

# DECODING THE LANGUAGE OF SUSTAINABILITY FOR ORGANISATIONAL DECISION MAKING

DURATION: 2 DAYS

## PROGRAM CONTEXT

Business-as-usual seems no longer a viable proposition at the intersection of resource scarcity, regulative demands and new nationally determined contributions which businesses are expected to partner. In light of energy crisis and global climatic challenge, suddenly sustainability has become an enigmatic metaphor for doing business. Today we need more clarity of these developments from being metaphor to serious language of understanding and doing work in organizations. This course precisely aims at that.

This program will introduce participants about the nuances in understanding the language of sustainability and relating it to their daily work. It will bring a change in perception from sustainability as 'nice to have' imagery to become a core business imperative. The course will enable participants to engage with conceptual tool and frameworks for addressing the complex sustainability issues surrounding their own organizations. We will explore the concepts and frameworks - along with the key insights from numerous insights and cases – that are critical for negotiating, competing and winning business strategies. This will transform participants to work, reflect and prepare for better decision making in future. The outcome of course will enable participants to engage, measure and report the environmental and social parameters of their work to investors, regulators and other stakeholders.

## LEARNING OBJECTIVES

- Understand significance of sustainability and challenge it poses in decision making vis-à-vis traditional inputs in decision making in an organization.
- Understanding the competitive requirement, materiality, and measures of non-financial performance and its impact on financial performance of the organizations.
- Comprehend different reporting standards and usage of sustainability reporting for stakeholders.

## DELIVERABLES – THE PROGRAM THEMES

- Develop skills required for comprehending and decision making in rapidly evolving field of sustainability in specific organizational context.
- Developing business strategies to mitigate risk and transition towards more sustainable performance.
- Evolving managerial perspective that is required in new sustainability determined world of business.

## PEDAGOGY

The pedagogy will comprise rich use of cases including live-cases, activities and experiments, and focused group discussion. The curriculum maintains a balance between depth and breadth of knowledge and developing new skills.

## TARGET AUDIENCE

This program is beneficial for decision makers at high and mid-level managers in an organization i.e. those who formulate strategies at the top and those who implement it at the bottom. The course helps understands the impact of sustainability on their strategic decisions in turn on financial and non-financial performance.

## ADMINISTRATIVE DETAILS

**Mode:** Offline

**Fee:** INR 25,000 (in-campus) per participant (plus 18% GST as applicable)

**Venue:** IMT Ghaziabad (Institute of Management Technology, Raj Nagar, Ghaziabad-201001)

## PROGRAM DIRECTOR/S



### Prof. Neha Arora

Prof. Neha Arora is Ph. D in Finance from Delhi School of Economics, Delhi University. She has almost 10 years of teaching experience. She combines her behavioral finance expertise of studying investors and managerial behavior to understand environmental performance of firms. She is interested in larger question of as to how managers can integrate complex sustainability challenges into their daily practices. She has presented her work at Carnegie Mellon University, USA, Indian Schools of Business and international forums such as Process research in Organization Studies (PROS). At IMT, she is Chairperson of Beta Gamma Sigma (BGS) Society and also a member of Centre of Sustainability, a research-led working group at IMT Ghaziabad. She is also a Climate Reality Leader, and has certifications from TCFD, UN. When she is not teaching or doing research, she likes to solo-travel to off-beat places and trek in the Himalayan region of India.






### **Prof. Vinayak Tripathi**

Prof. Vinayak Tripathi is Fellow in Strategic Management from Indian Institute of Management (IIM Indore) Indore. He has over 20 years of experience in teaching and research. His research interest includes Professions and their work, Knowledge Management, Sustainability challenges and organizational response. He has published over fifteen papers in journal of international repute including Journal of Business Research, Journal of Profession and Organization, Journal of knowledge Management, Environment Development and Sustainability, and Environmental Monitoring and Assessment etc. He teaches a popular elective course on 'Sustainability and Business strategy' and therein draw extensively from strategic management perspectives to explain sustainability paradigm for businesses. He has conducted sustainability workshops/classes at IIM Indore, Green Tree Global and an international workshop on 'Building a Sustainable Future' sponsored by TU Dortmund and Graz University, Austria in 2021. He travels extensively in extreme setting to study how sustainability dilemma at complex intersections can be resolved.

### **Management Development Program (MDP) Office**

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