



PINTA
Discovering Your Potential

*in
collaboration
with*



**Change
by Degrees**

Building a Sustainability Mindset

Through Employee
Engagement and
Education



Irish
Medtech
Skillnet,

www.pinta.ie

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 & customers-focused 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

Our Process



**Phase 1:
Project Planning
& Launch**

**Phase 3:
Sustainability
Challenges**

**Phase 5:
Rewards &
Recognition**



**Phase 2:
Personal Awareness
Campaign**

**Phase 4:
Data Gathering
& Consolidation**

**Phase 6:
Maintain & Sustain
Framework**

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 a resource for future Project Team work	
Initiative Guidebook and Promotional Materials released to teams	Monthly Newsletter	Community Sustainability Challenge		
Sustainability 101 Webinar held for all employees	Promotional Materials			

**Phase 6:
Maintain &
Sustain
Framework**

Regular Project Team Meeting Structure	Guidebook	Annual Rewards & Recognition Framework	Comprehensive Record of All Data Gathered on Sustainability Challenges	Online Tracker	All Promotional Material Created & Templates for 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



MADELEINE 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.



GET IN TOUCH



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Thank You!