This mutually embedded aspect could be a key element of sustainability research and practice,????? encouraging natural environment phenomena to be considered at the center of and throughout all human organizational activity and acknowledging that the natural environment is present throughout all organizational stakeholder networks (including value and supply chains), directly or indirectly affecting (or affected by) the decisions and actions of multiple organizational decision makers (Waddock & McIntosh, 2011).First, as we have identified and will explain in greater detail later in this article, most other organization/management theories that have been used in sustainability research do not either explicitly or implicitly recognize the obvious (or near-obvious) fact that all human organizations are embedded within the natural environment, and that, all of those which have human managers and other employees, also contain the natural environment inside of their respective biophysical bodies.So the first reason one or more sustainability management theories are needed is because they may best reflect the current and future biophysical and social realities of human organizations and the contexts and impacts of their decisions and actions.Why Are New Theories of Sustainability Management .??Needed

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