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Management scholarship thrives not in silos, but at the intersections, where theory encounters practice, where empirical rigour informs policy, and where diverse methodological traditions converge to illuminate complex organisational realities. For this inaugural issue of *Transformational Management Review*, we have intentionally curated a collection that embodies this pluralistic vision, spanning policy perspectives, empirical research, systematic reviews, pedagogical innovations, executive insights, and philosophical inquiry.

Academic journals fulfil their promise when they become intellectual meeting grounds rather than disciplinary fortresses. By juxtaposing different article types, we create opportunities for cross-pollination: a practitioner's experience-based insight may inspire new theoretical frameworks; a systematic review may reveal gaps that policy perspectives address; teaching cases may ground abstract concepts in organisational contexts. This deliberate variety serves diverse readers, such as researchers seeking theoretical contributions, doctoral students exploring methodological approaches, practitioners confronting real-world dilemmas, policymakers designing interventions, and educators crafting transformative learning experiences.

An inaugural issue carries particular significance in establishing a journal's intellectual identity. By showcasing methodological breadth alongside thematic coherence, we signal our commitment to scholarship that is simultaneously rigorous and relevant, theoretically sophisticated and practically grounded, globally informed and locally contextualised.

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In his editorial, the Editor-in-Chief **Ajoy Kumar Dey** examines natural capital and national strategy, focusing on how India can position itself within global carbon and biodiversity markets. The piece addresses a transformation that is reshaping business strategy today: the shift from treating clean air, ecosystem stability, and biodiversity as public goods to valuing them as investible natural assets. Dey's analysis is particularly timely as India introduces policy instruments like the Carbon Credit Trading Scheme, which can translate into a significant competitive advantage if implemented with rigorous protocols and fair benefit-sharing arrangements. The editorial speaks directly to TMR's focus on sustainable development and ESG principles, demonstrating how management scholarship must address the financialization of nature while ensuring that ecological stewardship takes precedence over short-term financial gains.

The issue opens with **Chatterjee and Mitra's** policy perspective on India's Corporate Social Responsibility framework, which examines the evolution since the 2013 Companies Act and proposes a paradigm shift from expenditure-based compliance to an integrated impact-accountability framework aligned with national development goals and SDG indicators. Drawing on the Chatterjee Model and Strategic Management Perspective, their analysis demonstrates how CSR has matured into a multidimensional tool shaping governance, business strategies, and community development across education, livelihoods, environmental management, and supply chains. **Sharma** contributes another critical policy perspective that deconstructs the rhetoric surrounding US demands for access to India's dairy sector, exposing the asymmetry in global trade architecture where developed nations maintain substantial agricultural subsidies while positioning themselves as champions of free markets and demanding market access from developing economies.

Among our research articles, **Iyer and Mehrotra** provide a comprehensive scoping review synthesising fifteen years of ESG-SDG integration scholarship across 240 peer-reviewed articles. Their systematic analysis reveals the paradigm shift from fragmented CSR disclosure toward strategically integrated frameworks, identifying ESG implementation as a mediator in sustainability strategy-SDG impact relationships while acknowledging persistent measurement challenges due to heterogeneous indicators. **Kaur and Lather** offer a systematic literature review examining behavioural biases, socio-demographic factors, and investment outcomes through PRISMA 2020 guidelines, proposing a holistic framework that reveals overconfidence bias and risk aversion as predominant patterns with effects varying significantly by gender and age, while highlighting underexplored dimensions including profession, marital status, and social dynamics.

Dave and Mohan contribute empirical research that bridges environmental management with social equity concerns. Their large-scale study on e-waste management practices across eight Indian states demonstrates how socio-economic inequalities shape environmental behaviour, offering actionable insights that move beyond theoretical analysis to inform policy implementation.

This work exemplifies scholarship that addresses sustainable development challenges while providing practical guidance for policymakers and practitioners working toward circular economy objectives under India's regulatory framework.

Our executive perspective from **Tahir and Ibrahim** investigates the paradoxical effects of AI and smart-city infrastructures on serial entrepreneurs' work-life balance in Dubai's hyper-connected landscape. Through template analysis of interviews with 20 multi-venture founders, they extend the Job Demands-Resources Model to reveal how AI-enabled tools function simultaneously as resources enhancing efficiency and as demands intensifying connectivity pressures, conceptualising AI as a resource-demand hybrid and positioning resilience as an emergent socio-technical practice that requires human-centred smart-city governance integrating wellness and digital-boundary programs. For pedagogical innovation, **Kaliappen and Yusof** demonstrate how Generative AI can serve as a collaborative partner in the teaching case-writing process, addressing a persistent challenge many educators face in transforming their daily experiences into structured, teachable narratives. Their practical guidance helps educators create contextually relevant classroom materials without requiring sophisticated literary or research skills, democratizing case development for management education.

Shah presents a teaching case that examines the strategic complexities facing social enterprises as they scale. Through Seven Clean Seas' journey from grassroots cleanups to removing four million kilograms of ocean plastic, the case explores critical decisions at the intersection of environmental impact, financial sustainability, and social responsibility. Founder Tom Peacock-Nazil confronts dilemmas central to sustainable business models: venture-backed growth versus mission control, proprietary innovation versus operational efficiency, and fair wages versus financial viability. The case offers rich material for understanding how organisations transition from crisis response to systemic solutions in the circular economy context.

Singh enriches our understanding through a review article exploring the relevance of Upanishads to corporate management and governance, interpreting these profound ancient Indian scriptures in modern contexts to inform contemporary practice across multiple levels, from managing self and individuals to teams, organisations, and humanity's larger purpose, while maintaining attention to spiritual growth alongside professional effectiveness.

We conclude with a book review of Ranjay Gulati's How to Be Bold: The Surprising Science of Everyday Courage by **Bhatia**, which examines the cultivation of courage in organisational and personal contexts, a theme resonant with the transformational focus of our journal.

Together, these contributions exemplify our commitment to publishing scholarship that is rigorous in method, relevant to practice, and responsive to the complex challenges facing organisations, policymakers, and educators. We hope this inaugural issue establishes a foundation for ongoing

dialogue and invites further inquiry into the transformative dimensions of management theory and practice.

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