



Property

Green Build Conference 2022

Driving Actions Urgently on Sustainability across the breadth and depth of your organization

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Property

Problem Statement

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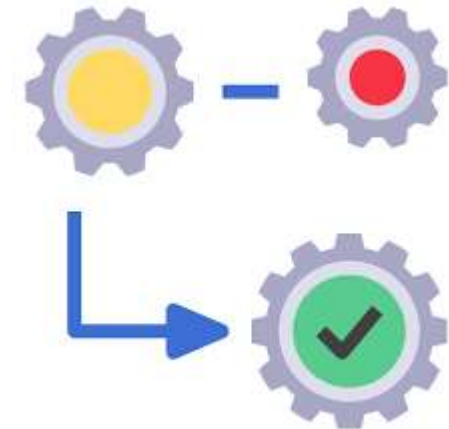


WIDE TOPIC!



**Top of the House
Super Committed...**

Diluted as you go deeper



**Inconsistent
Execution...**

Greenwashing

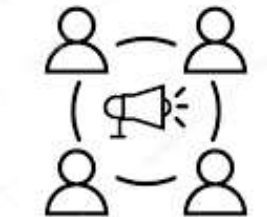
HQ feels I have done my job....frustrated at end year as initiatives did not translate to **CONSISTENT** application across company



POLICIES



explains



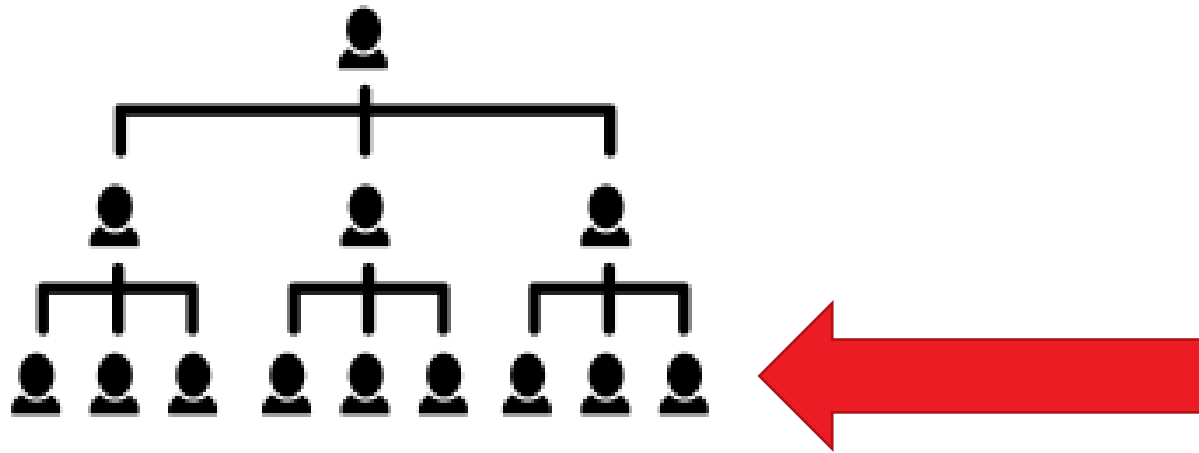
EMPLOYEE
ENGAGEMENT



Monitor Performance

Plenty of Engagements...effective only to those who act on the message

Driving Actions Urgently on Sustainability across the breadth and depth of your organization



- focused on immediate results.
- quarterly reports vs what company can achieve in five years.

CHALLENGE:

- Getting middle management to execute
- Aware that sustainability is important
- Day-to-day reality: Balancing sustainability 'stuff' with bottom line delivery

Solution “Systemise our systems”

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Sustainability
Goals



Myriad of systems, checklists,
KPI's owned by different HQ
focal points. Different
deadlines, formats, etc etc

Frontline Managers inundated with tasks and nearly impossible to allocate time efficiently...meanwhile the planet suffers



Our solution to execute seem to overcome these challenges:

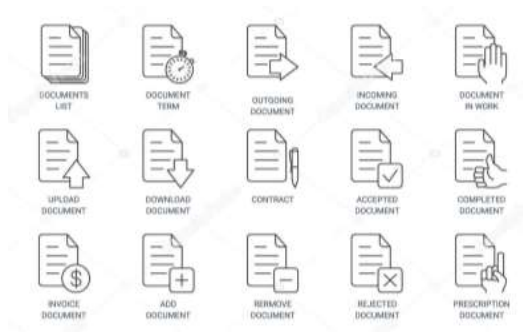
- Communication
- Planning
- Middle management feeling unsupported
(bottom line short term vs sustainability long term)
- Execution not Tied to company's sustainability strategy & KPI's

Solution



Introducing the Safety & Sustainability Playbook

Concept is simple to help staff execute expectations in Sustainability supported by top management



Extract key deliverables from the management systems



Raising key safety & sustainability deliverables onto the radar screen

1. Ensuring everybody goes home safely
2. We operate sustainably
3. Raise our game in a disciplined fashion
4. Replicate and avoid greenwashing

The Playbook Eco System

Actions and Activities



Early Benefits & Challenges



- CLARITY:
 - Strategy to Execution
 - On accountability
- HQ & Frontline same language
- Tension in stomach as result transparent
- Create urgency



CHALLENGE

- Perceive a lot of work (same thing expected in the past)
- Coordinator of dashboard stretched as data collation not yet efficient



Thank You

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