



DEVELOPING AN EFFECTIVE ESG STRATEGY & RESILIENCE PLAN (11 hrs)

Course Overview

Companies wishing to improve their footprint on the environment and society, must develop a sustainability strategy that can also be included in their sustainability report.

It is essential to build a company's personnel capacities on how to embed ESG criteria into their overall business strategy to make their organization more sustainable and improve their performance on specific KPI's. This will be achieved through a comprehensive training program for employees in the Sustainability Team. The goal of this training program is to equip employees with the skills and tools needed to assess their current position concerning ESG criteria and develop an appropriate sustainability strategy.

The training is primarily aimed at the organization's Sustainability Team, including personnel from headquarters, accounting, human resources, environment, quality, safety, and health departments, as well as the procurement department.

The aim of the course is to train participants in ESG strategy formulation using guidelines from international standards and frameworks and their proper implementation in terms of a specific action plan. This will equip trainees with the necessary tools, knowledge, and skills to develop a sustainability strategy that includes SMART goals adding to the accountability and transparency of the company's governance structure.

Training Objectives

By the end of the programme, participants will be able to:

- Develop the Group's sustainability strategy and resilience plan based on recognized principles and frameworks, incorporating ESG criteria.
- Develop strategic planning and sustainability strategy design capabilities
- Collaborate and communicate effectively with different departments and stakeholders for successful sustainability strategy development and implementation.
- Set realistic short-term and long-term objectives.
- Develop sustainability indicators for the organization and create action plans to achieve these objectives.
- Collaborate with other Group departments to include them in the sustainability strategy.
- Adapt to new processes and tools related to sustainability.
- Research and integrate innovative solutions into the sustainability strategy.

Training Outline

Introductory presentation on ESG Strategy Development

- IRO assessment allowing the development of strategy based on material topics

Sustainability Strategy Development

Environmental



- Setting short- and long-term objectives for managing IRO related to Climate Change, Pollution, Water & Marine Resources, Biodiversity & Ecosystems, and Circular Economy.
- Developing a strategy and action plan for each topic.

Social

- Setting short- and long-term objectives for managing IRO related to Workforce, Supply Chain Labor, Affected Communities, and Consumers/End Users.
- Developing a strategy and action plan for each topic.

Governance

- Setting short- and long-term objectives for managing IRO related to Business Conduct.
- Developing a strategy and action plan.

Case Studies and Conclusion

- Case Study: Best Sustainability Strategies from Leading Corporations.
- Conclusions.
- Final Q&A.

Who Should Attend

This course is suitable for persons interested in ESG and Sustainability, and will be of particular benefit to those holding positions in the following fields:

- Compliance officers and managers
- ESG & Sustainability Officers who wish to stay up to date with developments in the field
- Company executives from various departments who have been assigned the task of contributing towards their organisation's Sustainability Report, strategy and plan and wish to have a better understanding of the field
- Business consultants / strategists
- Professionals interested in ESG and Sustainability regulations and policies

Training Style

The programme is designed to deliver knowledge and insights regarding good and bad Sustainability communication practices. Focused on identifying and resolving bad practices/greenwashing, the course will strive to enhance participants' skills and knowledge via group discussions, case studies review, individual and group exercises, small lectures supported by power-point presentations and practical examples. The training style is both training-focused, involving a combination of presentation and real-live examples, but also learner-focused, where participants are encouraged to raise questions, seek clarifications and share their opinions from their different perspectives and engage in an exchange of views and personal professional experiences.

NOTES:

The above courses are delivered by HRDA certified professional trainers and meet all the criteria as set by the HRDA and can therefore be subsidized.

More details can be provided upon request.