



In partnership with



# Sustainable Business Manager

## Programme Overview

SUBSIDISED BY UK GOVERNMENT

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Industry recognised achievement:  
CMI Level 5 Award in Management and Leadership



# Demand for leadership on sustainability

Coupled with growing consumer pressure, government legislation already requires large companies to understand and report on their carbon emissions. An important addition to this is the need for greater accuracy of reporting within supply chains.

Organisations – large and small – are increasingly driven by both purpose and profit. This requires a different kind of leadership, one that allows the most ambitious organisations and individuals to flourish, whilst meeting Net Zero targets.

This government subsidised programme gives experienced managers the knowledge and skills to apply sustainable practices across all areas of their business – developing an enhanced leadership role in the delivery of organisational goals.

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# Level 5 Sustainable Business Manager Skills Bootcamps

***CMI Level 5 Award in Management and Leadership.***

**For managers and leaders charged with implementing organisational sustainability strategy.**

For organisations with a strategy in place requiring wider adoption. What are the large and smaller gains? Are behaviours changing day to day? Do people know what they should be doing – do they feel empowered to bring in change?

Delivered through live online sessions, expert masterclasses, case studies and trainer-led communication workshops. You will explore best practice when incorporating sustainable solutions and examine communication tools and techniques to enhance personal effectiveness and accelerate organisational change.

Financial and business case development, green-teaming, legislation compliance, off-setting – what is effective change and what are the commercial implications and opportunities for the organisation?

**Join an open-access cohort or hold within your organisation.**

# Overview

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Audience	Sustainability champions, department heads and business leaders.
Outcomes	Practical knowledge to implement change. Supportive network and confidence to lead sustainable business transition.
Qualification	CMI Level 5 Award in Management and Leadership.  Output: Assignment aligned to the CMI 501 Principles of Management and Leadership in an Organisational Context.
Format	Trainer-led communication workshops, in-person events, online masterclasses, live-online workshops, digital learning and one-to-one support to aid implementation.
Subsidy	70% subsidised for large enterprises, 90% subsidised for SMEs and 100% for individuals.
Teaching Hours	61 Guided Learning Hours (GLH).
Dates and Fees	For details of the next cohort, contact us at <b><u><a href="mailto:support@estuglobal.com">support@estuglobal.com</a></u></b>

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# In detail

Module	Content
Induction	Overview of the content of the programme and support offered by <i>Estu</i> . Opportunity for us to understand participants' learning objectives.
Sustainability – the foundations	The Net Zero landscape, key terminology, key drivers and the role of business and organisations in addressing the Net Zero challenge.
Leadership in action 01	Using leadership concepts including behaviour, communication and interpersonal dynamics, in order to drive organisational change.
Management reporting and Net Zero	Identifying the key aspects of legislation in the UK, Europe and the world and the requirements that need to be met by organisations.
Leadership in action 02	The nature of groups and teams: behaviour, dynamics, trust, decision making, communication. Addressing psychological safety, listening, relationship management, human resource practice for teams.
Carbon reporting framework	Developing a consistent framework for carbon reporting and strategies for carbon reduction.
Leadership in action 03	Strategic role of change management and leadership. Barriers to execution, why change fails, the psychology of change.

# Module breakdown

Module	Activity	Format
0	Onboarding session	1 hr, live online
1	<ul style="list-style-type: none"> <li>Net Zero foundations</li> <li>Tools and techniques to build rapport and influence key stakeholder</li> <li>How to complete an SECR compliant report</li> </ul>	All day, in-person event
2	<ul style="list-style-type: none"> <li>Qualification overview</li> <li>Legal status of organisations</li> <li>Assessing governance</li> </ul>	4 hrs, live online
3	<ul style="list-style-type: none"> <li>Organisational structures</li> <li>Mission, vision and values</li> </ul>	4 hrs, live online
4	<ul style="list-style-type: none"> <li>Net Zero in Action</li> <li>UK Net Zero strategy in theory and in practice</li> <li>The race to zero</li> </ul>	All day, in-person event
<b>Masterclass</b>	Sustainability market influences & trends	2 hrs, live online
5	<ul style="list-style-type: none"> <li>Leadership and management – ‘one subject or two?’</li> <li>Management styles and their impact</li> </ul>	4 hrs, live online
6	<ul style="list-style-type: none"> <li>Management and leadership styles</li> <li>Culture, values and ethics</li> </ul>	4 hrs, live online
7	<ul style="list-style-type: none"> <li>Knowledge and skills</li> <li>Managing behaviours</li> </ul>	4 hrs, live online
8	Managing change and the skills and behaviours required	4 hrs, live online
9	Communication techniques for effective managers	4 hrs, live online
<b>Masterclass</b>	Impact of COP 28	2 hrs, live online
10	<ul style="list-style-type: none"> <li>Managing Net Zero strategy</li> <li>Risk assessment and scenario planning</li> <li>Navigating difficult conversations</li> </ul>	All day, in-person event
11	<ul style="list-style-type: none"> <li>Developing an effective workplace culture</li> <li>Careers education, information, advice and guidance</li> <li>Assignment review</li> </ul>	4 hrs, live online

- Running order and content of modules subject to change.

# Learner outcomes and experience

Over the course of the programme, participants will develop the knowledge, skills and behaviours to:

- Analyse conceptual frameworks around the themes of leadership and management.
- Apply and critically evaluate relevance of leadership and management theory in the context of Net Zero challenges.
- Critically reflect on the strategic and practical nature of organisations in order to implement current strategy.
- Assess the wider roles of structures, targets and cultures in the process of organisational change.
- Explore the execution of a Net Zero strategy in the context of organisational leadership, strategy, people management and change.
- Explore a range of communication tools and techniques to enhance personal effectiveness, build rapport and influence key stakeholders - accelerating organisational change.



# Core learning and support

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In-person and live-online workshops	Teaching, masterclasses, trainer-led communication workshops with leading thinkers in communication and organisational change.
Focussed tutorials	Deep-dives into key areas with peers.
Digital learning	One-to-one support to maximise the impact of your learning.
Resources centre	Legislation, guides, templates and explainers.
Wraparound care	To support your post-programme implementation and opportunities to progress your career.

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# **Estu training - what people are saying**

**“The course is useful if you’re a business owner and you want to understand how to be more sustainable. It will really help you.”**

*Oliver Eggenton, Director - TwoEighty Consultants*

**“I run the sustainable discussion group at work and am also responsible for getting the carbon reduction strategy in place and decarbonization of our sites. This course has made it easier for me to run the meetings - and also speak to the CEO and the CFO so we can look at funding and ways we can move forward.”**

*Alan Shuffill, Head of Facilities - Rothamsted Research*

**“It really connects us - recognising that you’re not alone on this journey.”**

*Mark Harland Head of Sustainability IQEQ Group Management Ltd*

**“It helps people to feel more comfortable, it gets people more engaged and it helps foster relationships... there’s a network that’s been built just out of this program. Brilliant.”**

*Christopher Luff, CEO - Watford & West Herts Chamber of Commerce*

**“It has been really, really helpful to me. Particularly the communication skills: the ability to talk to people where perhaps I would have felt much less comfortable before the course. It’s really, really made a very big impact on me in terms of helping me develop.”**

*Katherine Mountain, Performance Programme Coordinator - Data & Projects, British Rowing*

**“The content is pitched just at the right level for everyone.”**

*Max Czech, Programme Manager - Smith & Nephew*

# Directors and Tutors



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## **David Hawes, Co-Founder – *Net Zero International***

After a 30-year corporate career David co-founded *Net Zero International* with a team of passionate experts committed to supporting businesses to reduce their carbon footprint and reach Net Zero by 2050. With senior roles at *Sky*, *Centrica* and *British Gas*, David is an operational management expert, with proven success leading long-term change to cultures and practices.



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## **Fran Ellington, Sustainability and Business Development Director – *Triple Bottom Line Accounting***

Fran is certified as carbon literate by the *Carbon Literacy Project* and has undertaken social and environmental impact courses from the *New Economics Foundation*, the *Economy for the Common Good* and *CSR-A*.

After 23 years teaching history, she uses her experience to run workshops on carbon literacy, carbon accounting and reporting, and creating successful Net Zero strategies.

Her company *Triple Bottom Line Accounting* became a certified B-Corporation in September 2023 for helping SMEs adapt to climate change and to report on their “triple bottom line” (people, planet and prosperity).



## **Andrea Finegan, Industry Expert**

Andrea is the ESG Board advisor to *Sequoia Infrastructure Income Fund* and NED of *Pantheon Infrastructure PLC*, where she also chairs the Sustainability & ESG Committee. Andrea was previously Chief Operating Officer of *Schroders Greencoat*, an investment manager with £8bn of funds under management investing in renewable energy and energy transition assets. She continues to Chair the *Schroders Greencoat* valuation committee. Prior to that, she was responsible for similar management functions at *Climate Change Capital* and *ING Infrastructure Funds*.

# Directors and Tutors



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## **Simon Littlewood, CEO - Estu**

Simon has led high performing teams in senior roles in technology and professional services. He is an advisor to central and regional government and has worked with some of the fastest growing businesses in the UK, US and Europe.



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## **Alasdair Craig, Lead Trainer - Estu**

Alasdair is an accomplished trainer and coach, creating and delivering programmes of executive education around communication, leadership and personal effectiveness.

Having been a successful actor for over 20 years he is also an Associate Trainer for the *Centre Stage Executive Education Programmes* at *Shakespeare's Globe Theatre*, where he delivers training for clients from all over the world.



## **Kevin Dowson, Lead Tutor - Estu**

Throughout his career, Kevin has worked with awarding bodies and sector skills councils, taking regional responsibility for external quality assurance activities and developing new qualifications.

After working as a full-time inspector with the *Adult Learning Inspectorate (ALI)*, in 2007 he started his own company to promote, develop and support organisational improvement across businesses, training providers, colleges and adult and community learning.

He has a Master's Degree in Inspection and Evaluation from *Warwick University* and sits as an advisory board member and mentor to senior leaders and managers.

# Course providers



**Collaborating with the world's leading academics, industry practitioners and business coaches to deliver meaningful and quantifiable change in the journey towards Net Zero.**

We currently work with academics from *Cambridge University, UCL School of Management, Cranfield, UEA, London School of Economics* and the *Royal College of Art*. Together we've worked with thousands of businesses including familiar leading organisations such as *Samsung, NHSX, Adidas, McKinsey, HM Treasury, Google, the United Nations, Philips, Dyson, Pfizer* and *Apple*.



**Skills Bootcamps – part of the Government's Lifetime Skills Guarantee, helping everyone gain skills for life.**

# Charitable contribution

## *Home-Start Hertfordshire*

*Estu* shares 20% of the client contributions for our *Skills Bootcamps* programmes in Hertfordshire with ***Home-Start Hertfordshire***.

*Home Start* deliver high quality volunteer-led services to support families in Hertfordshire through challenging times.

They do amazing work, offering life-changing support to more than 1,000 people and vulnerable children across Hertfordshire each year. By joining our sustainability *Skills Bootcamps*, learners will help *Home-Start* continue to provide more of these essential services.

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# Apply

Please fill out a **short application form here** and one of the team will be in touch to organise an interview and discuss funding.

To find out more information about any of our *Skills Bootcamps*, Immersion days or Net Zero programmes, please do get in touch with one of the *Estu* team.

We can assist you in enrolling your learners on a scheduled cohort, or create a range of firm-wide propositions that blend funded pathways with your existing L&D activities.

We are happy to discuss funding opportunities and bespoke solutions.

**[support@estuglobal.com](mailto:support@estuglobal.com)**

**[www.estuglobal.com](http://www.estuglobal.com)**

**0203 394 0219**

***Estu* - equipping sustainability leaders  
to drive organisational change.**

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