

in _{collaboration} with



Change by Degrees

Building a Sustainability Mindset

Through Employee Engagement and Education

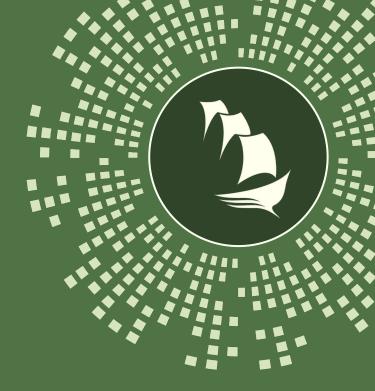




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Sustainability Services

Pinta Consulting, in collaboration with Change by Degrees, provide combined expertise and a proven track record in the delivery of Sustainability & Cultural Transformation programs which provide the quality of resources necessary to deliver a training programme of high quality and lasting value.



Our approach centres on providing a framework and educational experience that will empower team members to form Sustainability Teams that can begin to enact real change, while simultaneously becoming equipped to create a foundational culture of sustainability that is embedded across the organization.

What we deliver

- Improvement in team members fundamental understanding and awareness of sustainability for them personally and professionally
- Creation of a foundational culture of sustainability that is embedded across the organisation focusing on reducing waste & energy
- Employee-focused sustainability actions initiated
 - Community-focused sustainability actions initiated
 - Suppliers & customersfocused sustainability actions initiated
- Deliver the project on time and in the most efficient and cost-effective manner

 optimizing the contribution of the Project Team and Stakeholders over the duration of the process
- Create content that will be engaging, informative, jargon free, and fun







Key Tasks

Phase 1: Project Planning & Launch	Phase 2: Personal Awareness Campaign	Phase 3: Sustainability Challenges	Phase 4: Data Gathering & Consolidation	Phase 5: Rewards & Recognition
Formation of Site Sustainability Champions & Teams	Baseline Survey	Site Sustainability Challenge	Data gathering on designated Priority Projects	Rewards & Recognition Framework put in place in line with Client policies
Regular Meetings in Calendar for Site Champions & Site Teams	Four Webinars	Supplier & Customer Sustainability Challenge	Data consolidated into an interactive, searchable, and living document to provide	
Initiative Guidebook and Promotional Materials released to teams	Monthly Newsletter	Community Sustainability Challenge	a resource for future Project Team work	
Sustainability 101 Webinar held for all employees	Promotional Materials			
Phase 6: All Promotional Maintain & Regular Project Team Meeting Guidebook Sustain Structure Framework Guidebook				
Framework	Structure .	Framework Sustai	nability Challenges	Future Use

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The Pinta Team

The Pinta team consists of two highly experienced business consultants with expertise across a range of functions and sectors, including Energy Management & Sustainability Consulting.



PETER HANAN

Focusing on facilitating organizations to develop strategy and organization design models and change management approaches



COLT SCHAFER

Over 8 years of consulting experience, primarily in environmental sustainability and energy management

The Change by Degrees Team



DR TARA SHINE

20 years as an international climate change negotiator and adviser to governments and world leaders on environmental policy



MURRAY

An expert in employee sustainability engagement, narrative crafting and messaging The Change by Degrees team consists of two highly experienced subject matter experts on Sustainability, with a proven track record of delivering strategic sustainability advice, employee engagement & education, as well as specialized sustainability communications.



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Thank You!