HR : Expanding awareness through a Sustainability Mindset



#### Dr. Isabel Rimanoczy



# The Tip of the Iceberg Challenge

New regulations ESG Reporting

Innovation challenge Cradle to grave accountability

Social media and reputational risks Customer

expectations

Liabilities

Rising insurance premiums



Shareholder

expectations

**SDGs** 

Industry benchmarks

> Competitors raising the ethical bar

> > Gen Z new hires expectations

Climate related challenges

AI

Supply chain challenges

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What mindset created these problems?

Nature as infinite provider of resources

Short term focus

Individualism

Unintentional harm, unawareness

Limited stakeholders consideration

> Fragmenting the problems

> > Linear thinking

Rational thinking, analysis, avoid emotions



Fear of risks

Prioritizing financial returns

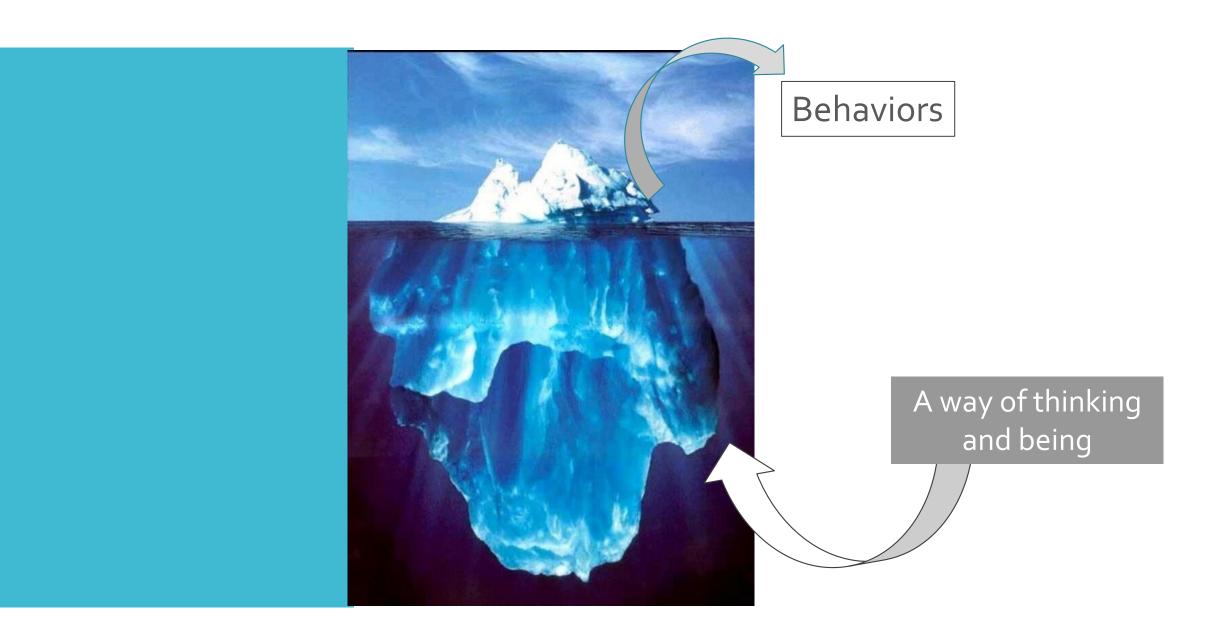
Materialistic thinking in business

> Disconnect from personal values and purpose

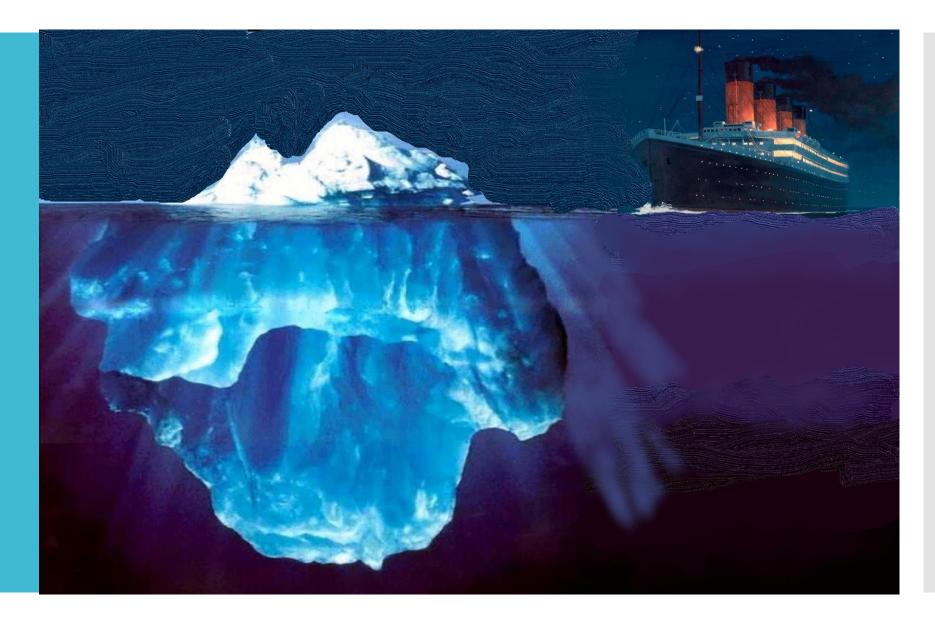
Siloed thinking

Speedy actions and reactions

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# Why does it matter?



# What is a Sustainability Mindset?



A way of thinking and being that is expressed in actions for the greater good.

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## The 12 Sustainability Mindset Principles



### **Ecological Worldview**

EcoliteracyMy Contribution

Systems Perspective

Long-Term Thinking
Flow in Cycles
Both+And Thinking
Interconnections

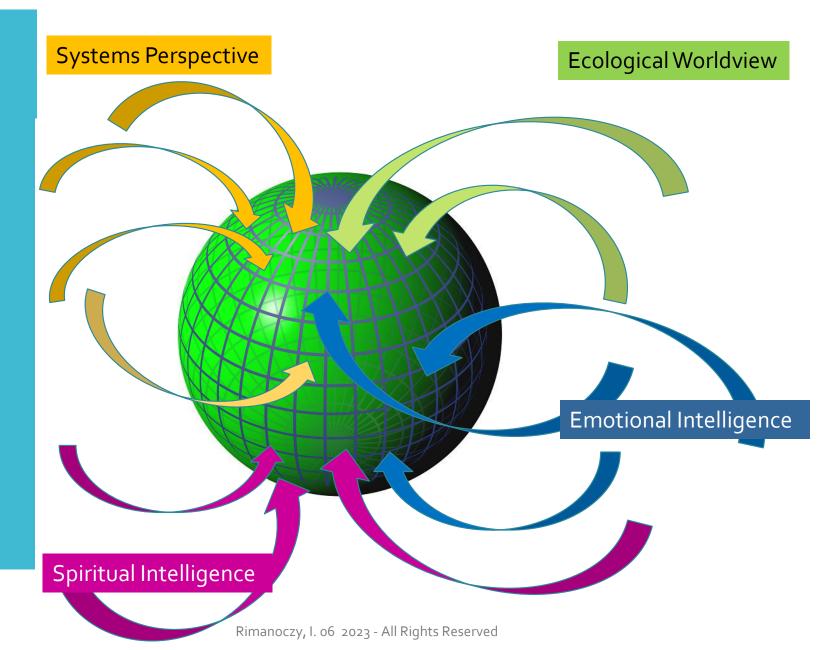
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Emotional Intelligence Reflection Self-Awareness Creative Innovation



Spiritual Intelligence
Oneness with Nature
Mindfulness
Purpose

# How to Access the Mindset?



# How to assess and support?



- A personal development tool
- A research tool
- A pedagogical support
- Charts progress and clusters data
- Maps and profiles in 32 pages
- Guides coaches/instructors in 30 pages
- Resource Workbooks

Rimanoczy I, & Klingenberg, B. The sustainability mindset indicator: A personal development tool. *Journal of Management for Global Sustainability*, 2021. https://ajol.ateneo.edu/jmgs/articles/229/2558

THOUGHTS, QUESTIONS, INSIGHTS? 2



### Resources



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