

## **Course Title: Mastering ESG and Sustainability**

**Duration: 5 Days**

**Target Audience: Business Leaders, ESG Managers, Sustainability Officers, Risk Managers, Compliance Professionals, and others responsible for ESG initiatives in their organizations.**

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### **Course Objectives:**

- Gain a deep understanding of ESG and sustainability concepts, frameworks, and regulations.
  - Develop and implement effective ESG strategies and policies aligned with business objectives.
  - Master ESG risk assessment techniques and learn how to communicate performance through credible reporting.
  - Build organizational capacity to drive ESG initiatives effectively.
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## **Day 1: Introduction to ESG and Sustainability**

### **Morning Session: Foundations and Context**

- 1. Session 1: Welcome and Course Overview**
  - Icebreaker: Introduction of participants and course facilitator
  - Overview of course objectives, agenda, and key learning outcomes
- 2. Session 2: Understanding Sustainability**
  - Key definitions: Sustainability, ESG, and Corporate Social Responsibility (CSR)
  - Triple Bottom Line: People, Planet, and Profit
  - Importance of sustainability for long-term business success
- 3. Session 3: Evolution of ESG**
  - Historical development of ESG concepts
  - Transition from CSR to ESG: Key milestones and differences
  - The role of investors, consumers, and regulators in driving ESG
- 4. Session 4: Global Context and Urgency**

- UN Sustainable Development Goals (SDGs): Overview and relevance to business
- Climate change impact: Science, risks, and business implications
- Stakeholder expectations and evolving corporate responsibilities

## **Afternoon Session: ESG Overview**

### **5. Session 5: Deep Dive into Environmental Factors**

- Climate risk, energy use, carbon footprint, and resource efficiency
- Waste management, water stewardship, and biodiversity impact
- Case Study: Corporate response to climate challenges

### **6. Session 6: Understanding Social Factors**

- Human rights, workplace diversity, health and safety, and labor relations
- Community engagement and corporate social impact
- Case Study: Best practices in social responsibility

### **7. Session 7: Governance Factors Explained**

- Board diversity, executive compensation, ethical leadership, and anti-corruption
- Compliance with laws and regulations, and shareholder rights
- Discussion: Analyzing governance scandals and lessons learned

### **8. Q&A and Group Discussion**

- Recap of the day's learning
- Interactive discussion on how ESG impacts participants' organizations

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## **Day 2: ESG Frameworks, Standards, and Regulations**

### **Morning Session: Understanding Key Frameworks**

#### **1. Session 1: Overview of ESG Frameworks**

- Introduction to GRI, SASB, TCFD, CDP, and ISO 26000
- Differences and complementarities between frameworks
- Choosing the right framework based on industry and stakeholder needs

## **2. Session 2: The Regulatory Landscape**

- Overview of global ESG regulations: EU Taxonomy, SEC rules, and regional requirements
- Impact of regulations on corporate reporting and operations
- Discussion: How regulatory compliance drives corporate behavior

## **3. Session 3: Voluntary vs. Mandatory Reporting**

- Costs and benefits of voluntary disclosures
- Understanding market expectations for ESG transparency
- Case Study: Companies that excelled or failed at ESG disclosure

### **Afternoon Session: Materiality and Stakeholder Engagement**

## **4. Session 4: ESG Materiality Assessment**

- Defining materiality: What matters most to your business and stakeholders
- Tools and techniques for materiality assessment
- Interactive Exercise: Conducting a materiality assessment using a case example

## **5. Session 5: Stakeholder Mapping and Engagement**

- Identifying key stakeholders: Investors, customers, employees, and communities
- Strategies for meaningful engagement and communication
- Practical Exercise: Developing a stakeholder engagement plan

## **6. Session 6: Case Studies and Best Practices**

- Reviewing successful ESG implementations across sectors
- Lessons from leading organizations in ESG reporting and strategy
- Group Discussion: Key takeaways and insights

## **7. Interactive Workshop: Materiality and Stakeholder Analysis**

- Hands-on activity to create a materiality matrix for a hypothetical company
- Presentation and feedback from peers

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### **Day 3: Developing ESG Strategies and Policies**

## **Morning Session: Strategy Development**

### **1. Session 1: Setting ESG Goals and Objectives**

- Aligning ESG goals with corporate vision and business priorities
- SMART goal setting for measurable outcomes
- Discussion: Challenges in setting meaningful ESG goals

### **2. Session 2: ESG Policy Creation**

- Components of an effective ESG policy: Structure, scope, and content
- Examples of comprehensive ESG policies from industry leaders
- Practical Exercise: Drafting key elements of an ESG policy

### **3. Session 3: Integrating ESG into Corporate Strategy**

- Embedding ESG considerations into strategic decision-making
- The role of cross-functional teams in ESG integration
- Case Study: Integrative strategies that have driven performance

## **Afternoon Session: Implementation and Change Management**

### **4. Session 4: Roadmap for ESG Implementation**

- Phases of implementation: Planning, executing, and monitoring
- Resource allocation and budgeting for ESG initiatives
- Group Activity: Creating an implementation roadmap

### **5. Session 5: Change Management**

- Overcoming resistance to change and fostering a culture of sustainability
- Techniques for gaining organizational buy-in at all levels
- Role-playing Exercise: Addressing resistance to ESG initiatives

### **6. Session 6: Building an ESG Culture**

- Employee training and awareness programs
- Engaging employees as ESG ambassadors
- Workshop: Designing an internal ESG campaign

### **7. Group Exercise: Drafting ESG Strategies**

- Participants work in teams to draft strategies for a given case study

- Peer review and feedback session
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## **Day 4: ESG Performance Measurement and Reporting**

### **Morning Session: Defining Metrics and KPIs**

#### **1. Session 1: ESG Metrics and KPIs**

- Establishing key indicators: Environmental, Social, and Governance metrics
- Quantitative vs. qualitative measurement: Best practices and challenges
- Interactive Discussion: Setting metrics for real-world examples

#### **2. Session 2: Benchmarking and Performance Evaluation**

- How to benchmark ESG performance against peers and industry standards
- Tools for performance evaluation and continuous improvement
- Case Study: Benchmarking success stories

#### **3. Session 3: Data Collection and Management**

- Collecting and managing ESG data: Systems and processes
- Ensuring data quality and reliability
- Workshop: Designing a data collection strategy

### **Afternoon Session: Reporting and Communication**

#### **4. Session 4: ESG Reporting Frameworks**

- Deep dive into reporting standards: GRI, SASB, and integrated reporting
- Crafting comprehensive and transparent ESG reports
- Examples of high-quality ESG reports from top companies

#### **5. Session 5: Effective ESG Communication**

- Tailoring communication for different stakeholder groups
- The role of storytelling in conveying ESG impact
- Practical Exercise: Drafting a communication plan for an ESG initiative

#### **6. Session 6: Reviewing ESG Reports**

- Analyzing ESG reports from industry leaders for strengths and weaknesses
- Group Activity: Critiquing and suggesting improvements for sample reports

## **7. Practical Workshop: Creating a Draft ESG Report**

- Participants work on creating a draft ESG report for their own or a sample company
  - Presentation and peer feedback
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# **Day 5: ESG Risk Management and Continuous Improvement**

## **Morning Session: Risk and Compliance**

### **1. Session 1: ESG Risk Identification**

- Identifying environmental, social, and governance risks
- Developing risk scenarios and understanding their impact on the organization
- Case Study: How companies managed significant ESG risks

### **2. Session 2: Risk Assessment and Mitigation**

- Tools and methodologies for ESG risk assessment
- Strategies for mitigating ESG risks
- Workshop: Conducting a risk assessment for a sample case

### **3. Session 3: Compliance and Monitoring**

- Creating a compliance framework for ESG initiatives
- Monitoring ESG performance and ensuring regulatory adherence
- Group Exercise: Designing a compliance monitoring plan

## **Afternoon Session: Future Trends and Continuous Improvement**

### **4. Session 4: Emerging ESG Trends**

- Innovations in sustainability: Green technology, circular economy, and digital ESG solutions
- Anticipating future regulations and market expectations
- Discussion: How emerging trends could impact participants' industries

### **5. Session 5: Continuous Improvement and Feedback**

- Conducting ESG audits and incorporating feedback for improvement
- Building feedback loops and adaptive management practices
- Practical Exercise: Developing an ESG audit plan

#### **6. Session 6: Creating an Action Plan**

- Participants develop personalized action plans to apply ESG learning in their organizations
- Group Presentations: Sharing action plans and receiving feedback

#### **7. Closing Session: Key Takeaways and Feedback**

- Summary of course learnings and key takeaways
- Final Q&A and discussion
- Participant feedback and course evaluation