



ESG Leadership and Sustainability Training

Course Duration: 6 - 12 hours

Course Overview: This comprehensive course targets corporate or non-profit leaders who are looking to deepen their understanding and application of Environmental, Social, and Governance (ESG) principles. It offers detailed insights into each aspect of ESG and provides tools for integrating these principles into policy, culture, and leadership practices. Designed for either virtual or on-site delivery, this course ensures participants can lead effective ESG initiatives within their organizations.

Course Extras: 6 - 12 CEUs + Certificate of Completion

Course Objectives:

- Develop a deep understanding of ESG components and their interconnections.
- Set core sustainability objectives, and from these insights develop an actionable roadmap that helps you to reach your sustainability goals.
- Outline sustainability goals and a structured plan to achieve them. Create a cost-effective roadmap for decarbonizing your portfolio through efficiency, electrification and renewable energy.
- Employ strategic approaches to integrate ESG considerations into corporate operations and policy making.
- Gain real-time visibility into the reporting and regulation requirements across your portfolio. Where deficiencies are identified, we can prepare corrective action plans to help ensure compliance.
- Lead organizational change that aligns with ESG principles.
- Understand location-specific portfolio risks including environmental compliance and regulations and leverage available financial incentives to further your sustainability goals.
- Assess the social impact of your properties and sustainability initiatives. We can pinpoint markets that align with your DE&I objectives through diverse supplier sourcing and driving positive community impact.
- Evaluate and critique ESG practices through real-world case studies and simulations.



Course Agenda:

Module 1: Introduction to ESG Principles

- **Overview of ESG:** Definitions and components.
- **Importance for Public Sector Leaders:** How ESG impacts governance and public trust.
- **Case Study Analysis:** Review of corporate ESG applications and outcomes.

Module 2: Target and Goal Setting

- **Materiality Assessments:** Understanding them and how to implement them
- **Goal Setting:** Use the assessment to set reasonable organizational goals.
- **Benchmarking:** Keep track of milestones to stated goals.
- **Carbon Glide Path:** Outline a strategic plan for reducing carbon emissions over time to meet sustainability targets and combat climate change.

Module 3: Decarbonization Strategy

- **GHG Emissions Baseline:** Accurately measure future reductions and assess environmental impact.
- **Inventory Management Plan:** Maintain sustainable and optimal stock levels, minimizing costs while meeting customer demand efficiently
- **On-site Auditing:** Physically inspecting and evaluating operational processes, procedures, and compliance with established standards or regulations directly at the location being assessed.
- **Portfolio-wide Carbon Forecast:** Create a comprehensive projection of anticipated carbon emissions across all assets or investments, aiding in strategic planning and mitigation efforts.
- **Decarbonization Roadmap:** Outline a systematic plan of action and milestones towards reducing carbon emissions and achieving sustainability goals over a defined period.

Module 4: Environmental Strategies in Policy Making (60 minutes)

- **Key Concerns and Initiatives:** Focus on climate action, resource sustainability, and environmental stewardship.
- **Integration into Policies:** Methods and challenges in embedding



environmental considerations into public policy.

- **Activity:** Assess and redesign an existing policy to better address environmental impacts.

Module 5: Reporting, Disclosure & Compliance

- **Regulation and Disclosure Advisory:** Provide guidance and compliance strategies to ensure organizations adhere to environmental regulations and transparently disclose their impacts on stakeholders.
- **ISO Management Systems:** International Organization for Standardization
- **IFRS:** International Financial Reporting Standards
- **GRESB:** Global Real Estate Sustainability Benchmark
- **TCFD:** Task Force on Climate-Related Financial Disclosures
- **TNFD:** The Taskforce on Nature-related Financial Disclosures
- **CSRD:** Corporate Sustainability Reporting Directive

Module 6: Social Responsibility and Community Engagement

- **Principles of Social Equity:** Exploring the organization's role in promoting social justice and community welfare.
- **Case Study:** Analysis of a social program aimed at improving equity and inclusion.
- **Group Discussion:** Brainstorming session on potential social initiatives relevant to participants' contexts.

Module 7: Governance, Ethics, and Transparency

- **Best Practices in Governance:** Ensuring accountability, ethical decision-making, and stakeholder engagement.
- **Workshop:** Participants draft a code of ethics for an ESG-compliant department.
- **Peer Review:** Sharing and critiquing drafts to refine understanding and application of governance principles.

Module 8: Climate Risk & Resilience

- **Sustainability Due Diligence:** Assess ESG risks and opportunities associated with a business or investment to ensure alignment with sustainability goals and regulatory requirements.
- **New Site Acquisition:** ESG factors of potential locations to ensure they align



with sustainability criteria, ethics, local compliance, and corporate values before acquiring or developing them.

- **Prioritize Investment:** Allocate resources to initiatives and projects that enhance preparedness and strengthen adaptive capacity against climate-related impacts.

Module 9: Cultivating ESG Values in Organizational Culture

- **Strategies for Cultural Change:** Tools and techniques for leaders to promote and sustain ESG values.
- **Implementation Workshop:** Developing an action plan for cultural transformation focused on ESG integration.
- **Discussion:** Overcoming resistance and fostering buy-in across different levels of the organization.

Module 10: Social Impact

- **Social Impact Assessments:** Evaluate the effects of projects, policies, or investments on communities and stakeholders, ensuring ethical considerations and positive outcomes are prioritized alongside economic and environmental factors.
- **Inclusion, Diversity, Equity and Accessibility:** Examine organizational practices to ensure they promote fairness, accessibility, and equal opportunity for all individuals.
- **Location Intelligence:** Utilize geographic data and analysis to derive insights that inform strategic decision-making and optimize operations across various industries.
- **Local Area Assessments:** Analyze specific geographic regions to evaluate economic, social, and environmental factors, informing local development strategies and policy decisions.

Module 11: Leadership and Innovation in ESG Implementation

- **Case Studies on Transformational Leadership:** Examining leaders who have successfully driven ESG initiatives.
- **Interactive Workshop:** Planning and strategizing an ESG project from inception to execution, tailored to participants' agencies.
- **Feedback and Refinement:** Group critique and iterative improvement of project plans.



Course Conclusion and Evaluation:

- **Recap of Key Takeaways:** Summarizing the course content and highlighting actionable strategies.
- **Feedback Collection:** Using Kirkpatrick's Model for an initial evaluation, discussing expected impacts on performance and potential areas for future training.

This curriculum is structured to provide a thorough grounding in ESG principles while also fostering practical leadership skills to initiate and lead ESG-focused changes effectively. Each module is designed to be interactive and impactful, ensuring that the learning is not only theoretical but also directly applicable in a corporate or non-profit context.