



# Purposeful Leadership & ESG

MAY 2023

# Agenda

## 1. Mindful Leadership – what have we done?

## 2. Purposeful Leadership

- ❖ 1

- ❖ 2

- ❖ 3

## 3. ESG

- ❖ Definition

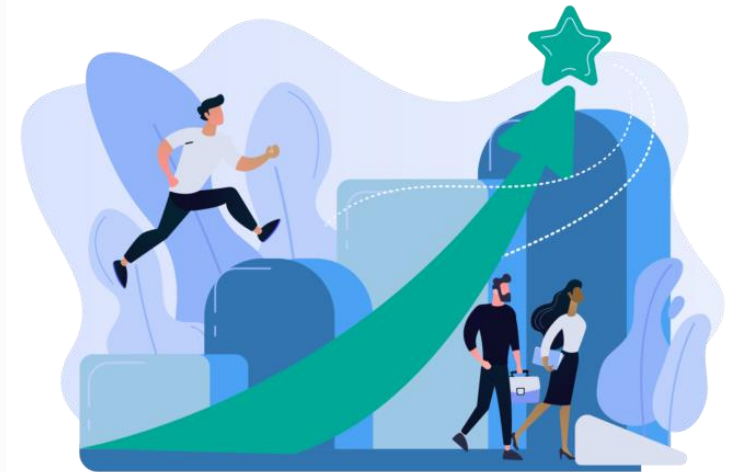
- ❖ What type of leader are you? What type of leader do you want to be?

- ❖ Set your Intentions!

## 4. How do we start?

# Mindful Leadership Summary

- Know yourself to understand other and better lead.
- We have different realities.
- Be aware of your thoughts, and regulate your emotions.
- Walk together through change.
- Be aware of your values, they may evolve as you grow.
- Don't force it, if you are not a people-person, acknowledge it and hire someone who is.



# Mindful Leadership:

## What type of leader are you now and then?

1

What are your 3 to 5 personal values as a leader?

2

### Reflexion:

Think about one of your last actions, projects or big decisions you made as a leader OR your general behaviour as a leader. What are / were your main points of reflection, analysis, concerns, pet peeves?

4

### Set Intentions!

New Value(s)  
New Behavior(s)

3

### Reflexion Part 2:

Did those actions / thoughts match the values you mentioned in the first quadrant? What has changed? What would you like to keep / change / remove?



**“If your actions inspire others to dream more, learn more, do more, and become more, you are a leader.”**

— John Quincy Adams.

# Purposeful (or transformational) Leadership

- ❖ Centered around a clear and inspiring sense of purpose
- ❖ Driven by a deep commitment to creating value for stakeholders and society at large.
- ❖ Purposeful leaders align their personal values with their organization's mission.
- ❖ Purposeful leaders go beyond profit-making and prioritize positive impact on people and the planet.

# Key Elements of Purposeful Leadership

## Clarity of Purpose

Having a clear vision and understanding of the organization's purpose

## Values-Driven

Aligning personal values with the organization's values

## Authenticity

Leading with genuine passion and commitment.



## Empowering Others

Fostering an inclusive and collaborative environment.

## Long-Term Orientation:

Balancing short-term goals with long-term sustainable outcomes.

## Freedom

Grasping your sense of freedom and the one of your team.

# Your Company Values



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# Benefits of Purposeful Leadership

## POSITIVE WORKPLACE CULTURE

### Enhanced Employee Engagement

Purpose-driven leaders inspire and motivate employees, leading to higher productivity and satisfaction.

### Attraction and Retention of Talent

Organizations with purposeful leaders are more attractive to top talent who seek meaningful work.

### Innovation and Creativity

Purposeful leaders encourage a culture of innovation, enabling organizations to adapt and thrive in changing times.



### Stakeholder Trust and Loyalty

Purposeful leadership builds trust and loyalty among stakeholders, including customers, investors, and communities.

### Organizational Resilience & Sustainable Business Performance

Purposeful leaders help organizations navigate uncertainties and build resilience > sustainable business practices, resulting in long-term success.

# Some data

Demand for organisations to provide more meaningful work is rapidly increasing and this is backed up by *Ernst & Young's* data which showed that :

**84%**  
of employees feel it's  
'very important' or  
'important' for them to  
work for an organisation  
that positively impacts  
society.

**74%** of Gen Z (aged nine to 24),  
**72%** of Millennials (aged 25 to 40)  
**62%** of Gen X (aged 40 to 54)

are 'very likely' or 'likely' to leave  
their current employer for an  
organisation whose reason to  
exist has more meaning to them

**Tell us about you and your company?**

Purposeful Leadership in Action



# How to Start?

## STRATEGIES FOR DEVELOPING PURPOSEFUL LEADERSHIP IN YOUR ORGANIZATION

1

2

3

4

5

### **Reflect on Personal Values**

Encourage individuals to explore their values and align them with their professional roles.

### **Craft a Compelling Purpose**

Guide leaders in defining and communicating a compelling organizational purpose.

### **Lead with Authenticity**

Encourage leaders to be genuine, transparent, and true to themselves. Closing the gap between what you say and what you do.

### **Empower Others**

Foster a culture of empowerment and collaboration within the organization

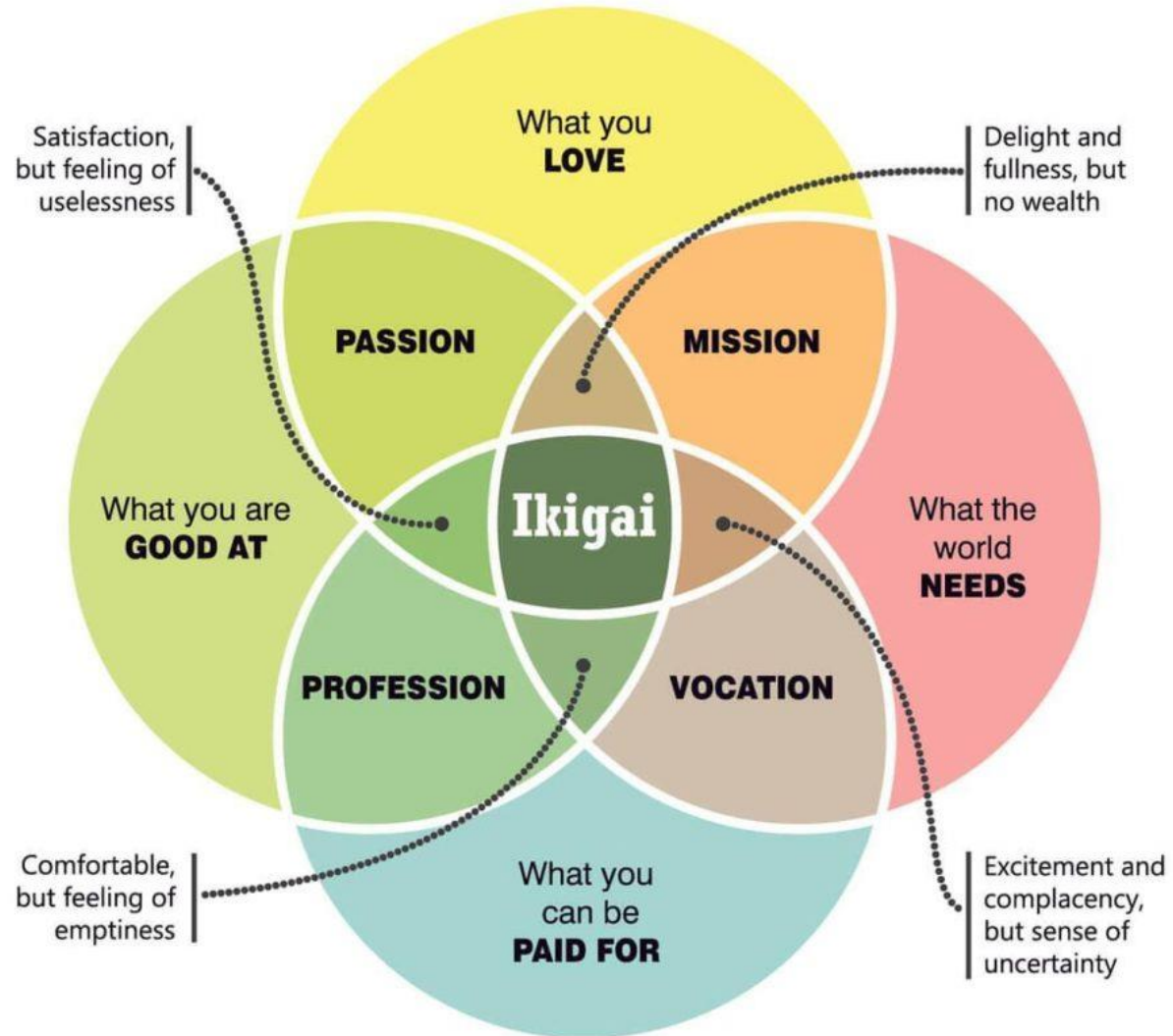
### **Continual Learning and Growth**

Encourage leaders to continuously learn, adapt, and improve their purposeful leadership skills.

# Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"

# Ikigai



# Workforce of the future

## The competing forces shaping 2030

Step 1



Step 2



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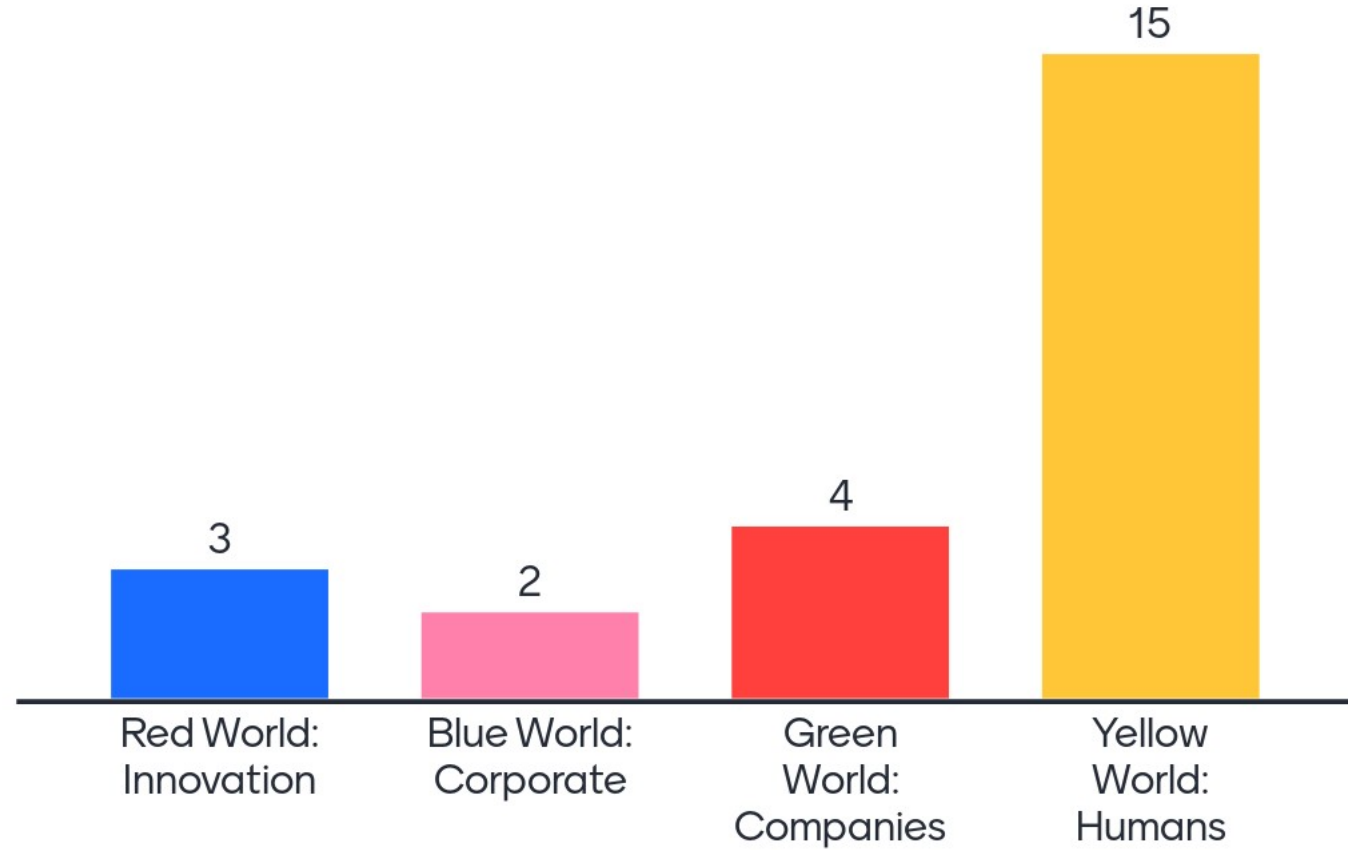
**Innovation  
Rules**

**Corporate is  
king**

**Companies  
Care**

**Humans  
come First**

# In which world would you belong?



# Transitioning to ESG





# The Three Pillars of ESG

## Organization's impact on the environment

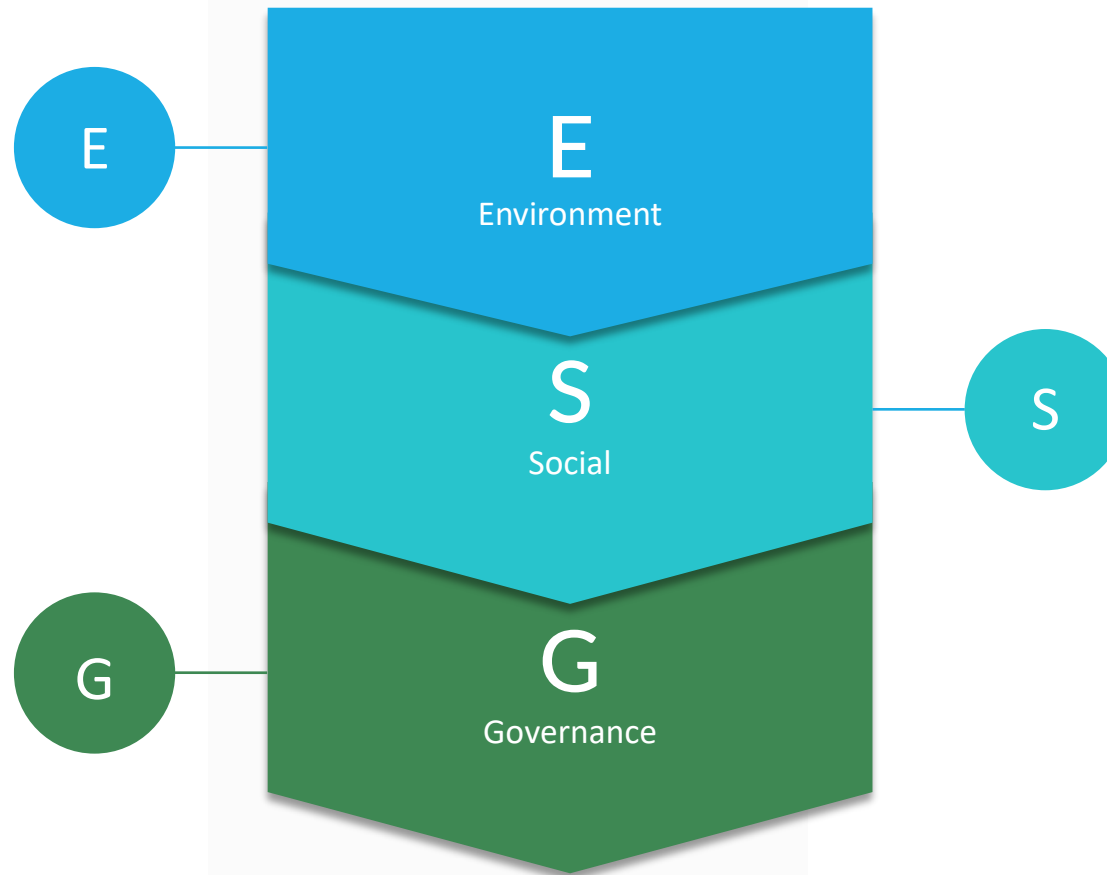
- ❖ climate change, resource consumption, pollution, and waste management.

→ adopting sustainable practices to minimize their environmental footprint.

## Structure and effectiveness of an organization's governance systems

- ❖ Strong corporate governance, ethics, transparency, and accountability (reporting)

→ effective leadership, risk management, and board diversity in ensuring sound governance practices



## Organization's impact on society and stakeholders

- ❖ Employee well-being, diversity and inclusion, human rights, community engagement, and product safety.

→ Fostering positive workplace culture & social outcomes and addressing societal challenges.

# And More...

## Organization's impact on the environment

- Carbon foot print
- Energy efficiency
- Waste management & Water usage
- Pollution & Resource conservation

## Organizations are evaluated based on:

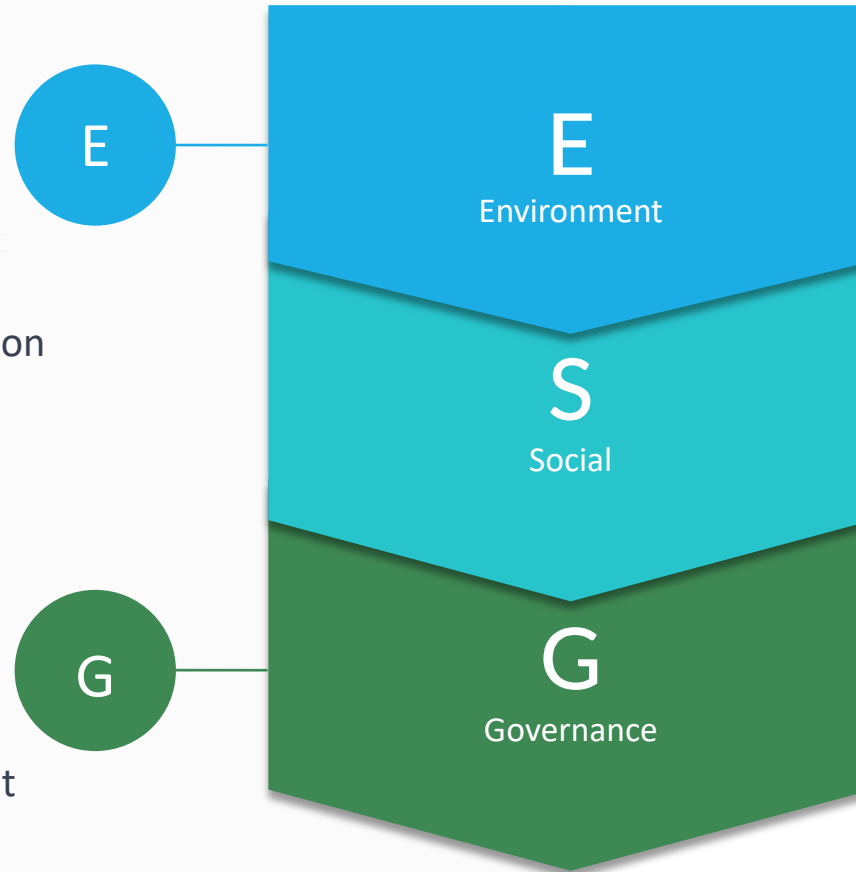
- Minimizing their environmental footprint
- Adopting sustainable practice
- Contributing to environmental preservation and conservation

## Organization's systems & Structure

- Board composition and effectiveness
- Executive compensation
- Shareholder rights
- Transparency & Accountability & Risk management
- Adherence to legal and regulatory requirements

## Organizations are evaluated based on:

- Corporate governance practices & Integrity
- Alignment of their decision-making processes with the best interests of stakeholders.



## Organization's Interaction and impact with society and stakeholders

- Employee well-being and labor practices
- Diversity and inclusion
- Human rights
- Community engagement
- Product safety
- customer satisfaction

## Organizations are evaluated based on:

- Social Responsibility
- Ethical practices
- Contributions to societal well-being.

# The Significance of ESG



- ESG is crucial driving sustainable business practices, stakeholder value, and long-term success.
- Discuss the benefits that organizations can derive from focusing on ESG, such as:
  - Enhanced reputation and brand value.
  - Improved risk management and resilience.
  - Increased access to capital and investment opportunities.
  - Attraction and retention of talent.
  - Strengthened relationships with customers, investors, and communities.

# Natural alignment between purposeful leadership and ESG

## Purposeful leaders:

- are well-positioned to drive ESG initiatives within their organizations.
- can embed ESG considerations into their decision-making processes
- champion sustainability



# How to start

- ❑ Why would you want to use ESG ?
- ❑ Creation of a committee within the company and / or Hire an ESG specialist
- ❑ Lead with purpose and Integrate ESG as part of your culture
  - ❑ What are you already doing?
  - ❑ Pick your reporting style: Start Measuring and Reporting
  - ❑ Start with small initiatives and then go big
  - ❑ Include ESG as an item on board agenda



Conduct a materiality assessment



Develop an ESG policy



Identify ESG risks and opportunities



Engage with stakeholders



Set Targets and measure progress



Integrate ESG into decision-making



# Thank you!

QUESTIONS? I HOPE NOT, BECAUSE TIME IS PROBABLY UP.



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Inspire your  
people, Drive  
your business!

NOT YOUR USUAL CONSULTING FIRM!  
OUR FOCUS IS ON **PEOPLE, CHANGE  
& BUSINESS TRANSFORMATION**

# Inspire your people, Drive change!

We guide businesses to implement sustainable practices by creating a **people-centric environment**. Alongside this, we transform their **operating systems and processes**, fostering and shaping this new environment.



**Why?** To ensure growth and financial prosperity but also to make our life a little more fun!



# How can we help?



**1. Need Assessment:** Understand together what are your company's and employees' needs.

**2. Initiatives Design & Implementation:** Solution dedicated to you and your employees which are based on strategic consulting, coaching, workshops and trainings.

**3. Ad hoc workshops, coaching and training sessions** implemented upon clients' needs.

**Let's talk!**

Email us: [info@empactivesolutions.com](mailto:info@empactivesolutions.com)  
or visit us: [www. Empactivesolutions.com](http://www.Empactivesolutions.com)

\*OBC = Organizational Behaviour Change

# Our Services

- What's the change you want to see?
- What's the change your people want to see?
- What type of organizational models and behaviors need to change?
- What type of operational models & processes need to improve?
- Are your values and culture aligned?

## CHANGE



- Leadership Change Transition
- M&A Transition
- Growth and Business development initiatives
- Management of technology implementation
- Tailored needed Change

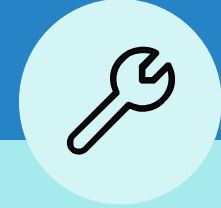
## PEOPLE



- Corporate culture assessment & Change
- Governance
- Organizational Behavioral Change
- Organizational design (strategies, goals and action plan)
- Trainings & Workshops

## Business Transformation

## PROCESSES



- Operational processes alignment with strategic objectives & shared vision, mission and values.
- Business process re-engineering (transformed and simplified)
- Trainings & Workshops

# Our Most Popular Workshops & Trainings



## Change & Processes

- Change: Understanding & Succeeding
- North Star: Vision, Mission and Company's Values
- Managing People Performance
- Getting the grip of a new process
- A Task / Project? Deadlines & Ownership



## People Behaviors

- Emotional Intelligence
- Transformational Leadership
- Team Cohesion & Building Teamwork
- Effective Communication, Feedback & Accountability
- Building a growth mindset
- Navigating change

*This is only a glimpse of all the workshops, trainings and courses we offer. Most of them are tailor-made and available virtually as well.*

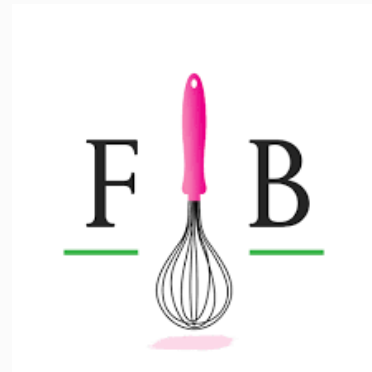
# They trust us



BUILDING TRUST



WORLD BANK GROUP



AND MANY MORE!

# Why us?

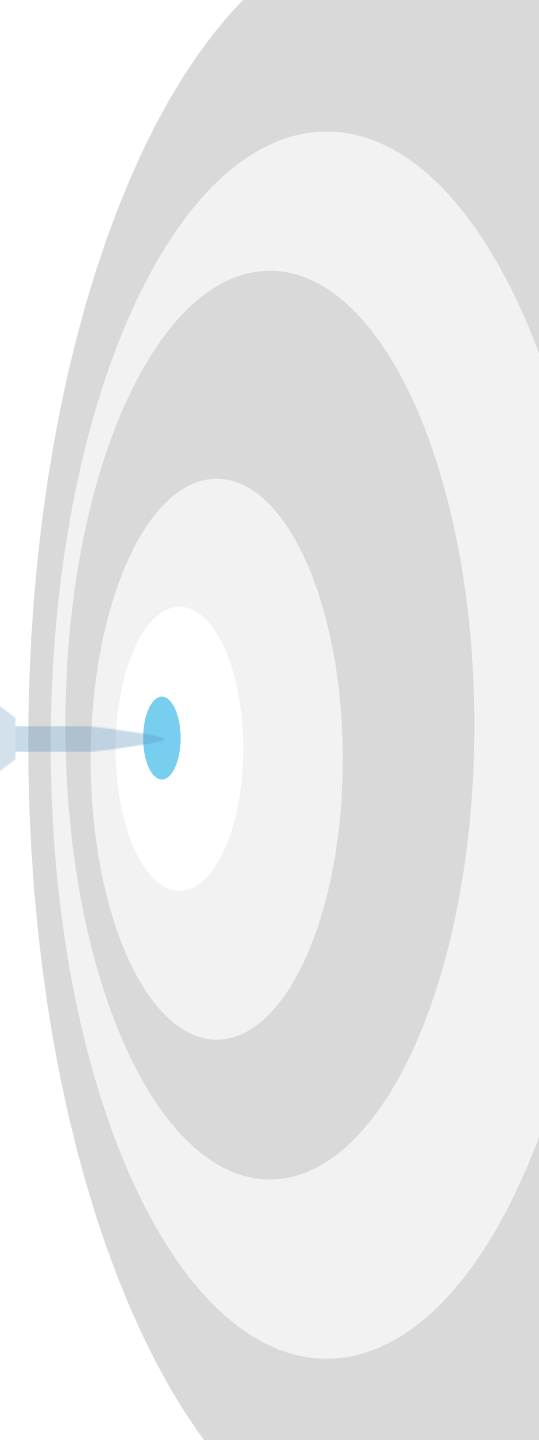
Our Methodology has been proven successful. From the United States to Kenya, through Switzerland. From International Company to SMEs.

We understand the crucial need for **skills retention** and **long-lasting change**. So most of our programs are paired with a change strategy.

As long as you are committed to the change, we are confident to be able to **guarantee change throughout your organization**.

We put an extra focus on data and on the **measures for success** will be monitor throughout and we will adapt the strategy when deemed necessary.

Get in touch with us to learn more!



# Let's Start the Conversation

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