

# Enterprise Climate Readiness

*It takes a colony of willed and skilled collaborators to build a climate smart organization.*

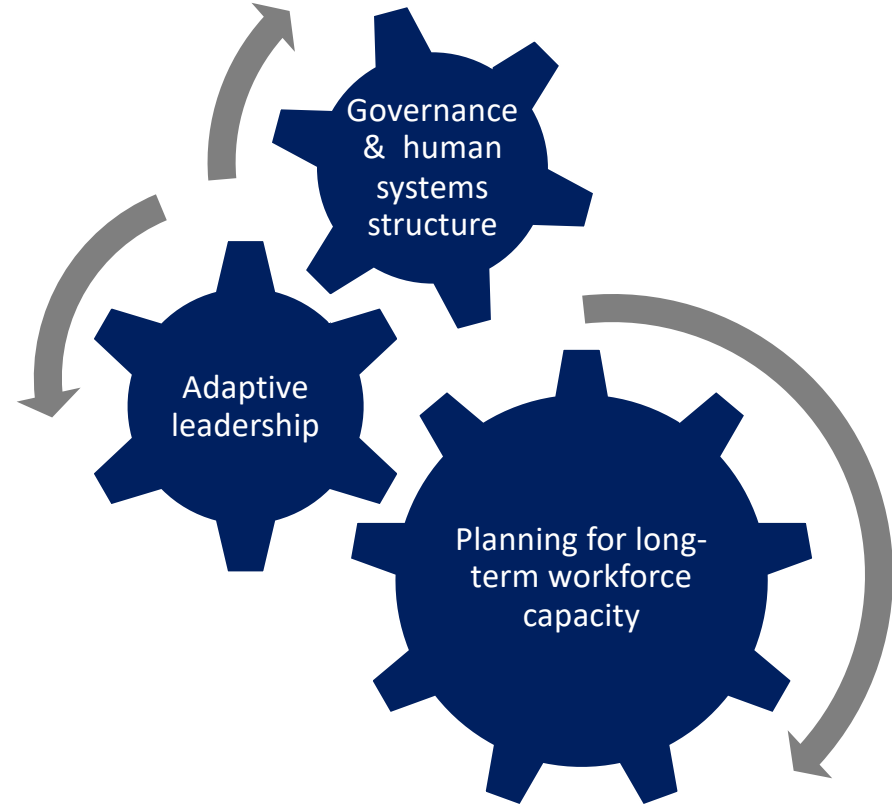


# Elements of Enterprise Readiness

To meet the unprecedented challenges and opportunities that climate change poses, organizations should evaluate...

- their governance structures,
- leadership imperative and capabilities,
- organizational culture,
- Impacts to stakeholders, and
- implications for their operations.

Doing so requires a transformation of leadership, systems and personnel.



# Benefits of ACCO's Services



## Enhance Culture

Understand attitudes, perceptions and behavior across the organization.

Develop climate change awareness and literacy within the organization



## Strengthen Governance

Assess governance, performance expectations, job descriptions and existing capabilities.

Galvanize support across an organizations and key stakeholder communities



## Climate Readiness

Institutionalize climate change competencies into decision-making across a broad range of planning, policy and operations activities.

Transform culture through literacy, awareness and training programs.

# Our Approach

## Assess

Assess attitudes, perceptions and knowledge of personnel at all levels of responsibility across the organization.



## Examine

Examine current governance structure(s), programs and policies in the context of climate change preparedness and action.



## Inform

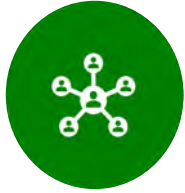
Inform the development of an organization-wide capacity building plan.



## Activate

Provide education, training, capacity development and scenario planning services.

# Our Capabilities



## Organizational Assessment

### Cultural Assessments

- Attitude
- Awareness
- Literacy

### Organizational Capacity

- Governance
- Workforce planning
- Human capital management



## Culture & Knowledge Acceleration

### Learning Tools

- Micro-learning
- Curated knowledge resources

### Interactive Training

- Fundamentals, project-specific & advanced programs
- Leadership development



## Enterprise Readiness

### Advanced Interactive Planning

- Scenario planning
- Facilitated workshops
- Risk management & investment options

### Structural Development

- Capacity development plans
- Frameworks for performance expectation & reviews

# Organizational Assessment Services

## Cultural Gap Analysis

Take a pulse on attitudes and perceptions of key stakeholders in the context of climate change and your organization's operations.

## Baseline of Organization-wide Perceptions

Analyze the current state of organization-wide culture related to climate change through surveys tailored to strategically selected target groups.

## Influencer Value Mapping

Investigate key perceptions, barriers to change and levers for change through evaluations and interviews of critical influencers and leaders.

## Governance Evaluation

Take a deeper dive into structural capacity to develop strategies for incorporating climate change into strategic planning and policymaking.

# Cultural & Knowledge Accelerators

## Micro-Learning Resources

Short videos designed for building organization-wide literacy.

## Climate Leadership Activators

Primers designed to build galvanize climate leadership among senior staff with significant financial, policymaking and/or personnel oversight responsibilities.

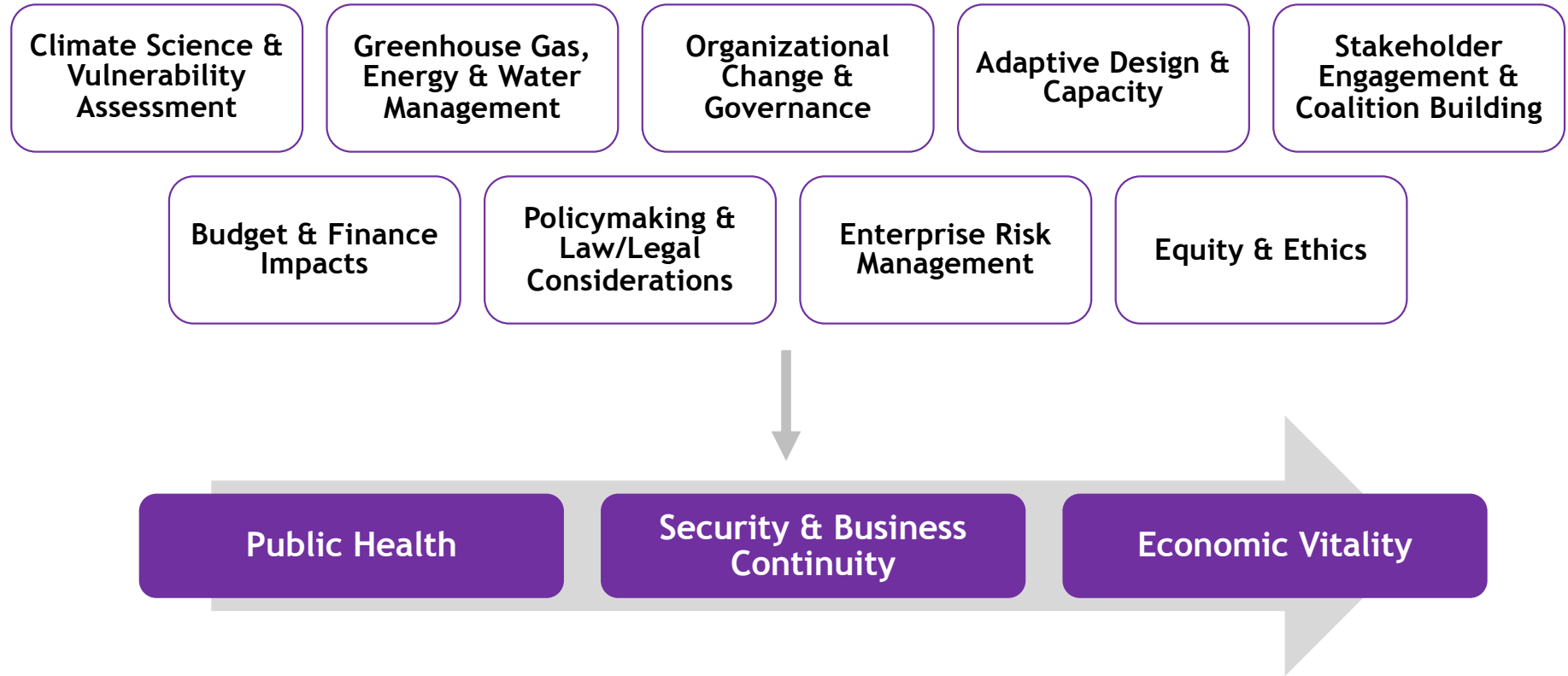
## Influencer Workshops

Interactive programs focused upon key action areas aimed at facilitating team building and strategic planning.

## Townhalls & Meetings

Facilitated conversations with internal and/or external stakeholders to drive awareness, discover challenges and build relationships.

# Knowledge Acceleration Aligned with Institutional & Community Values





# Enterprise Readiness Strategies

## Scenario Planning Workshops

Individually designed exercises aimed at building capacity to plan for and address acute climate impacts and ripple effects on operations and mission activities.

## Structural Transformation

Develop governance and collaboration structures for multi-stakeholder initiatives to establish leadership, accountability and engagement.

## Performance Framework Development

Establishment of performance expectations and job qualifications in critical roles.

## Risk Management & Financial Options Analysis

Guidance on scoping climate impacts and options, risk ranking techniques, tools, revenue stream impact analysis and credit rating presentations and defense.

# The Time is Now!

- Elevate culture and build workforce capacity by engaging ACCO to conduct an enterprise readiness program
- Conduct assessments and activations across value chains, jurisdictions & organizations
  - Because our built, natural and human systems are interdependent ...
  - And investors and credit rating agencies are expecting sound climate leadership and governance.
- Make the whole greater than the sum of the parts
- Drive economies of scale, innovation and resource sharing
- We are all in this together – let's get started!



# We Are Ready & Able



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