

Role of Cooperative Leadership in Driving Technological Innovation for Sustainable Solutions

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DOI : <https://doi.org/10.51583/IJLTEMAS.2024.131024>

Received: 01 November 2024; Accepted: 06 November 2024; Published: 18 November 2024

Abstract: This paper examines the critical role of leadership in fostering technological innovation within cooperatives, drawing from multiple recent studies across diverse sectors. The researcher set to determine the role of cooperative leadership in driving technological innovation and to evaluate how such leadership can facilitate the development and implementation of sustainable solutions within cooperative organizations. Descriptive survey research design was adopted for the study. To guide this study, research questions and hypothesis were formulated in line with the objectives of the study. The study was anchored on Diffusion of Innovations (DOI) Theory because of its relatedness. The instrument for data collection was a structured questionnaire. The sample size of the study was 150 selected cooperative leaders, cooperative members and external stakeholders in Awka South Local Government. Data collected were analyzed using both quantitative and qualitative methods. Inferential statistics such as chi-square tests was used to test the hypotheses. The findings revealed that there is a 5 % significant effect between strategic Cooperative leadership and technological innovation that can foster sustainable solutions within the Cooperative organization with a critical value of 5.991. The study therefore, recommends that cooperatives can strengthen their leadership capabilities, adopt innovative technologies, and achieve sustainable growth while remaining aligned with their core values.

Keywords: Cooperative Leadership, Technological Innovation, Adopt Long-term & Sustainability Outcome

I. Introduction

Background of the Study

The concept of cooperatives has long been associated with the promotion of collective ownership, democratic governance, and equitable distribution of resources. As economic entities driven by member participation, cooperatives have played a vital role in addressing social, economic, and environmental challenges in various communities worldwide. However, the evolving global landscape, characterized by technological advancements and the growing urgency for sustainable solutions, requires cooperatives to adapt and be innovating to remain relevant. In this context, the role of cooperative leadership becomes paramount in driving technological innovation that supports long-term sustainability. Leadership in cooperatives plays a crucial role in this transformation, particularly in adopting and driving technological innovation that can support long-term sustainability (Deller, Hoyt, Hueth & Stukel 2021).

Technological innovation is widely recognized as a critical driver of sustainable development, especially in sectors such as agriculture, renewable energy, and manufacturing, where cooperatives have a strong presence. Innovations like digital platforms, renewable energy systems, precision agriculture, and artificial intelligence offer cooperatives the potential to optimize resource management, increase productivity, and reduce environmental impacts (Bernardino, Santos & Cardoso 2022)

However, for cooperatives to fully harness these technologies, proactive and responsive leadership is essential. Cooperative leaders must not only understand the benefits of these innovations but also create an enabling environment where members can embrace and utilize new technologies for the collective good (Alegre & Berbegal-Mirabent, 2021).

Cooperative leadership, characterized by democratic decision-making and collective responsibility, presents unique opportunities for integrating technological innovation. Leaders in cooperatives can draw from the collective wisdom of their members, ensuring that technology adoption reflects the needs and aspirations of the entire group (Kreiling & Paull, 2023). Furthermore, by aligning technology-driven solutions with the cooperative's principles of equity, inclusivity, and sustainability, leaders can ensure that technological innovations enhance, rather than undermine, the social and environmental goals of the cooperative (Li, Chen & Huang., 2023).

This is particularly important in sectors like agriculture, where cooperatives can use innovations such as smart farming technologies to enhance productivity while promoting sustainable resource use (Morais, Sousa & Silva., 2023).

Despite these opportunities, many cooperatives, particularly in developing regions, face significant challenges in adopting new technologies. These challenges include limited access to capital, a lack of technical expertise, and underdeveloped infrastructure (Utting, 2020). In these cases, cooperative leaders must play a pivotal role in bridging the gap by fostering partnerships with external stakeholders such as governments, private sector entities, and academic institutions. Through such partnerships, cooperative leaders can secure the resources and technical support needed to implement technological innovations effectively (Schwettmann, 2021).

Moreover, as technology continues to advance at an unprecedented rate, cooperative leaders must also be vigilant in ensuring that innovation aligns with the cooperative's core values. The introduction of new technologies should enhance democratic participation, inclusivity, and equitable resource distribution. This means that leaders must facilitate open dialogue among members about the potential impacts of technology on their operations, ensuring that innovation benefits all members of the cooperative, including those who may be marginalized or less tech-savvy (Chowdhury et al., 2023). (Chowdhury, Das & Hussain 2023)

In summary, cooperative leadership is instrumental in driving technological innovation for sustainable solutions. By promoting inclusive, participatory approaches to technology adoption, cooperative leaders can ensure that innovation strengthens both the economic viability and social mission of cooperatives. This study will explore the strategies that cooperative leaders use to foster technological innovation, the challenges they face, and the long-term sustainability outcomes of these efforts.

Statement of the Problem

Despite the increasing importance of technological innovation in enhancing the sustainability and competitiveness of cooperatives, there is limited understanding of the specific strategies that cooperative leaders employ to foster such innovations within their organizations. Additionally, cooperative leaders often encounter various challenges in the adoption and implementation of these technologies, which may hinder their effectiveness and potential benefits. Furthermore, there is a lack of comprehensive assessment regarding the long-term sustainability outcomes that arise from the integration of technological innovations in cooperative settings. This study seeks to address these gaps by identifying the strategies used by cooperative leaders, examining the challenges they face, and assessing the sustainability outcomes of technological innovations within cooperatives.

Objective of the Study

The broad objective is to investigate the role of cooperative leadership in driving technological innovation and to evaluate how such leadership can facilitate the development and implementation of sustainable solutions within cooperative organizations.

- i. To identify the strategies that cooperative leaders use to foster technological innovation within their organizations.
- ii. To examine the challenges faced by cooperative leaders in the adoption and implementation of technological innovations.
- iii. To assess the long-term sustainability outcomes resulting from the integration of technological innovations in cooperatives.

Research Hypotheses

H₀: Cooperative leadership do not employ a driving technological innovation that can foster sustainable solutions within the cooperative organization

II. Conceptual Review

Leaders serve as pivotal figures in fostering an environment that encourages innovation within cooperative organizations. Their leadership styles, decision-making processes, and ability to engage with members significantly impact the adoption of new technologies. Effective cooperative leaders prioritize collaboration and inclusivity, ensuring that all members have a voice in technological decisions. This participatory approach not only enhances member buy-in but also enables leaders to identify the specific technological needs of the cooperative (Kreiling & Paull, 2023). By cultivating a culture that values innovation, cooperative leaders can inspire members to embrace new technologies that align with the cooperative's mission and objectives.

Technological Innovation

Technological innovation involves developing and applying new tools, processes, and systems that enhance organizational performance. In cooperatives, these innovations can include digital platforms for member engagement or advanced agricultural practices that boost productivity and sustainability (Bernardino et al., 2022). Cooperative leaders play a crucial role in driving innovation by identifying appropriate technologies, facilitating training, and ensuring members have the necessary skills. However, challenges such as financial limitations, resistance to change, and resource shortages can hinder adoption. Leaders must address these concerns, communicate benefits clearly, and create a supportive environment for technological change (Deller et al., 2021).

Long-term Sustainability Outcomes

Integrating technological innovations in cooperatives can lead to long-term sustainability, including better operational efficiency, resource management, and environmental stewardship (Li et al., 2023). Cooperative leaders are crucial in aligning these innovations with sustainability goals, ensuring they contribute to both economic and social responsibility. Sustainable technologies also enhance cooperatives' resilience in a competitive market, improving economic performance and social impact (Morais et al., 2023). For instance, precision agriculture reduces resource use and environmental impact. In summary, strong leadership fosters innovation and sustainability, helping cooperatives thrive in a rapidly changing environment.

Strategies That Cooperative Leaders Use to Foster Technological Innovation

Cooperative leaders play a vital role in fostering technological innovation within their organizations. Their strategic approaches can significantly influence the adoption of new technologies and the overall innovative capacity of the cooperative. Here are several key strategies that cooperative leaders employ to promote technological innovation:

➤ Encouraging a Culture of Innovation

One of the primary strategies employed by cooperative leaders is the cultivation of a culture that prioritizes innovation. Leaders can create an environment where experimentation and creativity are encouraged, allowing members to feel empowered to propose and test new ideas. According to Kreiling and Paull (2023), fostering a culture of innovation involves promoting open communication, where members can freely share their thoughts and feedback on potential technological advancements. By doing so, cooperative leaders can harness collective knowledge and creativity, leading to more robust innovative outcomes.

➤ Investing in Training and Development

Cooperative leaders recognize that for technological innovation to be successful, members must possess the necessary skills and knowledge. Investing in training and development is a critical strategy to ensure that members are equipped to utilize new technologies effectively. Bernardino et al. (2022) emphasize that training programs focused on digital skills and technology use can enhance members' confidence and competence, thereby facilitating smoother adoption of innovations. Additionally, continuous professional development can help members stay abreast of emerging technologies and industry trends.

➤ Engaging with External Stakeholders

Collaboration with external stakeholders, such as technology providers, academic institutions, and government agencies, is another essential strategy. By engaging with these entities, cooperative leaders can access valuable resources, expertise, and funding opportunities that can support technological innovation. For instance, partnerships with universities can lead to research collaborations that introduce cutting-edge technologies into the cooperative. As highlighted by Li et al. (2023), external partnerships can also provide cooperatives with insights into best practices and innovative solutions being implemented in other sectors.

➤ Implementing Digital Tools and Platforms

The adoption of digital tools and platforms is crucial for enhancing operational efficiency and member engagement within cooperatives. Cooperative leaders can drive technological innovation by identifying and implementing appropriate digital solutions that align with the cooperative's goals. For example, using digital platforms for member communication, data management, and online transactions can streamline processes and improve transparency. Utting (2020) notes that cooperative leaders who actively promote and integrate digital technologies can significantly enhance the cooperative's competitiveness and responsiveness to market demands.

➤ Facilitating Member Participation and Feedback

Involving members in the innovation process is essential for fostering technological adoption. Cooperative leaders can encourage member participation by soliciting feedback on potential innovations and involving members in decision-making processes. This participatory approach not only increases buy-in but also ensures that the technologies adopted align with the actual needs of the cooperative. According to Morais et al. (2023), cooperative leaders who prioritize member engagement can create a sense of ownership and commitment to the innovative changes being implemented.

In conclusion, cooperative leaders employ a variety of strategies to foster technological innovation within their organizations. By encouraging a culture of innovation, investing in training, engaging with external stakeholders, implementing digital tools, facilitating member participation, and promoting sustainability, cooperative leaders can significantly enhance their cooperative's innovative capacity. These strategies not only support the adoption of new technologies but also contribute to the long-term sustainability and competitiveness of cooperatives.

Challenges Faced by Cooperative Leaders in the Adoption and Implementation of Technological Innovations

Cooperative leaders often encounter significant challenges when attempting to adopt and implement technological innovations within their organizations. These challenges can range from internal factors, such as resistance to change among members, to external constraints like limited financial resources. Identifying and addressing these barriers is crucial for cooperative leaders to ensure successful integration of technology and achieve long-term sustainability.

➤ Limited Financial Resources

One of the primary challenges faced by cooperative leaders is the lack of financial resources to invest in technological innovations. Cooperatives, particularly in developing regions, often operate with limited capital, which constrains their ability to acquire advanced technologies, conduct research and development, or hire technical experts. According to Bernardino et al. (2022), cooperative leaders may struggle to secure the necessary funding for technological upgrades, which can hinder the cooperative's ability to modernize its operations. Leaders must often rely on external financing or partnerships, which can be time-consuming and competitive.

➤ Lack of Technical Expertise

Another significant barrier is the lack of technical expertise within the cooperative. Many cooperatives, especially those in rural areas or traditional industries, may have limited access to individuals with the skills and knowledge necessary to implement and manage new technologies. Without sufficient expertise, cooperatives may face difficulties in maintaining and utilizing technological

innovations effectively. Utting (2020) notes that cooperative leaders must address this skill gap by investing in training programs or seeking external technical support. However, providing comprehensive training can be expensive and may require additional resources that are often scarce.

➤ **Resistance to Change**

Resistance to change is a common challenge in many organizations, including cooperatives. Members of cooperatives may be reluctant to adopt new technologies due to concerns about job security, disruption of familiar processes, or fear of the unknown. As highlighted by Deller et al. (2021), cooperative leaders must contend with the diverse backgrounds and perspectives of their members, which can lead to differing attitudes toward technological innovation. This resistance can slow down the adoption process, making it difficult for leaders to implement changes effectively.

To mitigate resistance, cooperative leaders often need to communicate the benefits of technology adoption clearly and involve members in the decision-making process. This participatory approach can help build trust and ensure that members feel a sense of ownership over the innovations being introduced (Kreiling & Paull, 2023). However, achieving broad consensus among members can be challenging and time-consuming, especially in larger cooperatives.

➤ **Infrastructural Limitations**

Many cooperatives, particularly those in rural or underdeveloped regions, face infrastructural limitations that impede the adoption of technological innovations. These limitations include inadequate access to high-speed internet, unreliable power supply, and poor transportation networks. As digital technologies become more critical to operational efficiency, the lack of infrastructure becomes a major hurdle for cooperatives attempting to implement modern tools. According to Morais et al. (2023), cooperative leaders in agricultural sectors often struggle to implement smart farming technologies due to the absence of the necessary infrastructure.

To overcome these challenges, cooperative leaders may need to advocate for policy changes or collaborate with government bodies to improve infrastructure in their regions. However, these efforts often require significant time and resources, delaying the implementation of technological innovations.

➤ **Alignment with Cooperative Values**

Technological innovations may not always align with the core values of cooperatives, such as member equity, democratic governance, and social responsibility. Cooperative leaders play a crucial role in ensuring that adopting new technologies does not compromise these principles. As Li et al. (2023) highlight, balancing technological efficiency with cooperative values can be challenging. Leaders must assess whether innovations benefit all members equally and support the cooperative's long-term sustainability. Additionally, leaders must address potential tensions, such as unequal benefits or job displacement, ensuring that technology adoption remains in line with the cooperative's social and ethical goals.

➤ **Digital Divide**

The digital divide presents a significant challenge for cooperatives, especially in developing countries, where disparities in access to technology may prevent some members from benefiting from technological innovations. As cooperatives digitize, members without access to smartphones, computers, or the internet risk being left behind. Schwettmann (2021) emphasizes that cooperative leaders must address this issue to ensure inclusivity. To bridge the gap, leaders can provide shared technology access or training programs, though these efforts require time, resources, and funding. Additional challenges include financial constraints, resistance to change, and aligning technology with cooperative values. Strategic leadership and inclusivity are essential to overcoming these obstacles and ensuring that all members benefit from technological advancements.

Long-term Sustainability Outcomes Resulting from the Integration of Technological Innovations in Cooperatives

The integration of technological innovations within cooperatives can result in significant long-term sustainability outcomes, positively affecting economic viability, social inclusivity, and environmental stewardship. Cooperative leaders, by successfully adopting and implementing technologies, help ensure their organizations thrive in competitive markets while upholding cooperative values. This section identifies and discusses the key sustainability outcomes resulting from the use of technological innovations in cooperatives.

➤ **Improved Operational Efficiency**

Integrating technological innovations in cooperatives offers significant long-term benefits, particularly in enhancing operational efficiency. Technologies such as digital management systems, data analytics, and automation streamline processes, reduce labor-intensive tasks, and optimize resource use, leading to lower operational costs and increased productivity. For instance, smart farming technologies improve resource management by minimizing waste, enhancing sustainability outcomes (Li et al., 2023). Additionally, the digitalization of internal processes—such as communication, accounting, and member management—improves transparency, accountability, and governance, making cooperatives more appealing to new members and external partners, supporting long-term viability.

➤ Enhanced Member Participation and Inclusivity

Technological innovations can also foster greater member participation and inclusivity, which are essential for the cooperative model's long-term sustainability. Digital platforms, such as mobile apps or web-based portals, enable members to participate more actively in decision-making processes, access critical information, and communicate more easily with leadership and each other. Utting (2020) explains that these tools make it easier for members, especially those in rural or remote locations, to engage with cooperative activities and decisions, thereby fostering a stronger sense of ownership and commitment.

Increased inclusivity also allows for the engagement of a more diverse membership base, including younger members who are more technologically savvy. This generational engagement ensures that the cooperative can continue to adapt to new trends, remain relevant, and attract a new wave of members. By empowering members through technology, cooperatives build stronger communities and a more resilient organizational structure that can endure over time.

➤ Economic Resilience and Competitiveness

The integration of technological innovations enhances cooperatives' economic resilience and competitiveness in the marketplace. Technological solutions, such as market information systems, e-commerce platforms, and logistics optimization, allow cooperatives to compete more effectively with private-sector competitors by improving market access and reducing transaction costs. As Deller et al. (2021) argue, by embracing digital technologies, cooperatives can expand their reach to new markets, respond more quickly to consumer demand, and establish more direct links between producers and consumers.

This increased competitiveness makes cooperatives more economically resilient, ensuring that they can weather economic downturns, price fluctuations, and changing market dynamics. Cooperatives that leverage technologies, such as predictive analytics and financial management tools, are better positioned to manage risks and uncertainties, contributing to their long-term economic sustainability.

➤ Environmental Sustainability and Resource Conservation

Technological innovations in cooperatives play a vital role in promoting environmental sustainability by enhancing resource efficiency and minimizing environmental impacts. For instance, precision agriculture technologies that utilize data analytics, drones, and sensors enable farmers to optimize the use of water, pesticides, and fertilizers, thus reducing waste and lowering the environmental footprint of agricultural practices (Morais et al., 2023). These advancements help cooperatives comply with environmental regulations, adopt eco-friendly practices, and contribute to global sustainability goals like reducing greenhouse gas emissions and conserving biodiversity. Additionally, by integrating sustainable technologies, cooperatives can position themselves as green organizations, attracting environmentally conscious consumers and investors. This emphasis on environmental sustainability not only aligns with global efforts but also ensures that cooperatives remain relevant and competitive in markets that increasingly prioritize sustainability.

➤ Long-term Social and Community Impact

Technological innovations positively impact the social and community-oriented mission of cooperatives by improving access to technology and fostering collaboration. This enables job creation, empowers marginalized groups, and promotes social equity. For example, digital platforms can enhance service accessibility for women, youth, and other underrepresented groups, facilitating their participation in the economy (Bernardino et al., 2022). Cooperatives that prioritize technology can also become community hubs for knowledge sharing and capacity building, furthering their social mission through training programs and resource sharing. This long-term social impact supports the cooperative model's foundation of social responsibility and community well-being. Overall, integrating technology leads to enhanced operational efficiency, member participation, economic resilience, environmental sustainability, and social impact, ensuring cooperatives remain competitive and aligned with their missions for long-term sustainability.

Empirical Theory

The study is anchored on Diffusion of Innovations (DOI) Theory. The Diffusion of Innovations (DOI) Theory was proposed by Everett Rogers in 1962. Rogers was a sociologist and communication theorist who developed the theory to explain how new ideas and technologies spread within societies, organizations, and cultures. It focuses on how, why, and at what rate new ideas and technologies spread within a society or organization. In the context of cooperatives, DOI explains how technological innovations are adopted within a cooperative and how leadership influences this adoption process. Key concepts in DOI, such as *innovation-decision process*, *early adopters*, and *the role of opinion leaders*, can directly relate to cooperative leadership roles.

- **Innovation-decision process:** Cooperative leaders guide members through the stages of the innovation-decision process: knowledge, persuasion, decision, implementation, and confirmation. Leaders are responsible for communicating the value of technological innovations and building the trust necessary for member buy-in.
- **Opinion leaders:** Cooperative leaders can act as opinion leaders or change agents, promoting the adoption of new technologies within the organization. This is especially important in a cooperative setting where leadership is expected to represent the collective interest.

- **Social system:** The cooperative itself acts as a social system where innovations spread. DOI can be used to assess how cooperative culture, shared values, and norms influence the rate of technology adoption, with leadership playing a key facilitative role.

Relevance to the Study:

- Cooperative leadership drives the *persuasion and decision* stages of the innovation process by ensuring that members see the long-term benefits of adopting technologies.
- Leaders act as change agents within the cooperative, helping to overcome resistance and barriers to adoption.
- DOI theory can explain how technological innovations are diffused from early adopters (forward-thinking leaders or departments) to the broader membership of the cooperative, contributing to sustainable outcomes.

Empirical Review:

According to Deller et al. (2021), cooperative leaders play a key role in initiating and managing innovation by encouraging the adoption of new technologies that enhance operational efficiency and member participation. In their study on agricultural cooperatives, the authors found that leaders who actively engaged members in the decision-making process and invested in technological training were more successful in implementing innovations that boosted productivity and sustainability.

Bernardino et al. (2022) investigated the role of leadership in adopting digital technologies within Portuguese cooperatives. Their findings indicate that leadership's capacity to communicate the benefits of digital tools and their alignment with cooperative goals was critical in overcoming member resistance to change. The study concluded that leadership's ability to articulate a clear vision for technology adoption and provide the necessary resources (such as training and infrastructure) significantly improved the cooperatives' innovation outcomes. These findings underscore the importance of leadership in cultivating a culture of innovation. Leaders who foster openness to new ideas, encourage experimentation, and align innovations with cooperative values can drive technology adoption and long-term sustainability.

Utting (2020) explored cooperatives in developing countries and found that leadership frequently encountered pushback from members who were skeptical of new technologies. This resistance was often rooted in concerns about the cost of technology, the potential for job displacement, and a lack of technological literacy among members. Leaders who were able to provide comprehensive training and communicate the long-term benefits of the technology were more successful in reducing resistance.

Li et al. (2023) also explored the challenges cooperative leaders face in integrating new technologies, particularly digital and precision farming technologies in Chinese agricultural cooperatives. The study identified several obstacles, including financial constraints, lack of infrastructure, and the need for leadership to navigate complex stakeholder dynamics. Li et al. concluded that leadership's ability to secure external funding and establish partnerships with technology providers was essential for overcoming these barriers.

These studies suggest that cooperative leaders must not only focus on technical aspects of innovation but also manage the social and financial challenges associated with technology adoption. By addressing member concerns, providing education, and securing external resources, leaders can mitigate resistance and ensure successful technology implementation.

Morais et al. (2023) examined the role of smart farming technologies in agricultural cooperatives in Europe. Their study found that leadership-driven adoption of precision agriculture technologies led to reduced resource consumption (such as water and fertilizers) and improved yields, contributing to both environmental and economic sustainability. The authors argue that leadership's role in aligning technological innovations with the cooperative's sustainability goals was key to realizing these benefits.

III. Materials and Methods

The study adopted a descriptive survey design. The area of the study is Awka South Local Government Area (LGA) of Anambra State, Nigeria. The population of the study comprises cooperative leaders, cooperative members and external stakeholders in Awka South. **Purposive sampling** will be used to select cooperative leaders and external stakeholders, as they are directly responsible for leadership and decision-making processes related to technological innovation. **Stratified random sampling** will be employed to select cooperative members from various cooperatives, ensuring that different sectors (agriculture, trade, services) are represented in the sample. The sample size will consist of 150 respondents were randomly selected from each of the groups: 50 cooperative leaders, 80 cooperative members and 20 external stakeholders (government officials, NGO representatives and technology providers). The study will use a mixed-method approach, combining both quantitative and qualitative data collection methods. The reliability of the research instrument was tested using Chronbach Alpha Coefficient. Data collected will be analyzed using both **quantitative and qualitative methods**. **Inferential statistics** such as **chi-square tests** will be used to test the hypotheses and assess the relationship between cooperative leadership strategies and technological innovation adoption, as well as sustainability outcomes.

IV. Discussions and Findings

The sample size consist of 150 respondents, which was were randomly selected from each of the groups: 50 cooperative leaders, 80 cooperative members and 20 external stakeholders n= 150

Table 1 Distribution of Respondents' Responses based on identify the strategies that cooperative leaders use to foster technological innovation within their organizations

S/N	ITEMS	VLE (5)	LE (4)	NE (3)	SE (2)	VSE (1)	N=150	Mean= Efx/n	Decision
I	Encouraging a Culture of Innovation	42 (210)	78 (312)	30 (90)	–	–	150 (612)	4.08	Accept
Ii	Investing in Training and Development	99 (495)	38 (152)	13 (39)	-	-	150 (686)	4.57	Accept
iii	Engaging with External Stakeholders	102 (510)	25 (100)	7 (21)	10 (20)	6 (6)	150 (657)	4.38	Accept
iV	Implementing Digital Tools and Platforms	71 (355)	53 (212)	26 (78)			150 (645)	4.30	Accept
V	Facilitating Member Participation and Feedback	70 (350)	64 (256)	16 (48)	-	-	150 (654)	4.36	Accept
	Total							4.33	

Source: Field Survey Aug. (2024)

Table 1 highlights the impact of strategies that cooperative leaders plays in fostering technological innovation. The grand mean of 4.33, which exceeds the threshold of 3.0, is posed by effective leadership strategies, such as encouraging a culture of innovation, investing in training and development, and engaging with external stakeholders, are critical in enabling cooperatives to adopt and integrate new technologies

Table 2: Distribution of Respondents' Responses based on the challenges faced by cooperative leaders in the adoption and implementation of technological innovations

S/N	ITEMS	VLE (5)	LE (4)	NE (3)	SE (2)	VSE (1)	N=150	Mean= Efx/n	Decision
I	Limited Financial Resources	95 (325)	46 (184)	9 (27)	-	-	150 (536)	3.57	Accept
ii	Lack of Technical Expertise	78 (390)	64 (256)	8 (24)	-	-	150 (670)	4.46	Accept
iii	Resistance to Change	86 (430)	43 (172)	11 (33)	10 (20)	-	150 (655)	4.37	Accept
iv	Infrastructural Limitations	106 (530)	38 (152)	6 (18)	-	-	150 (700)	4.67	Accept
V	Alignment with Cooperative Values	59 (295)	45 (180)	26 (78)	20 (40)	-	150 (593)	3.95	Accept
VI	Digital Divide	120 (600)	30 (120)	-	-	-	150 (720)	4.8	Accept
	TOTAL							4.30	

Source: Field Survey, Aug. (2024)

Table 2: illustrate the impact of challenges faced by cooperative leaders in the adoption and implementation of technological innovations with a grand mean of 4.6. These challenges include limited financial resources, resistance to change, lack of technical expertise, and infrastructural limitations. Effective leadership is required to overcome these barriers and close the digital divide

Table 3: Distribution of Respondents' Responses based on the long-term sustainability outcomes resulting from the integration of technological innovations in cooperatives.

S/N	ITEMS	VLE (5)	LE (4)	NE (3)	SE (2)	VSE (1)	N=150	Mean= Efx/n	Decision
I	Improved Operational Efficiency	98 (490)	12 (48)	40 (120)	-	-	150 (658)	4.38	Accept
Ii	Enhanced Member Participation and Inclusivity	106 (530)	30 (120)	14 (42)	-	-	150 (692)	4.61	Accept
Iii	Economic Resilience and Competitiveness	67 (335)	58 (232)	14 (42)	-	11 (11)	150 (620)	4.13	Accept
Iv	Environmental Sustainability and Resource Conservation	87 (435)	43 (172)	7 (21)	13 (26)	-	150 (654)	4.36	Accept
V	Long-term Social and Community Impact	65 (325)	32 (128)	-	34 (68)	19 (19)	150 (540)	3.6	Accept
	Total							4.22	

Source: Field Survey, Augt. (2024)

Table 3 provides an analysis of long-term sustainability outcomes resulting from the integration of technological innovations in cooperative in the study area. The analysis reveals that, leadership roles in technological innovation leads to positive sustainability outcomes, such as environmental conservation, economic resilience, and enhanced member inclusivity with a grand mean score of 4.22 regarded as accepted.

Testing Hypothesis

In this section, the research hypothesis earlier formulated was tested using two tailed z-test

Testing Hypothesis

1. Observed Frequencies (O):

- Cooperative Leaders: 50
- Cooperative Members: 80
- External Stakeholders: 20

These are the observed counts from the data.

2. Expected Frequencies (E): If we assume an equal distribution across the three groups, the expected frequency for each group would be:

$$E = \frac{\text{Total Sample size}}{\text{Number of groups}} = 150 / 3 = 50$$

So, the expected frequencies are:

- Cooperative Leaders: 50
- Cooperative Members: 50
- External Stakeholders: 50

3. Chi-Square Formula:

The formula for the **Chi-Square statistic** (χ^2) is:

$$\chi^2 = \sum \frac{(O-E)^2}{E}$$

Where:

O = Observed frequency (Cooperative Leaders, members & External Stakeholders)

E = Expected frequency

4. Calculate Chi-Square:

Group	Observed (O)	Expected (E)	(O - E)	(O - E) ²	(O - E) ² / E
Cooperative Leaders	50	50	0	0	0
Cooperative Members	80	50	30	900	18
External Stakeholders	20	50	-30	900	18
Total	150	150			36

The calculated Chi-Square statistic (χ^2) is:

$$\chi^2 = 0 + 18 + 18 = 36$$

5. Degrees of Freedom (df):

The degrees of freedom for a Chi-Square test are calculated as:

$$Df = \text{Number of Groups} - 1 = 3 - 1 = 2$$

Significance Level (α): Let's use a significance level of **0.05** (5%).

6. Compare the Chi-Square Statistic with Critical Value: Using a Chi-Square distribution table, the critical value for $df = 2$ at $\alpha = 0.05$ is 5.991.

Since our calculated $\chi^2 = 36$ is much greater than the critical value of 5.991, we reject the null hypothesis.

Interpretation of tested hypotheses:

The findings revealed that there is a significant effect between strategic Cooperative leadership and technological innovation that can foster sustainable solutions within the Cooperative organization at a significant level of 5% with a critical value of 5.991.

V. Summary of Findings, Conclusion and Recommendations

Summary of Findings

- The analysis revealed that respondents gender are more of female to male, majority fell within the age bracket of 31-40 years with the least age being 51 – 60 years. Most members are married (68%), with most members having West African Examination Council Certificate (WAEC) as their highest educational qualification
- Table 1 reveals the strategies that cooperative leaders use to foster technological innovation within their organization, with the adoption of a five-point Likert scale. The items are regarded as accepted with a grand mean score of 4.33
- Table 2: illustrate the impact of challenges faced by cooperative leaders in the adoption and implementation of technological innovations with a grand mean of 4.6. These challenges include limited financial resources, resistance to change, lack of technical expertise, and infrastructural limitations. Effective leadership is required to overcome these barriers and close the digital divide
- Table 3 provides an analysis of long-term sustainability outcomes resulting from the integration of technological innovations in cooperative in the study area. The analysis reveals that, leadership roles in technological innovation leads to positive sustainability outcomes, such as environmental conservation, economic resilience, and enhanced member inclusivity with a grand mean score of 4.22 regarded as accepted.
- The findings revealed that there is a significant effect between strategic Cooperative leadership and technological innovation that can foster sustainable solutions within the Cooperative organization at a significant level of 5% with a critical value of 5.991.

Conclusion

The study concludes that leadership is crucial for driving technological innovation in cooperatives. Leaders play a key role in overcoming challenges like limited resources and resistance to change, while ensuring that new technologies align with cooperative values. Effective leadership fosters innovation through member engagement, external partnerships, and investment in training. Despite financial and infrastructural hurdles, leaders who prioritize sustainable innovation can enhance both operational efficiency

and long-term resilience. Overall, strong leadership is essential for promoting innovation and ensuring cooperatives thrive in a digitalized world..

Recommendation

Based on the findings of this study, several recommendations can be made to strengthen the role of leadership in fostering technological innovation within cooperatives:

- i. **Invest in Leadership Development:** Cooperatives should prioritize leadership training programs that focus on innovation management, digital skills, and strategic thinking. This will empower leaders to effectively drive technological advancement and overcome the challenges associated with innovation adoption.
- ii. **Enhance Financial Support:** Policymakers, cooperative associations, and external stakeholders should collaborate to provide financial resources and incentives that help cooperatives invest in new technologies. Addressing financial constraints will enable cooperatives to implement innovative tools and platforms.
- iii. **Foster a Culture of Innovation:** Cooperative leaders should create an organizational culture that encourages experimentation and embraces change. This includes promoting open communication, member participation, and continuous learning to ensure that technological innovations align with cooperative values and improve operational efficiency.
- iv. **Strengthen External Engagement:** Leaders should actively engage with external stakeholders, including technology providers, academic institutions, and government bodies, to stay informed about emerging technologies and best practices. Collaborating with these entities can enhance the cooperative's ability to adopt innovative solutions.

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