



# LIM's Sustainable Leaders Program



## Program Goals

- Develop the mindset and competencies required to lead a sustainable business.
- Learn strategies to create a sustainability-conscious organizational culture.
- Practice the sustainable leadership approach with real business challenges to create earnings and / or savings for your enterprise.
- Build a plan to develop sustainable leaders and promote best practices across the organization.

## Create a leadership culture that combines business innovation and sustainability for profitability

In today's global economy, local and world events alike have an impact on our life and business. Whether is changes in the supply of goods, the economic hardship of consumers, the attitudes of civil society or the health of capital markets, no business is immune from external forces. Such interconnection calls for new leadership mindsets, competencies and behaviors. LIM's **Sustainable Leaders Program** provides critical thinking, reflection and practical tools to develop new ways of perceiving and analyzing data, enabling leaders to make decisions that drive business sustainability across the organization.



An integral part of the program is providing opportunities for participants to discuss and practice strategies to produce sustainable organizational change. We create the environment for leaders to understand, appreciate and embrace the impact of complex sustainability challenges and opportunities for their businesses.

The **Sustainable Leaders Program** is co-designed with each client:

- Real challenges serve as the vehicle for learning;
- Participants work in small, cross-discipline teams;
- Teams meet at regular intervals over an extended period;
- LIM coaches support leaders as they work to develop and transfer new behaviors.

**Executives achieve outcomes on FIVE dimensions**



**Target audience** – The Sustainable Leaders Program is designed for senior managers with organizational accountability.

**Program length** – The program will consist of three to four modules, each module lasting 3-4 days, over a period of several months. The program is co-designed and customized with our



Program participants will discuss the implications on the business and stakeholders to develop a systemic view of the business in the larger social and environmental global context.

## Client success example: Reduced CO2 Omissions to 0

Here's an example from one participant who attended LIM's Sustainable Leaders Program in India.

### **Business objective:**

- Reduce the CO2 emissions to 0 in our manufacturing plant in India

### **Pre-workshop challenges:**

- Dream an 'almost impossible' but exciting dream
- Share that dream with your colleagues
- Develop the outline of a plan
- Refine plan with business team
- Implement that plan

### **Focus of the program:**

- Develop Shared Leadership and Sustainable Leadership
- Provide practical processes, concepts and tools that help teams realize their dreams
- Develop a support system inside the organization to nurture the participants after the program

### **What we did during the program:**

- Worked in teams on real current corporate business challenges and opportunities
- Received Peer Learning support in Peer Learning Groups on our personal business challenges
- Received One on One coaching from our LIM Coaches
- Developed Shared Leadership and Sustainability Mindset skills while working in project teams
- Transferred what we learned in the program to our own teams with HR Business Partner support

## LIM is all about solutions

Our work focuses on meeting your business goals. We help clients find ways to address their strategic challenges and turn problems into opportunities. We guide individuals to think in new ways. Programs featuring hypothetical challenges are simply not as meaningful or engaging. Our programs focus on the real business challenges clients face in their organizational context. This is where the most powerful learning takes place.

## Our powerful ARL® methodology drives results for our clients

LIM uses its Action Reflection Learning (ARL®) methodology to help clients address key leadership challenges. ARL® is based on powerful learning principles that make the transformational experiences both engaging and relevant. Most importantly, the learning is highly applicable to the organizational context and is easily transferred into the day-

## Contact us:

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to-day life of teams and leaders.

## How can LIM help your organization?

Over the past three decades, LIM has refined its core ARL® methodology into a solutions-oriented range of tools, tactics and learning strategies that deliver exceptional results. Leaders become more effective, decisions become sounder, strategies and plans are effectively. Our ARL®-based solutions eliminate much of the pressure and stress that permeates today's organizations. Imagine completing your daily operations and

having more time available. ARL® makes that possible.

## Earning while Learning: We develop your leaders to grow your business

Our network of over 50 certified learning coaches work with organizations across the world to develop successful leaders.

*"...LIM stepped into a very challenging situation and helped us find common ground to think creatively and to help globalize our business."*

**Loren Appelbaum, former VP, Human Resources Strategy, AT&T**

*"For the last seven years, LIM has helped us design and run a global leadership program that has become a powerful engine for ongoing change...We value LIM's guidance highly."*

**Eva Arnell, former Director of**

## Core Program Design Steps

