**A framework for conceptualizing leadership in conservation**

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Table 1 List of leadership domains and practices referenced in each of the 59 articles identified. An inductive analysis approach was utilized to identify the leadership practices discussed in the articles, and then they were grouped based on similarities to construct the five domains.

|  |  |
| --- | --- |
| **Article** | **Leadership domains and practices** |
|   | **Stakeholder Engagement** | Stakeholder Access | Communication | Conflict Management | Partners with Clear Roles | **Trust** | Knows Culture | Built Relationships | Exchange Knowledge | **Vision** | Clear Vision | Included Others in Vision | **Individual Champion** | Persisted Through Challenges | Unwavering Passion | Inspired Others | **Internal Excellence** | Internal Communication | See Issue at Different Scales | Adaptable |
| [Agyare et al. (2015)](#b1) | x |  |  | x |  | x | x |  | x |  |  |  | x | x |  |  |  |  |  |  |
| [Ardoin et al. (2015)](#b2) | x |  | x | x |  | x |  |  |  | x | x | x |  |  |  |  | x | x |  |  |
| [Bartlett (2018)](#b3) | x | x | x |  | x | x | x | x |  |  |  |  |  |  |  |  | x |  |  | x |
| [Black (2015)](#b4) |  |  |  |  |  |  |  |  |  | x | x | x |  |  |  |  |  |  |  |  |
| [Black & Groombridge (2010)](#b6) | x | x | x |  | x |  |  |  |  |  |  |  | x | x |  | x | x |  | x | x |
| [Black et al. (2011)](#b7) | x | x | x | x | x | x | x | x |  | x | x | x |  |  |  |  | x | x | x | x |
| [Blicharska & Rönnbäck (2018)](#b9) |  |  |  |  |  | x |  |  | x |  |  |  | x |  | x |  | x |  |  | x |
| [Blickley et al. (2013)](#b10) | x |  | x | x |  | x | x |  |  |  |  |  |  |  |  |  | x | x |  |  |
| [Bodin & Crona (2008)](#b11) | x |  |  | x |  | x | x | x | x |  |  |  | x |  |  |  | x | x |  |  |
|  | **Stakeholder Engagement** | Stakeholder Access | Communication | Conflict Management | Partners with Clear Roles | **Trust** | Knows Culture | Built Relationships | Exchange Knowledge | **Vision** | Clear Vision | Included Others in Vision | **Individual Champion** | Persisted Through Challenges | Unwavering Passion | Inspired Others | **Internal Excellence** | Internal Communication | See Issue at Different Scales | Adaptable |
| [Bruyere (2015)](#b13) | x |  |  | x | x |  |  |  |  | x | x | x |  |  |  |  | x | x | x | x |
| [Butler et al. (2015)](#b14) | x |  |  | x |  | x |  | x | x | x | x | x | x |  |  |  | x | x | x | x |
| [Case et al. (2015)](#b15) | x |  |  | x |  | x |  |  |  | x |  |  | x | x | x |  | x | x | x | x |
| [Christiansen & Belton (2017)](#b16) | x | x |  | x |  | x | x | x | x |  |  |  |  |  |  |  | x |  | x |  |
| [Clark et al. (2017)](#b17) | x |  | x |  | x | x |  | x |  |  |  |  |  |  |  |  | x |  | x |  |
| [Crees et al. (2016)](#b18) | x | x | x | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| [Crona et al. (2017)](#b19) | x |  | x |  |  | x | x | x |  | x | x |  |  |  |  |  | x | x |  |  |
| [Davenport & Hassan (2019)](#b20) | x |  | x | x | x | x | x | x |  | x |  | x | x |  |  | x | x | x |  | x |
| [Dietz et al. (2004)](#b21) | x |  | x | x |  | x | x | x |  | x | x |  |  |  |  |  | x |  | x |  |
| [Diedrich et al. (2017)](#b22) | x | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| [Dyer et al. (2014)](#b23) | x | x | x | x | x | x |  |  | x | x | x | x | x |  |  |  |  |  |  |  |
| [Englefield et al. (2019)](#b24) |  |  |  |  |  | x |  | x |  | x | x |  | x |  | x | x | x | x |  |  |
| [Evans et al. (2015)](#b25) | x |  |  | x |  | x |  |  |  | x | x | x |  |  |  |  | x |  | x | x |
| [Foster et al. (2011)](#b26) | x | x |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | **Stakeholder Engagement** | Stakeholder Access | Communication | Conflict Management | Partners with Clear Roles | **Trust** | Knows Culture | Built Relationships | Exchange Knowledge | **Vision** | Clear Vision | Included Others in Vision | **Individual Champion** | Persisted Through Challenges | Unwavering Passion | Inspired Others | **Internal Excellence** | Internal Communication | See Issue at Different Scales | Adaptable |
| [Game et al. (2014)](#b27) | x | x |  |  |  |  |  |  |  | x | x |  |  |  |  |  | x |  |  | x |
| [Giakoumi et al. (2018)](#b28) | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| [Gruber (2010)](#b30) | x | x | x | x |  | x |  | x |  | x | x | x |  |  |  |  |  |  |  |  |
| [Gutièrrez et al. (2011)](#b31) | x |  | x | x |  | x |  |  |  |  |  |  | x | x | x |  |  |  |  |  |
| [Head et al. (2016)](#b32) | x |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  | x |  |  | x |
| [Kenward et al. (2011)](#b35) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  | x |
| [Langholz & Abeles (2014)](#b37) | x |  | x | x |  | x |  |  |  | x | x |  |  |  |  |  |  |  |  |  |
| [Leahy & Anderson (2008)](#b38)  | x |  |  |  |  | x | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| [Leisher et al. (2011)](#b39) |  |  |  |  |  |  |  |  |  | x |  |  | x | x |  |  |  |  |  |  |
| [Liu et al. (2008)](#b40) | x | x | x |  |  | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| [Lockwood et al. (2012)](#b41) | x | x |  | x |  | x |  | x | x | x | x | x |  |  |  |  | x |  |  | x |
| [Mannetti et al. (2015)](#b43) |  |  |  |  |  | x |  |  | x |  |  |  | x | x |  | x |  |  |  |  |
| [Manolis et al. (2009)](#b44) | x |  | x | x |  | x |  | x |  | x | x | x |  |  |  |  | x |  |  | x |
| [Martin et al. (2012)](#b45) |  |  |  |  |  |  |  |  |  | x | x |  | x | x | x | x |  |  |  |  |
|  | **Stakeholder Engagement** | Stakeholder Access | Communication | Conflict Management | Partners with Clear Roles | **Trust** | Knows Culture | Built Relationships | Exchange Knowledge | **Vision** | Clear Vision | Included Others in Vision | **Individual Champion** | Persisted Through Challenges | Unwavering Passion | Inspired Others | **Internal Excellence** | Internal Communication | See Issue at Different Scales | Adaptable |
| [Mattson et al. (2011)](#b46) |  |  |  |  |  |  |  |  |  | x | x |  | x | x |  | x |  |  |  |  |
| [McGreavy et al. (2016)](#b47) | x | x | x | x | x |  |  |  |  | x | x | x | x | x |  | x |  |  |  |  |
| [McKiernan (2018)](#b48) |  |  |  |  |  | x | x | x | x |  |  |  | x |  | x | x |  |  |  |  |
| [Micheli & Niccolini (2013)](#b50) | x |  |  | x |  | x |  | x |  | x | x | x |  |  |  |  |  |  |  |  |
| [Mountjoy et al. (2014)](#b51) | x |  | x |  |  | x |  |  |  | x | x |  | x |  |  | x | x |  |  | x |
| [Pero & Smith (2008)](#b52) | x | x | x | x | x | x | x | x |  | x | x | x | x |  | x | x |  |  |  |  |
| [Scheele et al. (2018)](#b53) | x | x | x |  |  | x |  | x |  | x | x |  | x |  | x |  |  |  |  |  |
| [Sjolander et al. (2015)](#b54) | x |  | x |  |  | x | x | x | x | x |  |  |  |  |  |  |  |  |  |  |
| [Smith et al. (2007)](#b55) | x | x | x |  | x | x | x | x |  | x | x | x | x |  |  |  |  |  |  |  |
| [Stern & Predmore (2012)](#b57) | x | x | x | x | x |  |  |  |  | x | x | x | x | x |  |  | x | x |  |  |
| [Stöhr et al. (2014)](#b58) | x |  | x | x | x | x |  | x |  | x | x | x | x | x |  |  |  |  |  |  |
| [Straka et al. (2018)](#b59) | x |  | x |  | x |  |  |  |  | x | x | x | x | x |  | x |  |  |  |  |
| [Sudtongkong & Webb (2008)](#b60) | x | x | x | x | x | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| [Sullivan & Syvertsen (2019)](#b61) |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  | x |  |  |  |  |
|  | **Stakeholder Engagement** | Stakeholder Access | Communication | Conflict Management | Partners with Clear Roles | **Trust** | Knows Culture | Built Relationships | Exchange Knowledge | **Vision** | Clear Vision | Included Others in Vision | **Individual Champion** | Persisted Through Challenges | Unwavering Passion | Inspired Others | **Internal Excellence** | Internal Communication | See Issue at Different Scales | Adaptable |
| [Sutton (2015)](#b62) | x |  |  | x | x | x | x | x |  | x | x | x | x | x |  | x | x |  |  | x |
| [Sutton & Rudd (2016)](#b65) | x | x | x |  |  | x | x | x | x |  |  |  |  |  |  |  | x | x |  |  |
| [Sutton & Rudd (2015)](#b64) | x |  |  | x |  | x | x | x |  |  |  |  | x |  |  |  |  |  |  |  |
| [Sutton & Rudd (2014)](#b63) | x |  | x | x |  | x | x | x | x | x | x |  | x |  |  |  |  |  |  |  |
| [Trialfhianty & Suadi (2017)](#b67) |  |  |  |  |  | x | x | x | x |  |  |  |  |  |  |  |  |  |  |  |
| [Wallace (2003)](#b68) | x |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  |  | x |
| [Walters (2007)](#b69) |  |  |  |  |  |  |  |  |  |  |  |  | x | x | x | x |  |  |  |  |
| [Zulu (2008)](#b70) | x | x |  | x |  | x |  |  |  |  |  |  | x | x | x |  | x |  |  | x |
| **TOTALS** | **47** | **20** | **29** | **29** | **17** | **43** | **21** | **26** | **14** | **32** | **28** | **19** | **30** | **15** | **10** | **14** | **28** | **12** | **9** | **18** |

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