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We support businesses and not-for-profits working for environmental and social change to do what they do more efficiently and effectively.
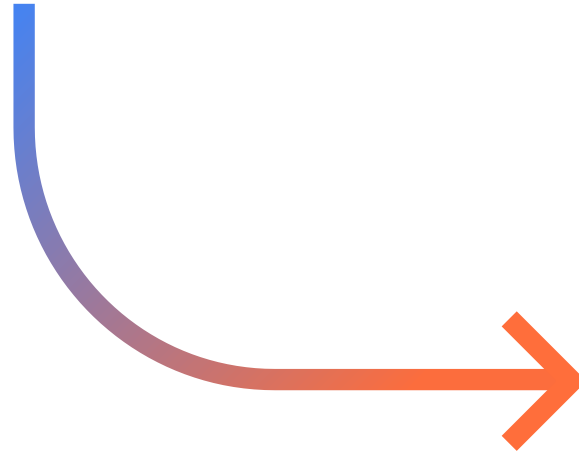
We do this by working together to identify opportunities to improve people, processes, technology and information.

When all four of these areas within an organisation are functioning in the best way possible its leaders have more time to focus on the future. Ultimately, this enables innovation, sustainable growth, and increased impact.

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From quick wins to business model transformation
Reduce your workload and improve sustainability? It sounds too good to be true. But smoothing out your processes and getting things running more efficiently can deliver everything from a few quick carbon footprint reductions to a full sustainability transformation, not to mention reducing day-to-day admin

The pledge is a public commitment that your organisation will commit to taking action that
1) *helps protect your organisation and stakeholders from climate impacts,*
2) *contributes to rapid emissions reduction,*
3) *protects and restores nature, and*
4) *ensures a just and fair transition that leaves no one and nowhere behind.*

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Information
- Key Performance Indicators (KPIs)
- Objective & Key Results (OKRs)
- File Storage & Management
- Reporting & Dashboards
- Internal & External Data Insights

Technology
- Automation & Integration
- System Updates
- System Owners
- Secure Infrastructure

Process
- Documented Processes
- Process Owners
- Process Improvement Initiatives
- Policies and frameworks used

People
- Professional Development & Training
- Employee Satisfaction & Engagement Mechanisms
- Internal Communication
- Clear Roles & Responsibilities
- Onboarding & Induction

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Designing the right roles

○ What are the tasks that need doing?

○ What are the skills that are needed to do them?

○ What behaviours and values would you expect someone in this role to have?

Building into roles

Business role	How to could it be green
Chief Executive Officer (CEO)	• Build sustainable initiatives into organisation-wide comms & engagement strategy • Build objectives into the CEO's performance framework related to achieving sustainability goals, championing the vision, and driving company-wide engagement • Attend strategic workshops on embedding sustainability in business models, objectives, values and behaviours
Chief Technology Officer (CTO)/IT Manager	• Develop knowledge of digital carbon footprint reduction techniques • Implement policies to power down unused equipment & incorporate into comms & engagement • Promote cloud storage to reduce the need for physical servers and extend device lifespans
Customer Service Representative	• Receive brief training on sustainable company policies and product eco-benefits • Develop the ability to answer customer questions about environmental impact • Build objectives related to reducing paper usage in customer interactions, successfully informing customers about green initiatives, or encouraging the use of digital channels

Lean Principles

- Identify Value: Determine what truly adds value to the customer.

- Map the Value Stream: Visualise the entire process, from start to finish.

- Create Flow: Eliminate interruptions and delays to ensure smooth progress.

- Pull: Produce only what is needed, when it is needed.

- Strive for Perfection: Continuously improve processes to eliminate waste

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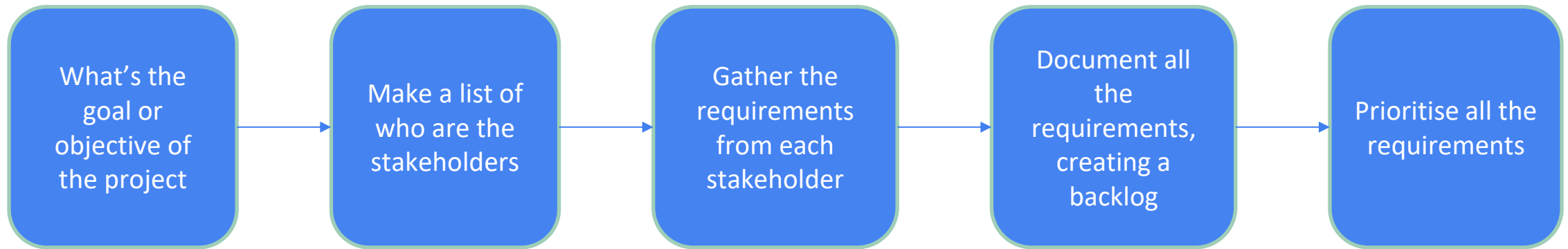
What are you storing?

What are you sharing?

What are you accessing?

What are you measuring?

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1 team of 8 full-time employees
Sending 8 emails per day
Spending 2 hours on virtual calls
For 250 working days a year

This equates to nearly 50kg of CO_2 emissions.
To put this into perspective, this would be the same as driving a petrol
Ford Focus from Sheffield to London and back.
Which is around 362 miles!!!!!!!

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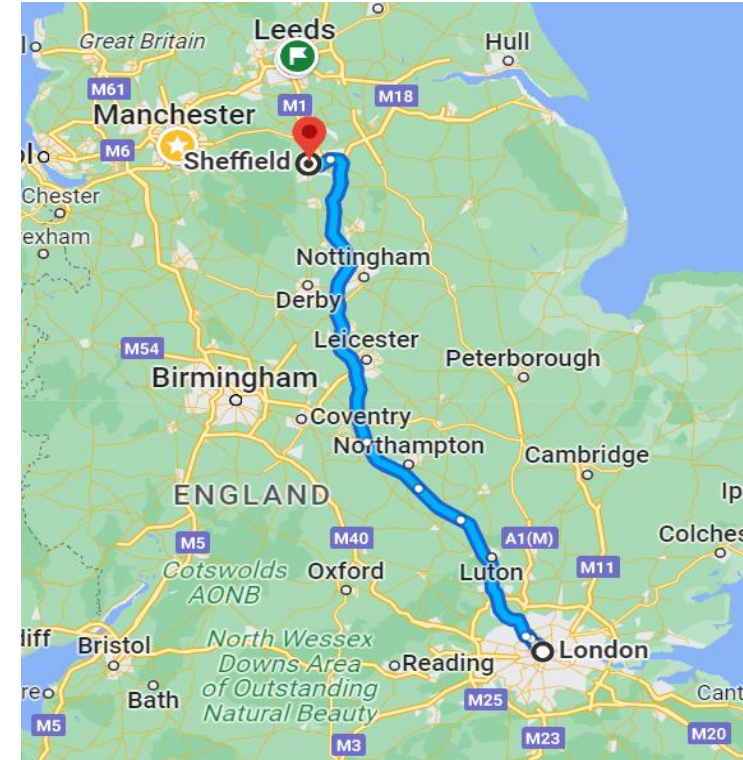
Objectives and progress measures

VISION	OBJECTIVES	BUSINESS CHANGE	ACTIVITY	Metrics
What are we **working towards**?	How do we break the vision into **goals?**	What are the **differences** that we want to see to achieve those goals?	What are the **things** that will help us achieve these differences?	What are the **positive outcomes** that the activities will produce?

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EXAMPLE

VISION
What are we **working towards**?

OBJECTIVES
How do we break the vision into **goals?**

- To educate and transform on [topic]
- To improve resilience at all levels of the business
- To create a positive team culture for our employees
- To be thought leaders / pioneers in [topic]
- To provide a high quality service for our clients
- *To fully understand the impact we have on the world*

BUSINESS CHANGE
What are the **differences** that we want to see to achieve those goals?

- Improved financial position
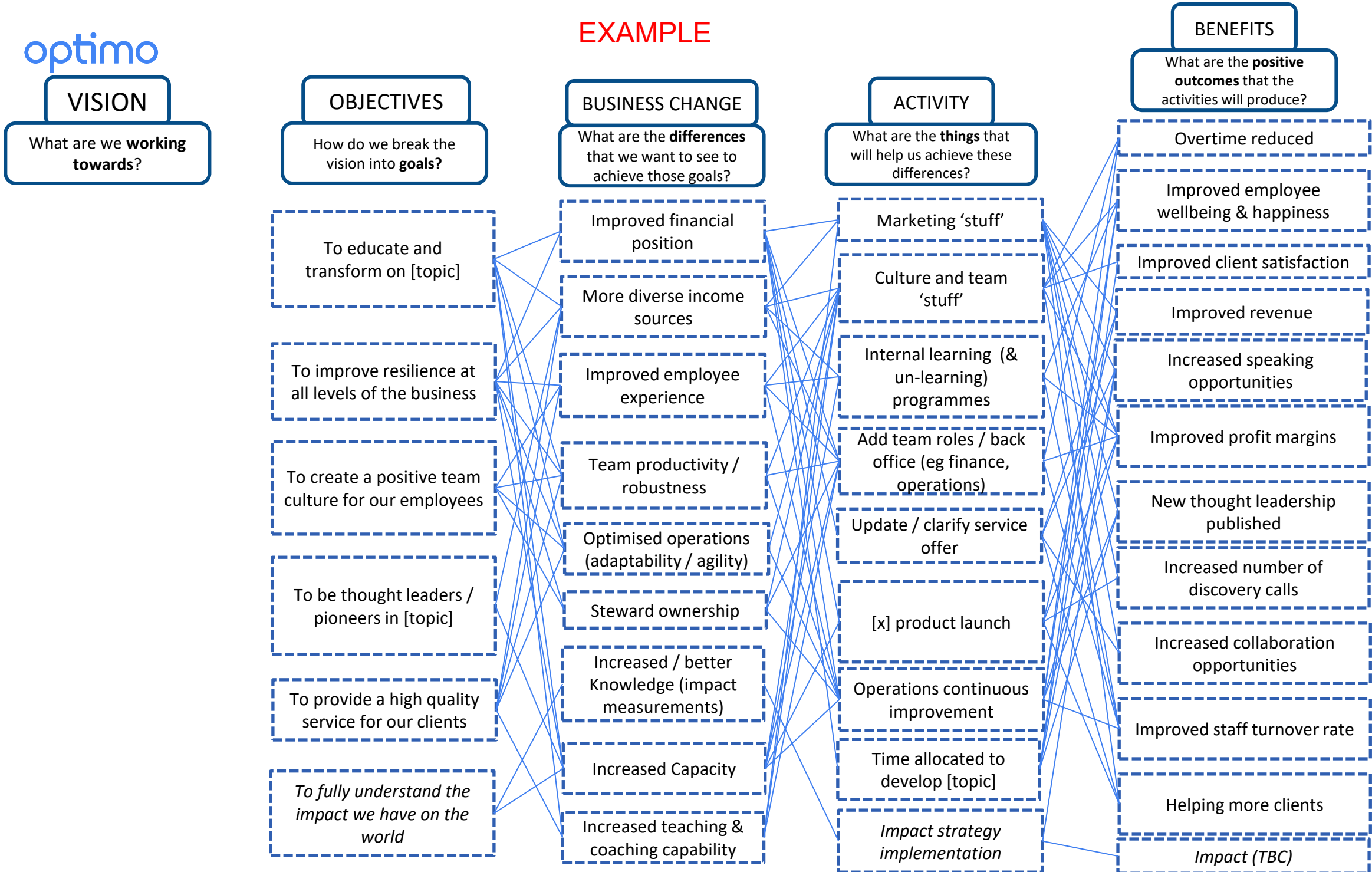- More diverse income sources
- Improved employee experience
- Team productivity / robustness
- Optimised operations (adaptability / agility)
- Steward ownership
- Increased / better Knowledge (impact measurements)
- Increased Capacity
- Increased teaching & coaching capability

ACTIVITY
What are the **things** that will help us achieve these differences?

- Marketing 'stuff'
- Culture and team 'stuff'
- Internal learning (& un-learning) programmes
- Add team roles / back office (eg finance, operations)
- Update / clarify service offer
- [x] product launch
- Operations continuous improvement
- Time allocated to develop [topic]
- *Impact strategy implementation*

BENEFITS
What are the **positive outcomes** that the activities will produce?

- Overtime reduced
- Improved employee wellbeing & happiness
- Improved client satisfaction
- Improved revenue
- Increased speaking opportunities
- Improved profit margins
- New thought leadership published
- Increased number of discovery calls
- Increased collaboration opportunities
- Improved staff turnover rate
- Helping more clients
- *Impact (TBC)*

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- Infrastructure
- Goals
- Action
- Embedded change

Where are you now?