Enterprise Climate Readiness

It takes a colony of willed and skilled collaborators to build a climate smart organization.

www.ClimateOfficers.org/enterprise
Elements of Enterprise Readiness

To meet the unprecedented challenges and opportunities that climate change poses, organizations should evaluate...

• their governance structures,
• leadership imperative and capabilities,
• organizational culture,
• Impacts to stakeholders, and
• implications for their operations.

Doing so requires a transformation of leadership, systems and personnel.
Benefits of ACCO’s Services

Enhance Culture
Understand attitudes, perceptions and behavior across the organization.
Develop climate change awareness and literacy within the organization.

Strengthen Governance
Assess governance, performance expectations, job descriptions and existing capabilities.
Galvanize support across an organizations and key stakeholder communities.

Climate Readiness
Institutionalize climate change competencies into decision-making across a broad range of planning, policy and operations activities.
Transform culture through literacy, awareness and training programs.
Our Approach

Assess
Assess attitudes, perceptions and knowledge of personnel at all levels of responsibility across the organization.

Examine
Examine current governance structure(s), programs and policies in the context of climate change preparedness and action.

Inform
Inform the development of an organization-wide capacity building plan.

Activate
Provide education, training, capacity development and scenario planning services.

ACCO’s Enterprise Readiness Services
Building Organization-wide Climate Change Capacity

www.ClimateOfficers.org/enterprise
Our Capabilities

Organizational Assessment
- Cultural Assessments
  - Attitude
  - Awareness
  - Literacy
- Organizational Capacity
  - Governance
  - Workforce planning
  - Human capital management

Culture & Knowledge Acceleration
- Learning Tools
  - Micro-learning
  - Curated knowledge resources
- Interactive Training
  - Fundamentals, project-specific & advanced programs
  - Leadership development

Enterprise Readiness
- Advanced Interactive Planning
  - Scenario planning
  - Facilitated workshops
  - Risk management & investment options
- Structural Development
  - Capacity development plans
  - Frameworks for performance expectation & reviews
Organizational Assessment Services

Cultural Gap Analysis
Take a pulse on attitudes and perceptions of key stakeholders in the context of climate change and your organization’s operations.

Baseline of Organization-wide Perceptions
Analyze the current state of organization-wide culture related to climate change through surveys tailored to strategically selected target groups.

Influencer Value Mapping
Investigate key perceptions, barriers to change and levers for change through evaluations and interviews of critical influencers and leaders.

Governance Evaluation
Take a deeper dive into structural capacity to develop strategies for incorporating climate change into strategic planning and policymaking.

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## Cultural & Knowledge Accelerators

<table>
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<tr>
<th><strong>Micro-Learning Resources</strong></th>
<th><strong>Climate Leadership Activators</strong></th>
<th><strong>Influencer Workshops</strong></th>
<th><strong>Townhalls &amp; Meetings</strong></th>
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<tbody>
<tr>
<td>Short videos designed for building organization-wide literacy.</td>
<td>Primers designed to build galvanize climate leadership among senior staff with significant financial, policymaking and/or personnel oversight responsibilities.</td>
<td>Interactive programs focused upon key action areas aimed at facilitating team building and strategic planning.</td>
<td>Facilitated conversations with internal and/or external stakeholders to drive awareness, discover challenges and build relationships.</td>
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Knowledge Acceleration Aligned with Institutional & Community Values

- Climate Science & Vulnerability Assessment
- Greenhouse Gas, Energy & Water Management
- Organizational Change & Governance
- Adaptive Design & Capacity
- Stakeholder Engagement & Coalition Building
- Budget & Finance Impacts
- Policymaking & Law/Legal Considerations
- Enterprise Risk Management
- Equity & Ethics

Public Health  Security & Business Continuity  Economic Vitality

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## Enterprise Readiness Strategies

<table>
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<tr>
<th>Scenario Planning Workshops</th>
<th>Structural Transformation</th>
<th>Performance Framework Development</th>
<th>Risk Management &amp; Financial Options Analysis</th>
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<tr>
<td>Individually designed exercises aimed at building capacity to plan for and address acute climate impacts and ripple effects on operations and mission activities.</td>
<td>Develop governance and collaboration structures for multi-stakeholder initiatives to establish leadership, accountability and engagement.</td>
<td>Establishment of performance expectations and job qualifications in critical roles.</td>
<td>Guidance on scoping climate impacts and options, risk ranking techniques, tools, revenue stream impact analysis and credit rating presentations and defense.</td>
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The Time is Now!

• Elevate culture and build workforce capacity by engaging ACCO to conduct an enterprise readiness program

• Conduct assessments and activations across value chains, jurisdictions & organizations
  • Because our built, natural and human systems are interdependent ...
  • And investors and credit rating agencies are expecting sound climate leadership and governance.

• Make the whole greater than the sum of the parts

• Drive economies of scale, innovation and resource sharing

• We are all in this together – let’s get started!
We Are Ready & Able

Daniel Kreeger
Executive Director
ACCO
dkreeger@ClimateOfficers.org

Seema Wadhwa
Senior Fellow & Chief Strategy Advisor
ACCO
swadhwa@ClimateOfficers.org