

# Climate PACT

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# Climate PACT

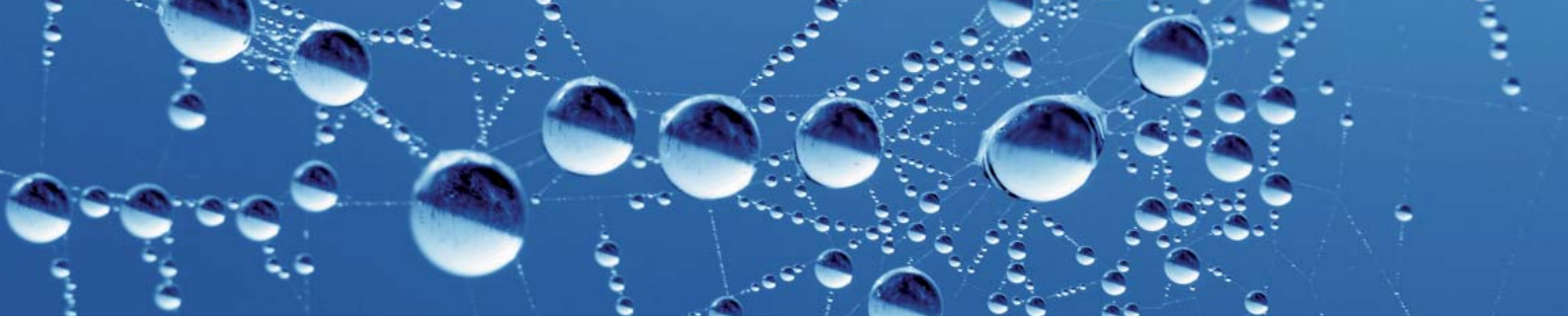
## How able are you now to implement climate change carbon reductions effectively across your business?

In recent months there have been significant changes...

- Global Economic downturn
- 20% world – public backing by President Obama
- for 80% carbon reductions
- Need to reduce travel and save energy costs

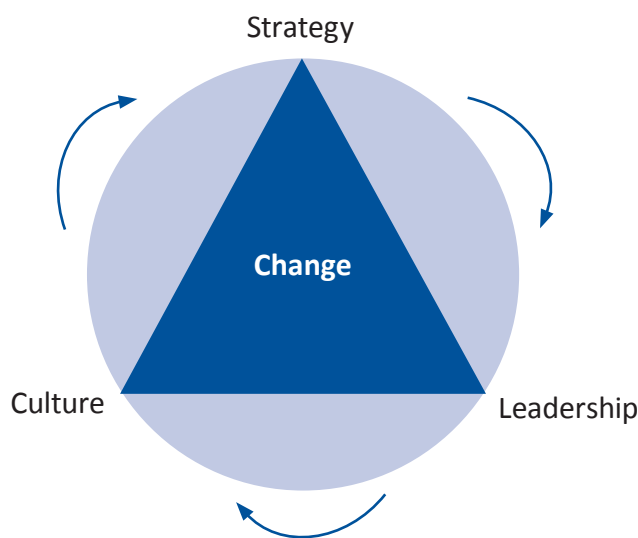
As a leading business you have already set high standards for carbon reductions and sustainability and identified your strategic exposure to climate change.

- How do you maintain the focus on your strategy so it continues to be implemented successfully across the business and consistently?
- How can you get your supply chain to work with you?
- How do you engage people within the business in addressing challenges? What are the opportunities for carbon reduction cost savings within downturn?
- What risks do you carry if targets are not met?



## Addressing climate change involves integrating strategy, leadership and culture through a change process

An integrated change process within the organisation and with your supply chain



### Strategy

- Assessing strategic exposure
- Benchmarking against others
- Revisiting business models
- Scenario planning
- Supply chain engagement

### Leadership

- Breakthrough projects
- Cross functional change
- LEAN
- Discovery learning

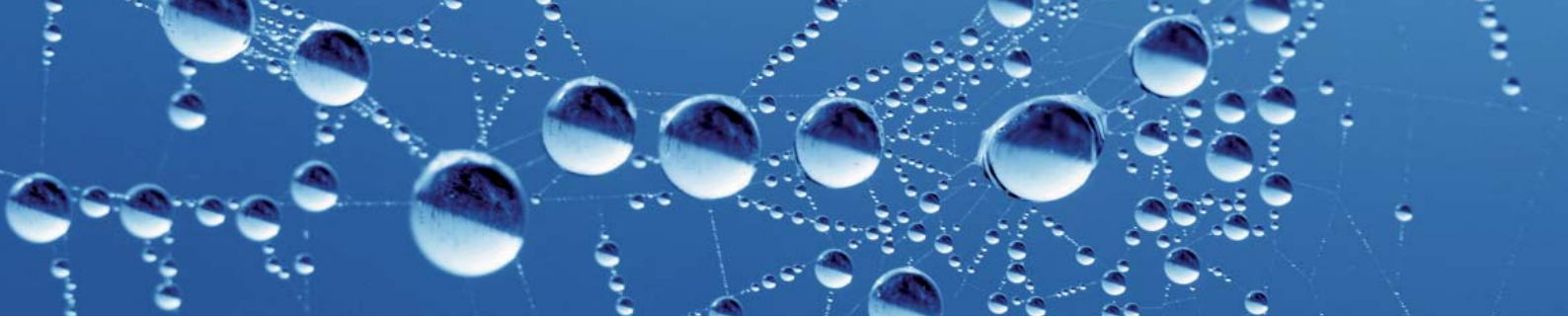
### Culture

- Engagement
- From awareness to action
- Overcoming resistance

## Challenges of integrating and sustaining change

Complex organisations will find many challenges with making this kind of strategic change that affects their business assumptions fundamentally

- Getting real commitment across vested interests cross functionally and driving this from the board
- Avoiding greenwash and brand dilution
- Aligning interests across stakeholders within the organisation
- and its partners e.g. supply chain and knowing what's happening where
- Identifying future scenarios and risks that need to be managed as a business
- Choosing and resourcing the right breakthrough projects to show what can make a difference



## Our research on effective change

The following factors have been identified as crucial to effective change in this area:

- Raising awareness but also action
- Developing leaders and agents of change
- Engaging stakeholders and employees
- Building in learning across organisation
- Being clear on scope and coherence
- Making sure you have the expertise

How can you assess your performance in this change process?

## Climate PACT – analysing your strategic exposure

### Developing your change capacity across the organisation

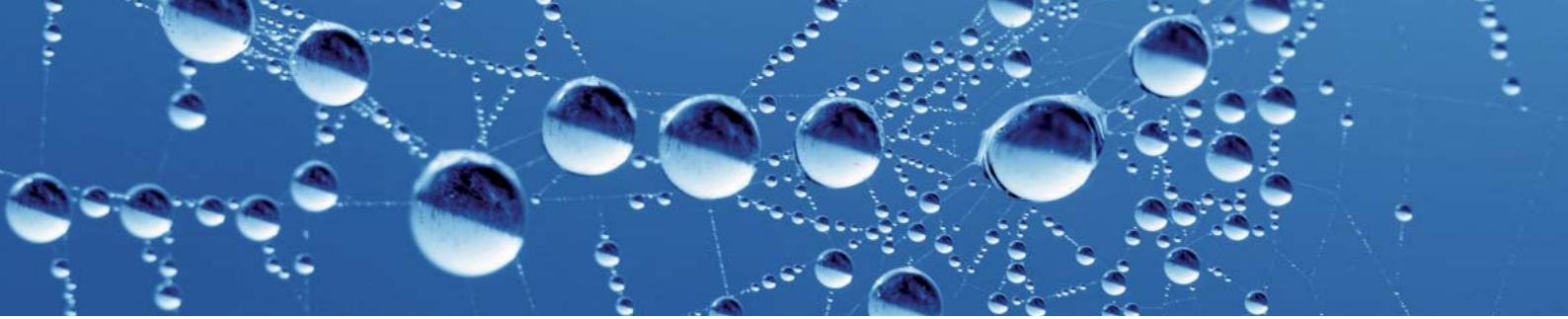
Using a well researched proprietary tool, Climate PACT (Performance Acceleration by Capacity Building Tool ) we can offer you much needed and high quality feedback:

- We identify your strategic exposure to climate change
- Analyse how resilient or how vulnerable your organisation is on the issue
- Accelerate your strategic response and ability to change
- Identify possible breakthrough projects which offer win:win outcomes and accelerated strategic learning
- Build a route map towards sharp strategies for change

## How climate PACT works

### Assessment Process

- Carry out quality interviews with key personnel to identify the material business issues in a sample area or region
- Gather evidence on where you stand



### Identify levels of response

- Compare the strategies and initiatives to the actions of other organisations
- Create a view of the pace of change being achieved
- Analyse your unique position against 9 key indicators of success

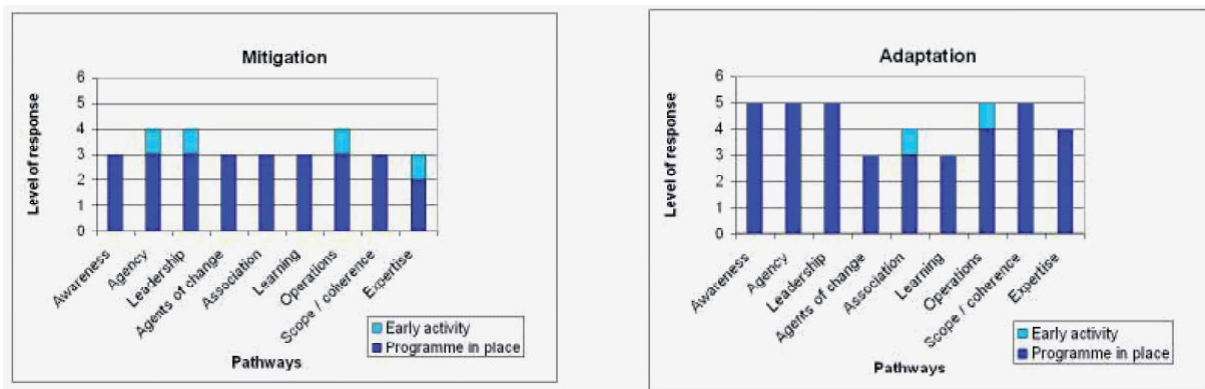
### Leadership team report

- Present a short action focussed report for discussion at Leadership Team level

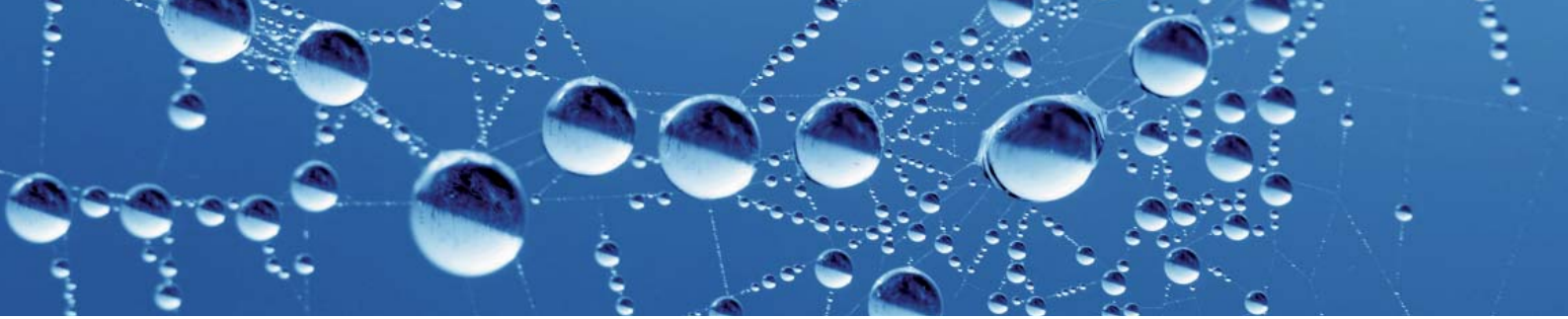
### Strategies for change

- Propose an integrated approach that will increase your rate of change
- Reflect back our view of the capacity and capability of the organisation to change at the rate required by your current strategies

## Example of a Climate PACT review



- Tremendous progress – especially on adaptation
- Very close to an unusually high leadership position
- Leverage areas: Learning, Working together, Agents of change



## Feedback on Climate PACT

- “Inspirational” - Pieter Bloemen, VROM- Dutch Ministry of Environment and Infrastructure
- “Valuable because it gives you space to think about things you don’t normally focus on.” Phil Sivell, C4S at TRL
- “This was a good chance to share understanding as a group” Gillian Pratt, Environment Agency
- “One of the most valuable and helpful things was to get the people focus on our change efforts” - Alison Cambray, Kent County Council

## Opportunities from an integrated change approach

- Opportunity to be seen as a leader and ensure reputation
- Importance in retaining and engaging staff
- Importance for investors and customers
- Need to challenge current business models to achieve change quickly enough for 80% reductions
- Sustaining change rather than it fizzling out
- Being credible in taking a long term approach

## Interventions we provide

- Stakeholder engagement
- Cross functional team sessions