

Swinburne
University of
Technology

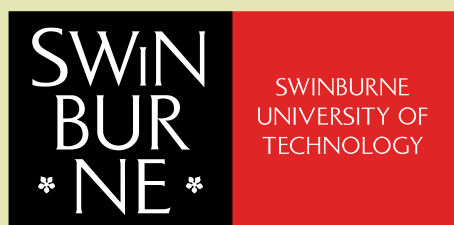
swinburne.edu.au



Your partner in a sustainable future

Culture change for sustainability

swinburne.edu.au/ncs



Partnerships that support positive culture change are central to sustainable organisations

Partner with the National Centre for Sustainability

The National Centre for Sustainability (NCS) is a collaboration of six educational institutions across Australia. We provide educational leadership and work in partnership with industry, government and the community to undertake program delivery, resource development, project work and applied research to support the development of sustainable practices.

The NCS believes that partnerships are critical to building organisational capacity for transformational change. Through our research and collaborations, NCS will continue to inform best practice in behaviour change approaches.

NCS provides:

- Project delivery with industry, government and the community
- Customised program design and implementation to deliver sustainability outcomes aligned with the organisation's strategy
- Applied research to support the development of business opportunities in the green economy

Benefits of an NCS partnership

Partnerships with NCS aim to support organisations to achieve transformational change and meet their sustainability objectives. By helping to create a shared vision and understanding of sustainability amongst employees at all levels, NCS partnerships enable organisations to create measurable performance improvements.

NCS partners with organisations to:

- Develop a culture of innovation and leadership for sustainability
- Respond to a carbon constrained economy
- Unlock business potential through enhancing capability and capacity
- Explore new ways of working by empowering staff and stakeholders

Recent shows that sustainability-focused companies outperform their peers by 15% during economic downturn¹

Sustainability influences performance

- Analysis shows companies committed to sustainability practices are achieving above average performance

Indicators of successful organisations

- A focus on long-term organisational health rather than short-term gains
- Strong governance and stakeholder engagement
- Capacity for change

Capacity building is the key to success

- Leading companies are developing the capacity to address compelling drivers for change, such as climate change, scarce resources and shifts in customer demands
- Capacity building is an ongoing collaborative process for organisational and cultural change, and is essential to ensure a shared common vision
- With enhanced capacity in sustainability, an organisation is able to anticipate and overcome internal and external barriers to implementing strategies and practices to deliver successfully on its objectives
- Capacity in sustainability will be required to transform risk into opportunity

¹ www.atkearney.com/index.php/Publications/green-winners.html?q=green+winners

Transforming strategy into action

Business benefits

Organisations operating effective sustainability programs can expect:

- Improved financial performance
- Operating efficiency and cost savings
- Greater capacity to attract and retain talented staff
- Reduced carbon footprint
- Stakeholder support and employee commitment
- Strengthened brand and reputation
- Innovations in processes, products, services and new markets
- Improved social capital and knowledge systems

Benefits for staff

Individuals working in an organisation with a coordinated sustainability program can expect to:

- Understand how sustainability relates to their role
- Contribute to sustainability initiatives
- Perform more effectively
- Derive increased job satisfaction
- Improve their professional and workforce competence
- Receive recognition of their contribution through attainment of a qualification
- Enhance their career prospects and rewards

Case Study : Southern Metropolitan Cemeteries Trust

Over the past three years, the Southern Metropolitan Cemeteries Trust (SMCT) has worked closely with the NCS Swinburne in areas of carbon foot printing, policy and strategy development, staff training and behaviour change.

These activities have supported the implementation of a host of resource efficiency initiatives that have delivered clear benefits for our organisation, staff, visitors and stakeholders. Our partnership with NCS supports our commitment to address the challenges of climate change and ensures the cemeteries entrusted to us are maintained for future generations.

Through implementing an ongoing sustainability workplace training program we have been able to proactively develop a culture that supports new sustainability initiatives, innovation and behavioural change.

Rod Shell
General Manager Operations
Southern Metropolitan
Cemeteries Trust

NCS works closely with partners to prepare a customised approach

Partnerships aim to both transform the behaviour of participants and drive the sustainability performance of their employers. This is achieved through closely aligning the learning activities of individual staff with organisational strategy.

Collaborative program design

Whether just starting out on the sustainability journey or at an advanced stage, NCS will support and work closely with partners to prepare a customised approach. This may include:

- Free sustainability capability assessment
- Strategy and policy development
- Sustainability assessment and benchmarking
- Cultural change program
- Program design
- Implementation planning
- Capacity building

Integrating work and learning

NCS offers a unique range of work-integrated learning programs to build capability and strengthen the capacity of leaders, managers, staff, clients and suppliers.

A suite of learning options is available to foster teamwork and facilitate project delivery:

- Sustainability awareness training
- Project based accredited training aligned to organisational goals
- Face-to-face and online learning

Evaluating and reporting impact

Establishing robust evaluation and reporting processes is the key to demonstrating and communicating program success. NCS offers:

- Performance and monitoring demonstrating tangible results
- Development of outcome models to identify barriers and improvement
- Sustainability reporting to GRI standards

Options for engaging all levels of staff and stakeholders

Capacity-building options

Organisations are made up of diverse groups of individuals with differing capacity-building requirements. NCS partnerships offer multidimensional and flexible capacity-building options for all levels of staff and organisational stakeholders.

Awareness training and workshops

- Introduction to sustainability
- Behaviour change for sustainability
- Introduction to Carbon Accounting

Customised project based programs

- Green Office program
- Energy and resource efficiency auditing
- Carbon Accounting
- GRI sustainability reporting

Accredited training

- Managing a Sustainable Workplace
- Leading Change
- Carbon Accounting
- Diploma of Sustainability
- Sustainable Energy and Resource Efficiency Technologies
- Diploma of Carbon Management

Your partner in a sustainable future

NCS @ Swinburne

The NCS offers a range of other services including:

- Carbon audits and ecological footprints
- Sustainability communication strategies
- Regulatory and compliance advice
- Supply chain risk assessment
- Greening your supply chain
- Development of program-specific evaluation tools
- Review and advice on evaluation programs
- Greenhouse modelling and advice
- Identifying demand-side abatement opportunities
- Identifying energy and resource efficiency programs
- Carbon credit and trading advice

The NCS collaboration

The NCS is a collaboration of the following educational institutions:

- Swinburne University of Technology, Victoria
- Sunraysia Institute of TAFE, Victoria
- University of Ballarat, Victoria
- South West Institute of TAFE, Victoria
- Challenger Institute of Technology, Western Australia
- Tropical North Queensland Institute of TAFE



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