

## TAILOR MADE SUSTAINABILITY TRAINING

# Leading your business in the sustainability transition

### Purpose

This training programme builds on the short course in sustainability leadership and focuses on building structures within your organization to enact the sustainability transition.

The course aims to engage your employees to take ownership of your organization's sustainability transition and to provide them with tools to execute this work collaboratively and strategically .

### Format

The programme utilizes a train the trainer approach. A set of trainers will be trained by our staff in person in a 3.5-day workshop

The trainers then each take a group of employees through this training covering one module a month and receive coaching and support from us to do so.

Each module consists of a 2-3 hour workshop, homework and skill development practice (see next page)

## COURSE MODULES

Module 1: Building ownership and connection

Module 2: Collaboration for Innovation

Module 3: Supporting Decision-making



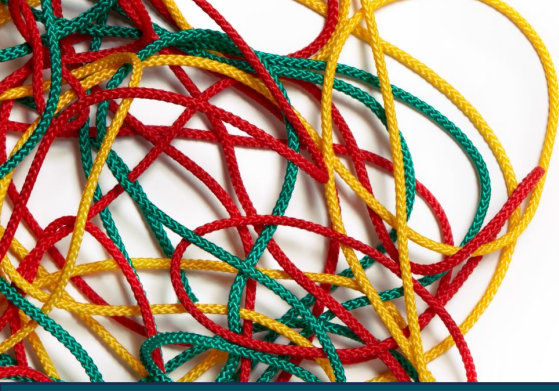
ECTS Credit  
possible  
if desired

### Commitment

The course requires a minimum of:

- 15 hours per module from each employee
- 20 hours per module from each trainer during the employee training
- 60 hours total for each trainers to be trained and prepared





The course is designed based on three approaches, that enable deep learning and transformation:

**Empowering to think and act differently:** we believe in life-long learning and that rather than teaching people tools, teaching them new ways to see the world and new skills is the key to doing things differently. We utilize a host of frameworks to help you see things differently and help your teams immediately apply them to relevant challenges in their work. We also utilize a skill development approach based on the concept of Deliberate Practice and the Inner Development Goals to help you put new skills into action.

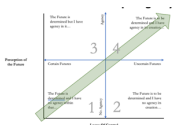
**Learning in teams:** the complexity of our worlds and work requires that we work in teams. We also happen to learn best through and in dialogue with others. Our course utilizes this through teamwork and discussions in the online workshops asking teams to apply the learning immediately.

**Reflection as a key to learning:** To really embed new concepts and ways of being, we utilize various kinds of individual and group reflection, in the sessions or as homework.

## Example Design

### Module 1: Building ownership and Connection

3 hour in-person workshop  
Example frame:  
Agency and Control



Reflection Homework on  
learning and application of  
module theme



Leadership  
Skill Practice

### Module 2: Collaboration For Innovation

3 hour in-person workshop  
Example frame:  
3 Horizon Model



Reflection Homework on  
learning and application of  
module theme



Leadership  
Skill Practice

### Module 3: Supporting Decision Making

3 hour in-person workshop  
Example frame:  
Decision Smart Zone



Reflection Homework on  
learning and application of  
module theme



Leadership  
Skill Practice

Homework and Skill Practice are debriefed at the beginning of each workshop in the following module.

The above is an example. Courses are costume designed for each client.



Department of Strategic Sustainable Development (TISU)



A better world through knowledge, expertise and innovation in digitalisation and sustainability.



The Department of Strategic Sustainable Development (TISU) is situated at the Blekinge Institute of Technology (BTH) in Karlskrona, Sweden.

### TISU's Mission

...is to advance *leadership and innovation* for sustainability through collaborative scientific research and higher education.

We develop methodological support and competence for organizations and individuals all over the world that want to create change for sustainability *systemically, systematically and strategically*.

Our department's core is in Strategic Sustainable Development (SSD). Based on systems thinking, SSD is a science-based, structured approach to working systematically and strategically with the complex sustainability challenge society faces. It is designed to facilitate analysis, planning, decision-making and strategic collaborative action across disciplines and sectors towards sustainability at any scale, in any context. The approach also guides selection, development and a coordinated use of other tools for sustainable development.

Based on this core, our department has various **Research Focus Areas:**

- Product-Service Development
- Transport and Energy System Development
- Municipal and Regional Development
- Organizational Learning and change
- Design of Sustainability Leadership Education

### SOME OF OUR PARTNERS:



The department also hosts the world-renowned Master's Programme in Strategic Leadership towards Sustainability ([www.mslls.se](http://www.mslls.se)) and educates hundreds of students and professionals every year in strategic sustainable development in various programs as well as run online courses at basic and advanced levels.

*"BTH has gained an excellent international recognition for its support to strategic sustainable development ... has an excellent, uniquely large, incomparable and extraordinary well-established national and international network ... Overall, this is an excellent research group performing excellent results"*

*Independent external team of expert reviewers, 2013*

*"BTH is internationally leading in research on how organizations such as companies and municipalities can work strategically with sustainable development..."*

*Lars-Erik Liljelund, f. CEO, MISTRA*



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