

in <sub>collaboration</sub> with



Change by Degrees

# Building a Sustainability Mindset

Through Employee Engagement and Education

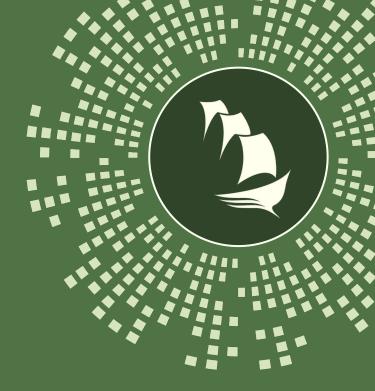




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# Sustainability Services

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!