

VIRESCENT
LEARNING

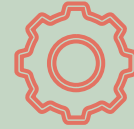
Adopt the Mindset, Build the Culture



Understanding the opportunity



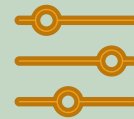
Educate



Equip



Empower



Evaluate

Educate

1

Understand the organisational drivers and performance needs. Upskill yourself first – consider the sustainability and carbon literacy of your own work and operations.

2

Develop a shared language to confidently engage with stakeholders on this topic through learning.

3

Consider the broader skills needed for sustainable transitions such as professional skills development.

Equip

1

Build a sustainability and carbon literate workforce. Consider where you can leverage the Apprenticeship Levy for sustainability expertise.

2

Incentivise actions that contribute to the realisation of sustainability goals.

3

Consider reward and benefit options that have a positive impact on the planet (e.g. pension choice, claim back % of train fares)

Engage

1

Include everyone in your policy, and then raise awareness and educate everyone on it. Consider how storytelling plays a role in this.

2

Integrate climate into job descriptions, and help colleagues find a way to bring their climate concerns to work.

3

Develop sustainability champions and enable them to put sustainability and carbon at the centre of decision-making at all levels. Enable grassroots employee-led projects.

Evaluate

1

Know what your organisation needs to measure, or is measuring, and where you can support performance outcomes.

2

Evaluate the effectiveness of employee engagement. Include sustainability in your employee engagement surveys.

3

Iterate!