

ESG & Sustainability: GRI, TCFD & Materiality

Learn to apply ESG frameworks, assess materiality and risk, and build reporting and strategy skills for sustainable business practice.

5 Days

DURATION

30

MODULES

69

TOPICS

25

HANDS-ON ACTIVITIES

COURSE OVERVIEW

This course examines sustainability and ESG concepts, their evolution, and the environmental, social and governance factors that shape corporate responsibility. It covers major ESG frameworks and standards including GRI, SASB, TCFD and CDP, alongside regulatory requirements, materiality assessment and stakeholder engagement. It then addresses developing ESG strategies, policies and implementation roadmaps, followed by measuring performance through metrics, benchmarking, data management and reporting. It closes with identifying and mitigating ESG risks, monitoring compliance, and planning for continuous improvement.

WHO THIS COURSE IS FOR

Target Audience:

Business Leaders

ESG Managers

Sustainability Officers

Risk Managers

Compliance Professionals

Others responsible for ESG initiatives in their organizations

LEARNING 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

30 Modules, 69 Topics

DAY 1 Introduction to ESG and Sustainability

01

Understanding Sustainability

TOPICS

- **Key definitions:** Sustainability, ESG, and Corporate Social Responsibility (CSR)
- **Triple Bottom Line:** People, Planet, and Profit
- Importance of sustainability for long-term business success

02

Evolution of ESG

TOPICS

- Historical development of ESG concepts
- **Transition from CSR to ESG:** Key milestones and differences
- The role of investors, consumers, and regulators in driving ESG

03

Global Context and Urgency

TOPICS

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

04

Deep Dive into Environmental Factors

Case Study

TOPICS

- Climate risk, energy use, carbon footprint, and resource efficiency
- Waste management, water stewardship, and biodiversity impact

05**Case Study**

Understanding Social Factors

TOPICS

- Human rights, workplace diversity, health and safety, and labor relations
- Community engagement and corporate social impact

06

Governance Factors Explained

TOPICS

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

DAY 2 ESG Frameworks, Standards, and Regulations

01

Overview of ESG Frameworks

TOPICS

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

02

The Regulatory Landscape

TOPICS

- **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

03**Case Study**

Voluntary vs. Mandatory Reporting

TOPICS

- Costs and benefits of voluntary disclosures
- Understanding market expectations for ESG transparency

04**Interactive Exercise**

ESG Materiality Assessment

TOPICS

- **Defining materiality:** What matters most to your business and stakeholders
- Tools and techniques for materiality assessment

05**Practical Exercise**

Stakeholder Mapping and Engagement

TOPICS

- **Identifying key stakeholders:** Investors, customers, employees, and communities
- Strategies for meaningful engagement and communication

06

Case Studies and Best Practices

TOPICS

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

Interactive Workshop: Materiality and Stakeholder Analysis

2 Hands-on activities

DAY 3 Developing ESG Strategies and Policies

01

Setting ESG Goals and Objectives

TOPICS

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

02**Practical Exercise**

ESG Policy Creation

TOPICS

- Components of an effective ESG policy: Structure, scope, and content
- Examples of comprehensive ESG policies from industry leaders

03**Case Study**

Integrating ESG into Corporate Strategy

TOPICS

- Embedding ESG considerations into strategic decision-making
- The role of cross-functional teams in ESG integration

04**Group Activity**

Roadmap for ESG Implementation

TOPICS

- Phases of implementation: Planning, executing, and monitoring
- Resource allocation and budgeting for ESG initiatives

05**Role-playing Exercise**

Change Management

TOPICS

- Overcoming resistance to change and fostering a culture of sustainability
- Techniques for gaining organizational buy-in at all levels

06**Workshop**

Building an ESG Culture

TOPICS

Employee training and awareness programs · Engaging employees as ESG ambassadors

Group Exercise: Drafting ESG Strategies

2 Group Exercises

01

ESG Metrics and KPIs

TOPICS

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

02

Case Study

Benchmarking and Performance Evaluation

TOPICS

- How to benchmark ESG performance against peers and industry standards
- Tools for performance evaluation and continuous improvement

03

Workshop

Data Collection and Management

TOPICS

- Collecting and managing ESG data: Systems and processes
- Ensuring data quality and reliability

04

ESG Reporting Frameworks

TOPICS

- 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

05

Practical Exercise

Effective ESG Communication

TOPICS

- Tailoring communication for different stakeholder groups
- The role of storytelling in conveying ESG impact

06**Group Activity**

Reviewing ESG Reports

TOPICS

- Analyzing ESG reports from industry leaders for strengths and weaknesses

Practical Workshop: Creating a Draft ESG Report

2 Practical Workshops**DAY 5**

ESG Risk Management and Continuous Improvement

01**Case Study**

ESG Risk Identification

TOPICS

- Identifying environmental, social, and governance risks
- Developing risk scenarios and understanding their impact on the organization

02**Workshop**

Risk Assessment and Mitigation

TOPICS

- Tools and methodologies for ESG risk assessment
- Strategies for mitigating ESG risks

03**Group Exercise**

Compliance and Monitoring

TOPICS

- Creating a compliance framework for ESG initiatives
- Monitoring ESG performance and ensuring regulatory adherence

04

Emerging ESG Trends

TOPICS

- **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

05

Practical Exercise

Continuous Improvement and Feedback

TOPICS

- Conducting ESG audits and incorporating feedback for improvement
- Building feedback loops and adaptive management practices

06

Group Presentations

Creating an Action Plan

TOPICS

- Participants develop personalized action plans to apply ESG learning in their organizations

HANDS-ON ACTIVITIES

Practise What You Learn

#	MODULE	ACTIVITY
04	Deep Dive into Environmental Factors	Case Study: Corporate response to climate challenges
05	Understanding Social Factors	Case Study: Best practices in social responsibility
03	Voluntary vs. Mandatory Reporting	Case Study: Companies that excelled or failed at ESG disclosure
04	ESG Materiality Assessment	Interactive Exercise: Conducting a materiality assessment using a case example
05	Stakeholder Mapping and Engagement	Practical Exercise: Developing a stakeholder engagement plan
	Interactive Workshop: Materiality and Stakeholder Analysis	HANDS-ON ACTIVITY ■ Create a materiality matrix for a hypothetical company ■ Presentation and feedback from peers
02	ESG Policy Creation	Practical Exercise: Drafting key elements of an ESG policy
03	Integrating ESG into Corporate Strategy	Case Study: Integrative strategies that have driven performance
04	Roadmap for ESG Implementation	Group Activity: Creating an implementation roadmap
05	Change Management	Role-playing Exercise: Addressing resistance to ESG initiatives
06	Building an ESG Culture	Workshop: Designing an internal ESG campaign

#	MODULE	ACTIVITY
	Group Exercise: Drafting ESG Strategies	GROUP EXERCISE ■ Participants work in teams to draft strategies for a given case study ■ Peer review and feedback session
02	Benchmarking and Performance Evaluation	Case Study: Benchmarking success stories
03	Data Collection and Management	Workshop: Designing a data collection strategy
05	Effective ESG Communication	Practical Exercise: Drafting a communication plan for an ESG initiative
06	Reviewing ESG Reports	Group Activity: Critiquing and suggesting improvements for sample reports
	Practical Workshop: Creating a Draft ESG Report	PRACTICAL WORKSHOP ■ Participants work on creating a draft ESG report for their own or a sample company ■ Presentation and peer feedback
01	ESG Risk Identification	Case Study: How companies managed significant ESG risks
02	Risk Assessment and Mitigation	Workshop: Conducting a risk assessment for a sample case
03	Compliance and Monitoring	Group Exercise: Designing a compliance monitoring plan
05	Continuous Improvement and Feedback	Practical Exercise: Developing an ESG audit plan
06	Creating an Action Plan	Group Presentations: Sharing action plans and receiving feedback

WHAT IS INCLUDED

Everything You Need to Succeed

- Koenig course material for every module
- Delivery by certified instructors and subject matter experts
- Hands-on exercises throughout the course
- Course completion certificate from Koenig

ABOUT KOENIG

Who We Are

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