



# Sustainability Leadership Programme



## Past participants say



95%

**I formed valuable connections with other sustainability leaders**



95%

**I am more equipped to advance the sustainability agenda of my organisation**



95%

**I am more able to diagnose sustainability challenges**

We are in the midst of one of the world's most turbulent times in nearly a century. Climate change, Covid-19 and social inequality are just a few of the challenges facing us on our journey to build a thriving and sustainable future for all.

Each of these challenges highlights the interconnected nature of our world. They demonstrate that urgent action is needed, yet driving change is complex as no issue exists in isolation. They mean making difficult decisions and trade-offs.

Today's business leaders need a particular set of skills to drive this change. Skills such as resilience and an innovative mindset to adapt to the 'new normal'. They need to be able to lead transformational change that crosses organisational boundaries.

Our flagship sustainability leadership programme hones these skills. It has been developed specifically for business leaders who have accountability for environmental and social outcomes. Unique to this programme, is that participants can apply new skills, ideas and learnings to live projects, as well as connect with other leaders across Aotearoa.

Businesses have become alive to the opportunities that exist from embracing sustainable thinking. This programme champions businesses to be at the forefront of environmental and social sustainability by enabling their people to become changemakers.

By growing the capability of our leaders, we can continue to create a New Zealand where business, people and nature thrive together.



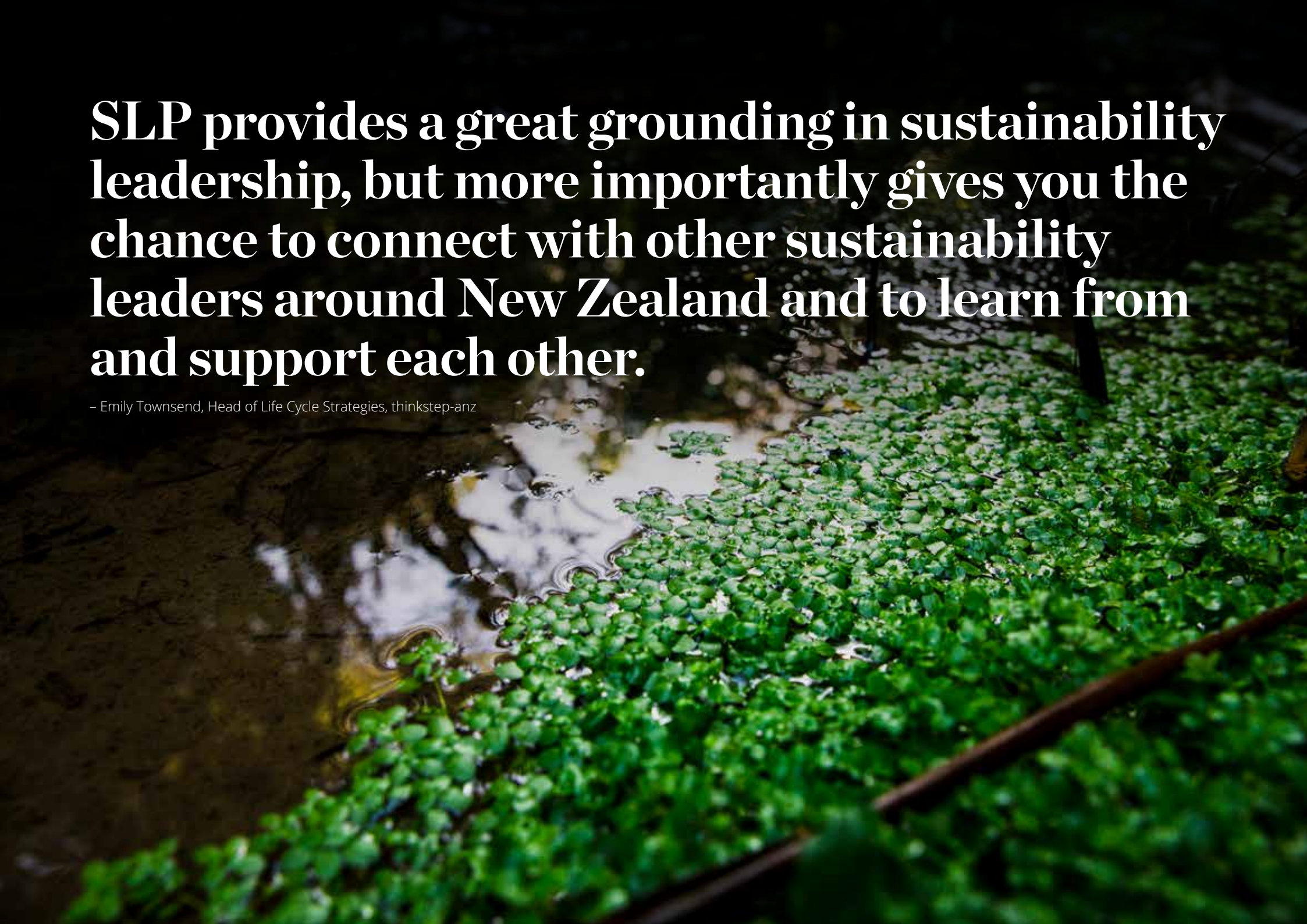
**Mike Burrell**

Executive Director  
Sustainable Business Council



**SLP provides a great grounding in sustainability leadership, but more importantly gives you the chance to connect with other sustainability leaders around New Zealand and to learn from and support each other.**

– Emily Townsend, Head of Life Cycle Strategies, thinkstep-anz





# Australasia's most comprehensive sustainability leadership course

The Sustainability Leadership Programme (SLP) is tailored to New Zealand's unique business and public sector landscape.

SLP will give you the connections, skills, confidence and courage to make a measurable impact. You will grow as a leader and create a strategy to achieve your sustainability goals. You will also learn tactics to increase your influence beyond your current role and organisation.

A hands-on, intensive, and enjoyable experience, SLP gives you the time and space to practise and apply new skills. You will gain a network of other sustainability peers to lean on for advice and expertise.



# 100%

endorsement by graduates





A low-angle, upward-looking photograph of several modern skyscrapers with glass facades. The buildings are dark, and some windows are illuminated from within, creating a grid of light points. The sky is a pale, overcast blue. The perspective creates a sense of height and scale.

**The way SLP was structured allowed us to learn new tools and techniques, practise applying them, get feedback from the group. It was very hands-on and practical.**

- Jennifer Evans, Corporate & Government Affairs Manager, Mondelez New Zealand

# What are the benefits of SLP?

## Benefits for participants

- › Develop fellowship with a network of senior sustainability change agents
- › Learn how to diagnose complex sustainability challenges
- › Work on a real sustainability challenge facing your organisation or community
- › Gain customised support and insights from programme peers
- › Develop your systems thinking skills and map the stakeholder system around you
- › Clarify your leadership purpose, values, and vision
- › Learn about your leadership style and how to adapt your approaches to be more influential
- › Build your collaboration skills to engage stakeholders in advancing sustainability
- › Develop game-changing sustainability strategies
- › Enhance your communication and storytelling skills to pitch sustainability to diverse audiences
- › Gain a practical toolkit for leading on sustainability challenges facing your organisation
- › Leave inspired with confidence, courage, and connections to drive progress on sustainability





## Benefits for organisations

Sustainability challenges are often the most complex issues facing organisations. A sole sustainability manager cannot solve these issues. What is needed is a body of leaders across the organisation who have the mindsets and skill sets to drive transformational change.

### SLP develops leaders who are:

- › Significantly upskilled in leadership, strategic thinking, and influencing skills
- › Equipped to advance the sustainability agenda of your organisation and sector
- › Able to bring stakeholders along with collaborative and co-design approaches
- › Connected to a network of New Zealand's senior sustainability leaders and change agents
- › Able to help your organisation to adapt to a changing world

These outcomes are significantly magnified by more than one leader from your organisation attending. Organisational colleagues are able to provide each other with ongoing support using common sustainability tools.

**It is a worthwhile investment in your people and the future of your organisation. The skills and tools that are taught are extremely useful for preparing any organisation for the environmental, social and economic challenges we are facing.**

- Michael Burgess, Group Carbon & Environmental Performance Manager, Fletcher Building

I am feeling much more confident in my role, especially with the tools we have been given during SLP which allow a more systematic approach to complex sustainability challenges.

- Sarah Lei, Trevelyans





# Programme Overview

## FEBRUARY–APRIL GETTING STARTED

- Secure organisational support before applying
- Early bird discount ends 24 February
- Applications close 24 March
- Selection and notification by 31 March
- LeaderScope 360-degree feedback (optional) April
- Forming LeaderLabs and first session April
- Completing pre-work for Workshop One April

## ONLINE WORKSHOPS

MAY 2, 16 & 30,  
JUNE 13  
Sensemaking

1. What is sustainability leadership? (May 2)
2. Seeing the context and system (May 16)
3. Leadership backbone, styles, and resilience (May 30)
4. Diagnosing sustainability challenges (June 13)

## TWO-DAY WORKSHOP

IN WELLINGTON  
JULY 19–20  
Influencing

- Collaborating
- Co-creating shared purpose and vision
- Sustainability strategies
- Leading systems change
- Strategic influencing
- Networking

## ONLINE WORKSHOPS

AUGUST 1, 15 & 29  
Embedding

5. Embedding sustainability approaches
6. Storytelling
7. Celebrating and extending

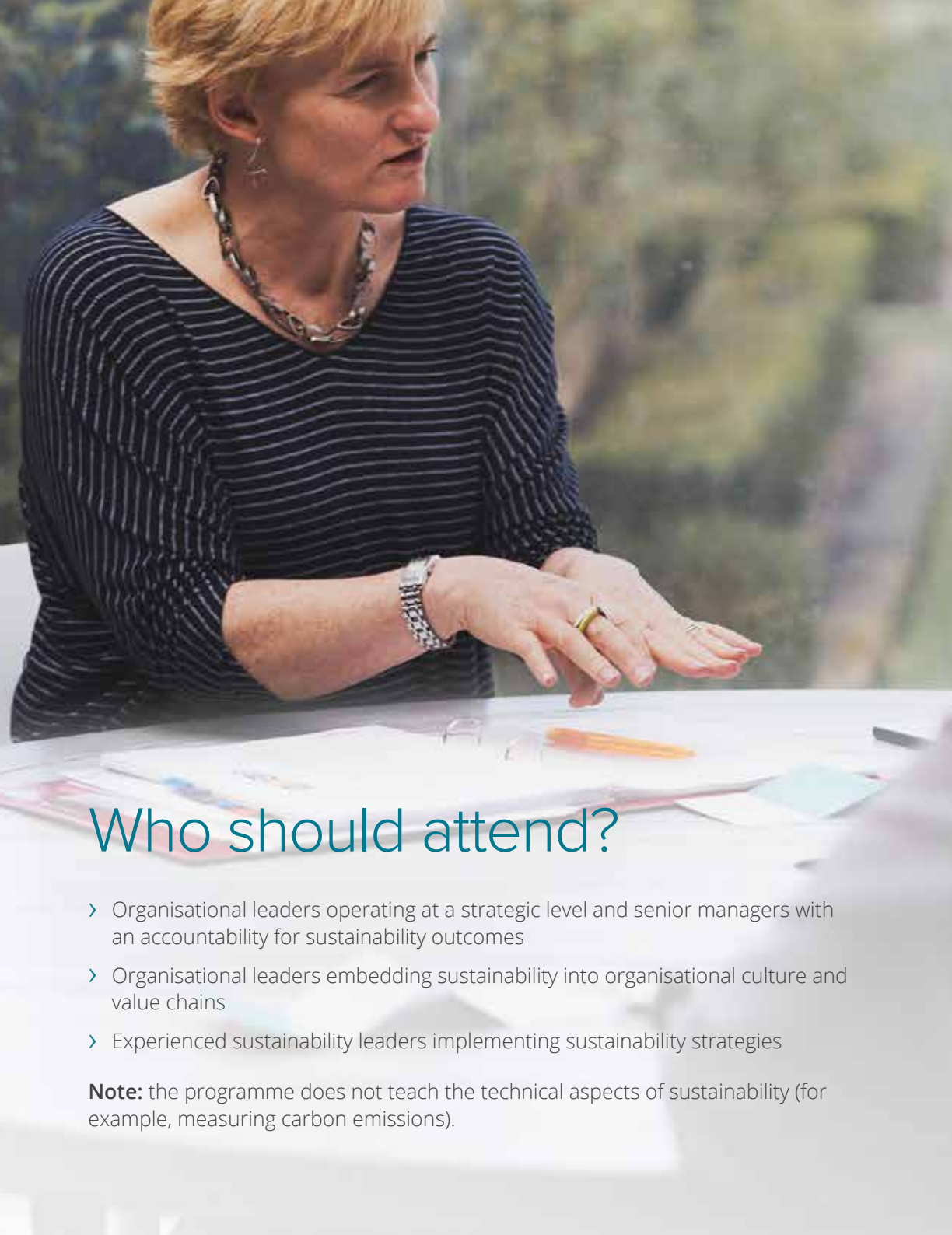
# Support

**LEADERLABS** small groups of programme peers work together between workshop sessions. This is like having your own board of advisors supporting you to apply the programme to advance sustainability in your unique situation.

**ENGAGEMENT** Catapult also provides regular support throughout the programme.

**The LeaderLabs  
were a great place to  
help interpret and  
understand better  
the learnings as well  
as make some good  
relationships.**

– Jamie How, Associate Manager - Brand, Marketing, Toyota NZ



## Who should attend?

- › Organisational leaders operating at a strategic level and senior managers with an accountability for sustainability outcomes
- › Organisational leaders embedding sustainability into organisational culture and value chains
- › Experienced sustainability leaders implementing sustainability strategies

**Note:** the programme does not teach the technical aspects of sustainability (for example, measuring carbon emissions).

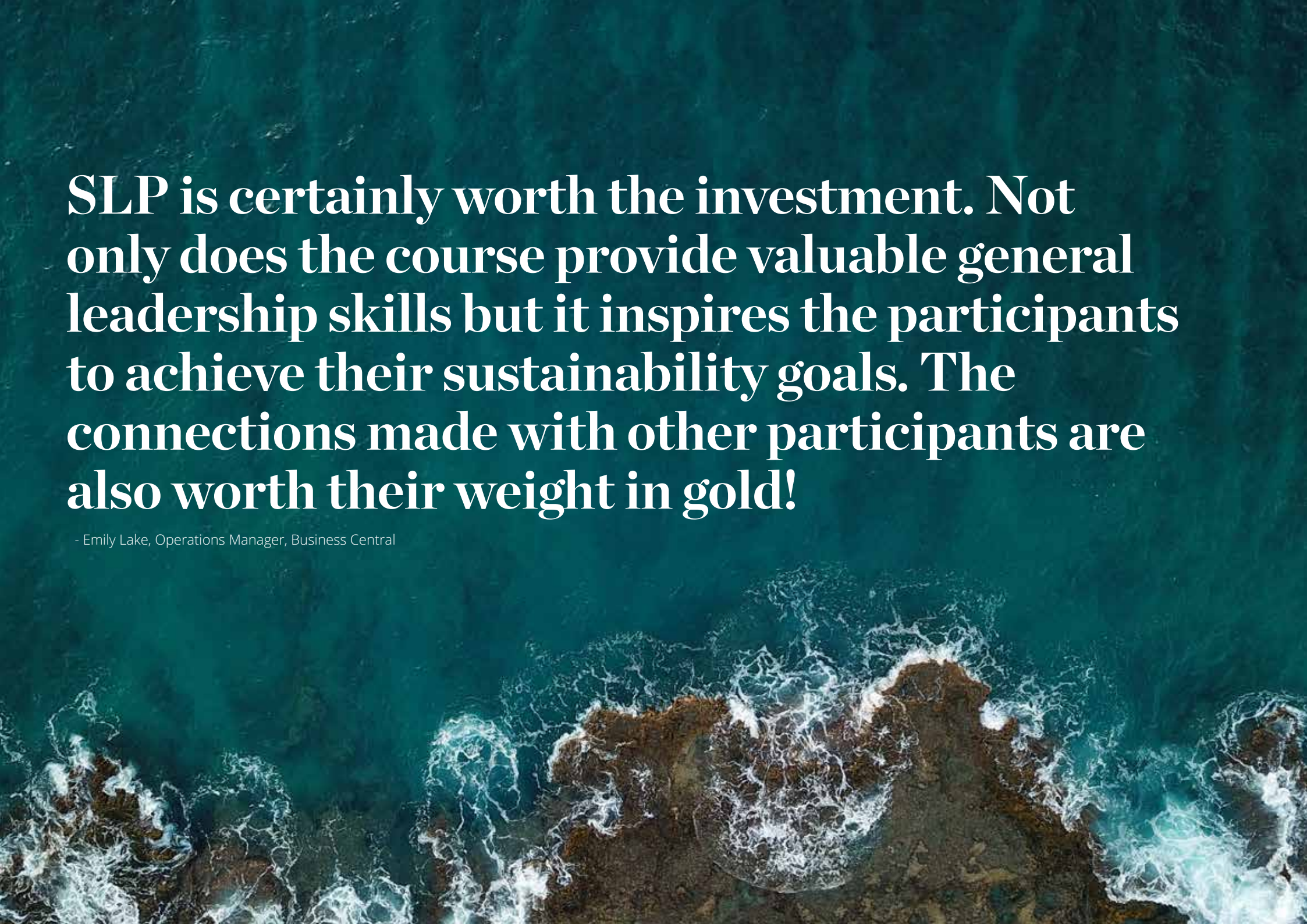
**This course equipped me with tools to address adaptive leadership challenges, an engaged community to learn alongside, in a positive manner which widened my horizons.**

- Emily Thomas, Sustainable Packaging Lead, Fonterra



# Some participating organisations



An aerial photograph of a rugged coastline. The water is a deep, dark teal color. White, frothy waves are crashing against dark, jagged rock formations that protrude from the sea. The rocks appear to be covered in some brownish vegetation or seaweed. The overall scene is dynamic and powerful, with the text overlaid on the upper left portion of the image.

**SLP is certainly worth the investment. Not only does the course provide valuable general leadership skills but it inspires the participants to achieve their sustainability goals. The connections made with other participants are also worth their weight in gold!**

- Emily Lake, Operations Manager, Business Central



# What does SLP involve?

## Before applying

- › Secure organisational approval.
- › Find an organisational sponsor to support you throughout the programme.
- › Identify a sustainability challenge to focus on in the programme and which UN Sustainable Development Goal the challenge relates to. The [registration form](#) includes a [guide](#) to choosing a sustainability challenge.
- › Work out if you are going to do any of the optional extra elements of the programme, which are:
  - LeaderScope 360-degree feedback: this gives valuable insight into how others view your leadership. A one-on-one debrief will support you to identify leadership development goals for the programme.
  - One-on-one coaching: there is an option to add on three coaching sessions to help you to customise the programme and support application.

## How to apply

To apply, complete the online application form [here](#).

To receive the early bird discount, apply by 24 February 2023.

Applications close 24 March 2023.

All applications are subject to a robust vetting procedure to carefully curate a cohort of committed delegates.

If you have any questions, please contact [andrea@catapult.co.nz](mailto:andrea@catapult.co.nz)

Successful applicants will be notified by 31 March 2023.

## Before the first online workshop

Here's what happens once you are accepted and before the first online workshop:

- › Forming LeaderLab groups: you will be placed into a small group with other programme peers and you're your first forming session (1 hour).
- › DISC behavioural styles self-assessment.
- › Complete readings and watch some short videos.
- › LeaderScope 360: if you select this option, the assessment will take place, you will receive a comprehensive feedback report and development guide, and have a one-on-one debrief to create development goals.

**Time estimate:** 3 hours (more if undertaking LeaderScope 360°)

## Online workshops

Allow around two hours' preparation for each workshop.

7 x 2-hour Zoom workshops, 10am – 12pm on the following Tuesdays:

- › May 2, 16 and 30
- › June 13
- › August 1, 15 and 29

These sessions will be recorded (but not the breakout sessions) in the event that a participant is unable to attend a session.

## Two-day workshop in Wellington

July 19 and 20

- › 19 July: 8:30am registration; 9am – 7pm including networking event with refreshments
- › 20 July: 8:15am registration; 8:30am – 5pm

If you are travelling in from out of town, we recommend arriving on 18 July and leaving no earlier than 6:30pm on 20 July.

## LeaderLab group work

Approximately 13 hours of meetings (online or in person) between workshop sessions.


## Application at work

Time will also be involved applying your learning to a real sustainability challenge facing your organisation. In this way, programme work is real work and complements your day job. The time investment will vary according to projects.

**SLP provides  
the motivation  
to continue with,  
and draw others  
into, the urgent  
response required  
to protect what  
we know today  
for future  
generations.**

- Ainslie Malcolm, CSR Manager, AA Insurance





With help from others,  
I recently secured  
commitment from my  
Senior Leadership  
Team to offset all our  
unavoidable air travel  
emissions as part of our  
values-based travel policy.

- Roger Robson-Williams , Plant and Food Research



# Who runs SLP?

Catapult has been offering SLP in partnership with SBC since 2017. The programmes have received rave reviews.

Catapult has been unleashing leadership, creating leadership cultures, and facilitating strategy since 1998.

Catapult walks the talk, both as a member of SBC, and as a certified B Corporation, or B Corp. B Corps are businesses verified by B Lab to achieve high standards of social and environmental performance, transparency and accountability.

Andrea Thompson is a co-founder of Catapult and the designer and facilitator of SLP. A leadership expert, Andrea has more than 20 years' experience in the design and facilitation of transformational leadership development programmes.

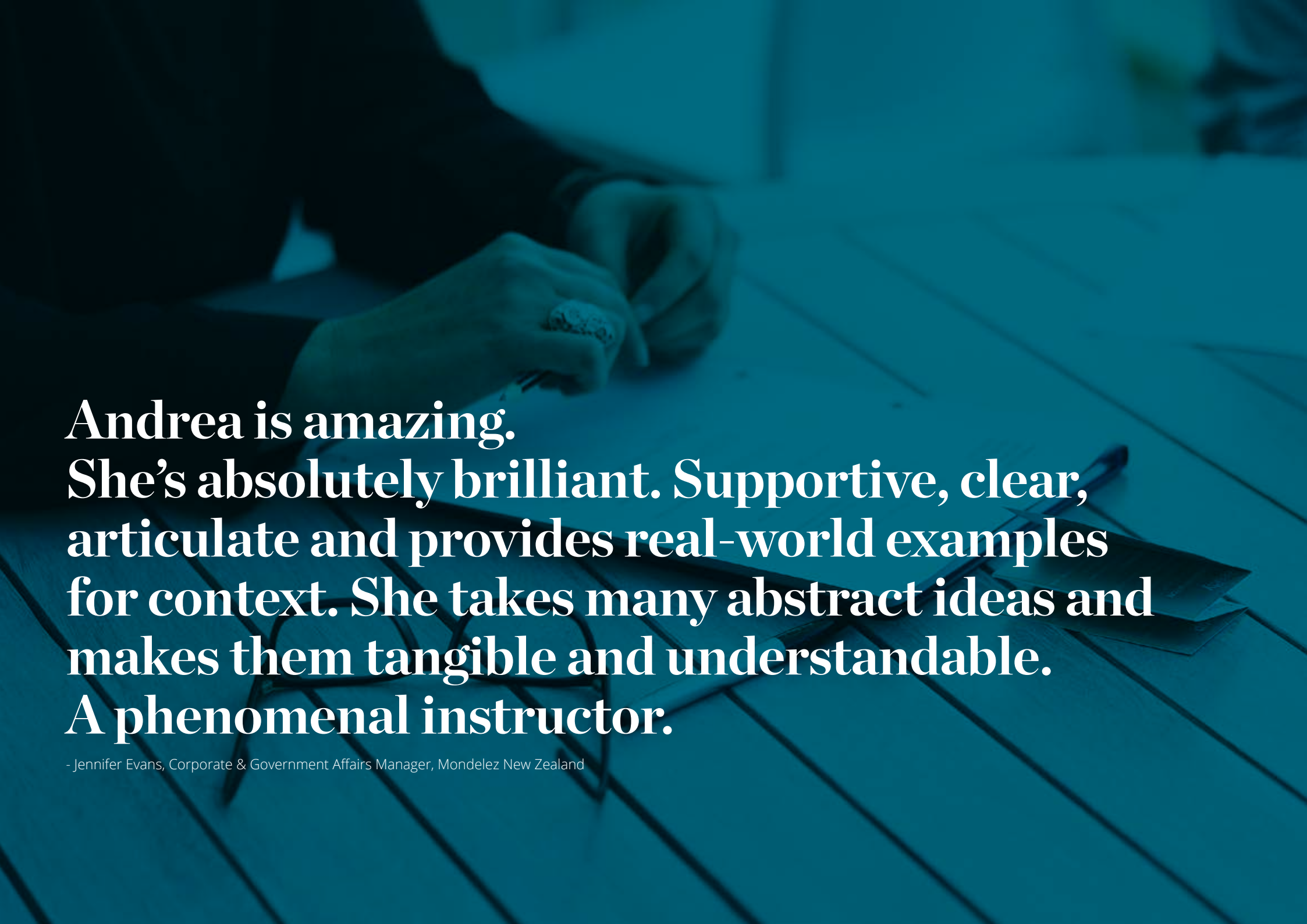
Andrea is a graduate of Harvard Kennedy School (Adaptive Leadership Development), Cambridge Institute for Sustainability Leadership (Business Sustainability Management), NeuroLeadership Institute (Certificate in the Foundations of NeuroLeadership), and Positive Psychology. She is also a trained Climate Reality Leader (Al Gore).

Andrea has a passion and recognised expertise in facilitating multi-stakeholder engagements to help create meaningful progress on complex challenges such as sustainability and health. She also has vast experience working with organisational leaders to bring about engagement, alignment and culture change.

Prior to co-founding Catapult, Andrea had six years in professional services as a lawyer and management consultant, and was General Manager of a multi-national training and development company in NZ and the US.







**Andrea is amazing.  
She's absolutely brilliant. Supportive, clear,  
articulate and provides real-world examples  
for context. She takes many abstract ideas and  
makes them tangible and understandable.  
A phenomenal instructor.**

- Jennifer Evans, Corporate & Government Affairs Manager, Mondelez New Zealand

## Fees

### Early bird discount for applications received by 24 February 2023 (ex GST):

- SBC Members \$3,950
- Non SBC Members \$4,150

### Applications received after 24 February (ex GST):

- SBC Members \$4,590
- Non-SBC Members \$4,850

### Optional LeaderScope 360-Degree Feedback

Discover how others see your leadership strengths and identify development focus areas: \$950 (ex-GST)

### Optional One-on-One Coaching

Three one-on-one coaching sessions to support you to apply the programme to your work: \$1,500 (ex-GST)

Fees do not include any flights or accommodation expenses which are participants' responsibility.

## Terms and Conditions

No refunds or transfers to future programmes are possible.

At our discretion, a transfer may be possible to a colleague provided there is sufficient notice and the colleague meets the programme criteria.

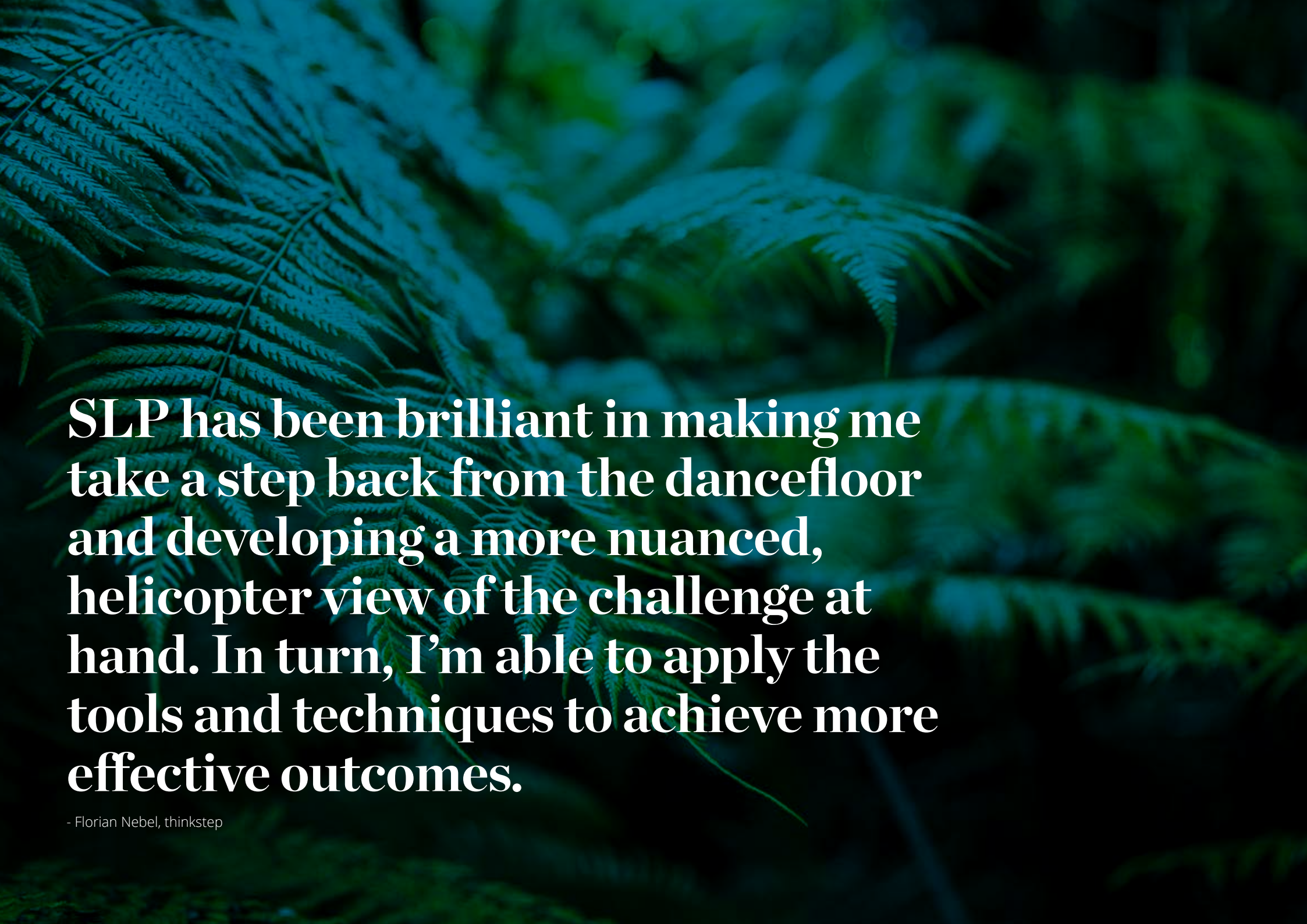
## Contingency plans for Covid-19

In the extremely unlikely event that the two-day workshop is not able to go ahead in person, it will be converted to Zoom with two x three-hour sessions each day.



SLP provides a  
detailed toolkit  
for implementing  
challenging  
sustainability  
projects and making  
an impact.

- Sam Bridgman, Senior Environment Specialist, NZ Post



**SLP has been brilliant in making me take a step back from the dancefloor and developing a more nuanced, helicopter view of the challenge at hand. In turn, I'm able to apply the tools and techniques to achieve more effective outcomes.**

- Florian Nebel, thinkstep



# THANKS!

For enquiries

Email:

[andrea@catapult.co.nz](mailto:andrea@catapult.co.nz)

Websites:

[catapult.co.nz/developing-leaders/sustainability-leadership-programme/](http://catapult.co.nz/developing-leaders/sustainability-leadership-programme/)

[sbc.org.nz/slp](http://sbc.org.nz/slp)

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