems could enhance organizational value, risk control, cost savings, stakeholders' relationships, and long-term value generation. In the context of change management, integrating sustainability into project management systems strives to ensure that initiatives are not only financially feasible but also socially and ecologically responsible. Despite previous research in those fields, further investigation and application of the implementation methodologies are still recommended. The main aim of this paper is to investigate the relationship between sustainability in the project management field, its relation to change management procedures, and how it could be beneficial for the implementation process in the construction industry. A constructive literature review was adapted to develop a potential primary framework for future implementation, which facilitates future attempts at construction organization implementation processes.

