

TOP 10 TIPS

To Build Effective Governance & Decision Making

01

Understand and know your organisation – inside and out

Map how sustainability is governed and delivered in your organisation.

02

Align your work with other organisational processes and priorities

Integrate your message – make it relevant and meaningful to your department and organisation.

03

Don't sit in a sustainability bubble

Connect with relevant departments and individuals, consider their priorities and how you can establish their buy-in (a representative sustainability committee may be one option).

04

Build your influence

Get to know senior and influential figures around you, their interests, priorities and what motivates them – and secure allies and relationships before asking for anything.

05

Find your power sponsor

Ideally bring your senior executives (finance, facilities, CEO etc) on board.

06

Get started by building early stage priorities

Pick a few simple, short term tasks to start and build on these to secure confidence and support from those around you to tackle the tougher, longer term challenges – use benchmarking to encourage aspiration.

07

Build up the evidence base

Become an expert and apply it.
Set out the business case, including benefits and value creation – make this compelling, visionary, clear and relevant.

08

Be ready with a solution before you present a problem

Properly understand the sequencing of the decision-making processes and related structures. Prepare for each stage to ensure a set of green lights ahead – time interventions well and don't enter any stage without a certainty of a yes.

09

Understand change management and how change happens

Understand why an organisation will make change.
Establish strong strategies, but work towards cultural change.

10

Celebrate success, no matter how small

Share progress and celebrate successes – yours and others – with your team and more widely.



And one for luck....build your personal resilience!