

**SUSTENERIGROUP**  
"BETTER BUSINESS, BETTER TOMORROW"

**EXPERT  
HUMANS**  
Developing Expert Human Skills

**M3TRIX** GUIDING  
SUSTAINABLE  
BUSINESS  
TRANSFORMATION  
**A C A D E M Y**

# The Sustainable Business Transformation Leader - Asia

A new online Sustainability Programme offered jointly by  
M3TRIX Academy, SusteneriGroup and Expert Humans

Driving impactful innovation and enabling lasting change  
in order to develop the full potential of the organisation

**100% online programme – Sustainable Business  
Transformation Leader - Asia - Singapore time zone (GMT+8)**

**Programme start date  
02.03.2021 at 16:00 Singapore time**

# Overview

## The SBT Leader – Asia experience

Over 10 weeks, you will take part in a digital learning experience that will inspire, inform and challenge you to achieve your unique business goals.

Together, with a dedicated mentor and each other, you will connect, collaborate and learn the skills and develop the mindset necessary to contribute to a sustainable business transformation with other impact-focused business leaders.

## Benefits to you

World class programme with 5 modules and experienced facilitators

Business Transformation initiatives to get real work done with an online sparring partner

Two Expert Panels that share their lived experience with you

Joining a Global Learning Community

# Sustainable Business Transformation Leader - Asia

As a senior leader, decision-maker or business owner responsible for sustainable business strategy, this course is for you because:



You are looking for **tools and to develop competences** to transform your business model in a future-oriented way



You want to **influence and ensure** a future-fit, sustainable business orientation for your organisation



You want to **support your organisation** in developing and applying solutions to sustainability challenges



You want to benefit from a **collaboration with like-minded innovators** and become a member of the "Sustainable Business Transformation" network



You are aiming for **meaningful proof** of your competence and understanding of sustainable business transformation - through gaining the final SBT-Leader certificate



You want to **develop personally** and improve your skills as a sustainable business leader

# Sustainable Business Transformation Leader - Asia

## Programme benefits



### **SBT Leader Programme**

Content and facilitation methods are based on 30+ years of experience and research.



### **Online Mentoring and Advice**

We include world-class business transformation leaders to mentor and support participants through their learning experience and business transformation initiatives.



### **Expert Panels**

Most of the learning in the programme will come from working alongside peers and through discussions with industry experts.



### **Lifelong learning community**

Learning is a lifelong process that our community fosters with inspiring guest speakers, networking opportunities and working groups.

# How you learn in the SBT- Leader – Asia

The course is designed according to adult learning theory and in line with how most successful organisations promote development.

## High Relevance

We harmonise your learning goals with business and societal needs.

## Our Team

Our experienced and enthusiastic team facilitates skill acquisition and personal development.

1

2

4

3

## High Touch

We offer time, space and above all personal relationships, because that is what brings innovation and change.

## High Context

Our action learning environment creates strong conditions for social learning and getting real work done.



# High Relevance

## Business Transformation Initiatives

We believe in learning by doing. Thus, as part of the course work, you will work on your own **business transformation initiative**. The initiative is intended to deliver a **sustainable impact** for your organisation. Initiatives should be connected to your work and your area of responsibility. You will pitch or prototype your initiative during the program to enable you to receive direct feedback.

Initiatives may take the form of implementing sustainability into your business or department strategy, conducting a stakeholder assessment, applying sustainability ratings, designing a new product/service or assessing new markets.

### Benefits to you:

- Get real work done
- Receive support and inspiration for your business initiative
- Improve your ability to influence and contribute to a sustainable business transformation
- Profit from successful initiatives and gain internal and external recognition
- The best initiatives will be given the opportunity to be published



# High Relevance

## Programme content

The content of the programme is based on **the latest scientific knowledge and experience** in the field of sustainable management, business transformation, purpose-driven- and responsible leadership.

We understand the **integration of sustainability** into the core business and along the entire value chain as being a fundamental component of sustainable business transformation.

Companies become part of the solution to complex challenges instead of being perceived as part of the problem. In concrete terms, this means achieving **sustainable corporate success**.

### **Benefits to you:**

- Much of the content and research has been developed and conducted by our trainer team
- Content can be adapted to your group and individual requirements
- You will gain a business-orientated understanding of sustainability, deepen your appreciation of purpose-driven business *and*
- Achieve impact by making things happen





# High Touch

## Expert Panels

The SBT Leader – Asia experience is driven by a shared purpose to elevate the learning of the group. This is supported by **our specially invited expert panellists who embody Sustainable Business Transformation practices**. They will share important insights about how these practices can work for you.

Our expert panels include **industry pioneers, champions and entrepreneurs** who will share stories and perspectives that illustrate what we mean by sustainable management. CEOs, CFOs, CHROs, Chief Sustainability Officers, leaders from NFPs which advocate sustainable business practices as well as sustainability specialists and practitioners – will be invited in for lively, challenging and exciting discussions with the programme participants.

### **Benefits to you:**

- Receive first-hand insights into exciting transformation processes
- Learn how theory is put into practice
- Get the chance to put your questions to leaders in the field
- Increase your network and build a rich support system for the future



# High Touch

## Online Mentoring and Advice

Your 1 to 1 online mentoring and advice sessions bring you together with an **experienced mentor/advisor who will support your organizational initiative**. Our mentors/advisors serve as sparring partners and support you through your business transformation initiative. All mentors and advisors are carefully selected to match the needs of participants: they are experienced in mentoring, project management, facilitation of change/transformation and often come with non-executive director experience too.

We will connect you with a suitable mentor/advisor after the 4<sup>th</sup> module and you will receive 1-2 sessions, with each one lasting 45-60 minutes.

### Your benefits:

- Receive excellent mentoring and advice on your specific initiative
- Position yourself to effect practical knowledge transfer and implement change
- Receive support (and challenge!) for your decision-making regarding your business transformation initiative



# High Context

## Boosting your learning

The **composition of the participant peer group** is crucial for learning success. We pay special attention to the diversity of professional background, age, experience with sustainable management and personality types in the composition of the programme cohort. We create a **good learning atmosphere that is fun and promotes open exchange.**

During the online live modules, we have interactive components such as break-out sessions, group discussions, questions and reflection time to boost your learning success.

### Your benefits:

- Your experience is highly valued and is built into our learning approach – you will have opportunities to share/receive feedback
- Get involved in discussions, break-out sessions
- Benefit from solution-oriented learning
- Enjoy time and space to engage with your peers



# Our Team

## Programme Leaders

During your whole learning journey, you will be guided by our **programme leaders**. The programme leaders will be your point of contact. They are equipped with a unique combination of **innovative learning methods, an empathic facilitation style and knowledge of group dynamics**.

The facilitator team will take care of your learning and development needs and customize the content according to your business challenges.

### Your benefits:

- Learn in an open and safe learning environment
- Experience a flexible and engaging learning journey
- Receive high-touch support (e-mails, phone calls) during the course



# Our Team

## Facilitators, Mentors and Advisors

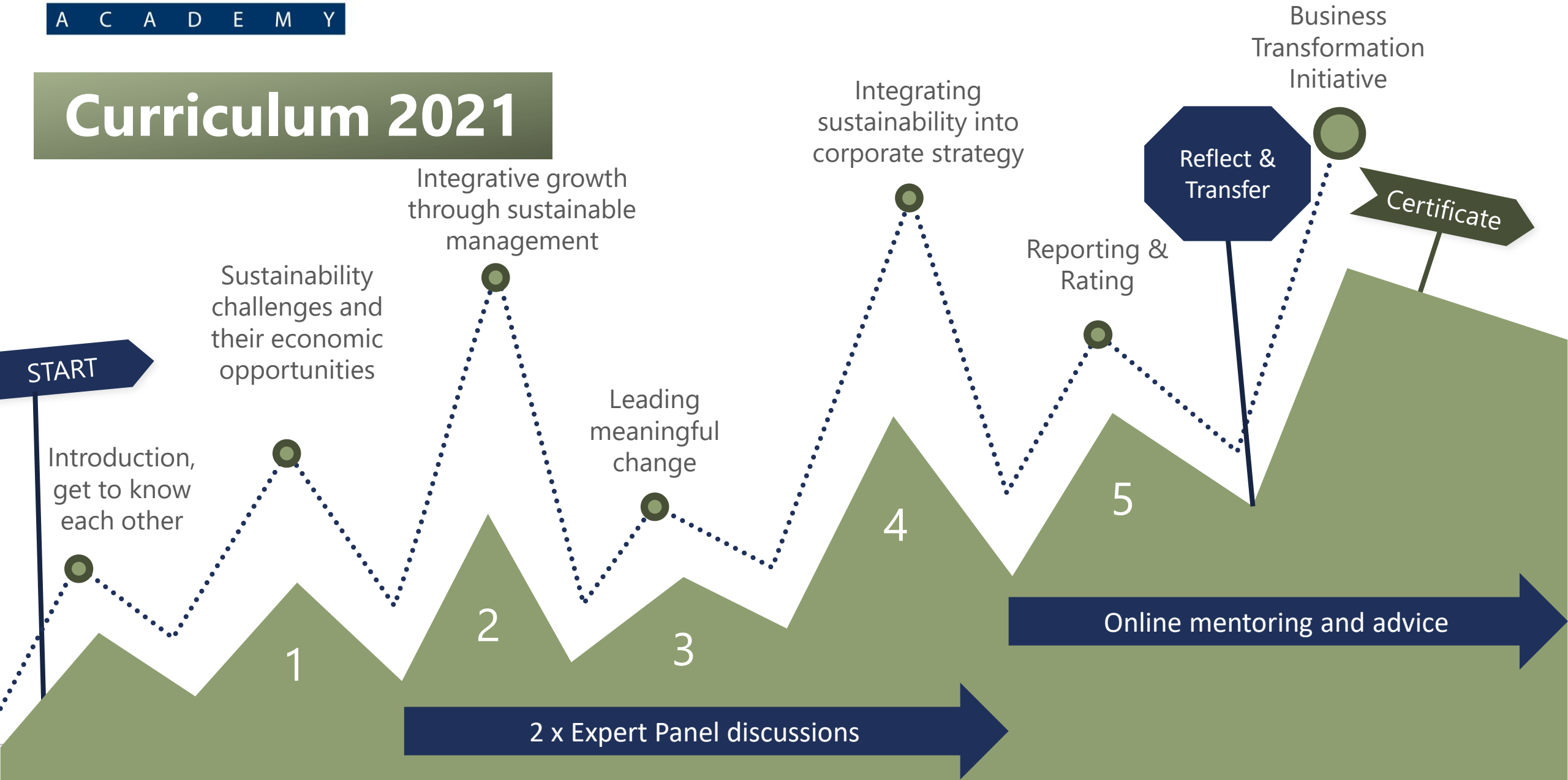
Your Facilitator, Mentor and Advisor team comes with the **unique combination of the following**: pioneering the field of sustainable management, leading business transformation and many years of practical experience paired with innovative learning methods - and pure enthusiasm for companies as providers of solutions for global challenges.

**Our multicultural and transdisciplinary team** is interested in you and will want to engage and truly support you with everything needed to bring about sustainable business transformation and facilitate innovative thinking. If needed, we can also help to connect you to our extended of sustainability experts around the world.

### **Your benefits:**

- Learn and engage with a highly experienced, seasoned and transdisciplinary team
- Establish a long-term relationship with us
- Engage in an open feedback culture

# Curriculum 2021



# Course Curriculum

## Tuesdays (Singapore time)

Section	Week	Date	Time	Topic
<b>Orientation</b>	1	02.03	1600-1730	Introductions, course overview
Module 1	2	09.03	1600-1900	Sustainability challenges and economic opportunities
Module 2	3	16.03	1600-1900	Integrative growth through sustainable management
<b>Expert Panel</b>	4	23.03	1600-1730	<i>Sustainability Strategies for Organisations</i>
Module 3	5	30.03	1600-1900	Leading meaningful change and innovation
Module 4	6	06.04	1600-1900	Integrating sustainability into corporate strategy
Module 5	7	13.04	1600-1900	Reporting & Rating
<b>Expert Panel</b>	8	20.04	1600-1730	<i>The Future of Sustainability in Organisations</i>
Action Plan*	9			Reflections/Transfer into Business Transformation Initiative
Final Review**	10			Written Initiative Report and Presentation to Group

(Dates for \* and \*\* are decided by faculty and group. Dates may be subject to change)

## Key information

<b>Language</b>	<b>English</b>
<b>Programme Duration</b>	<b>10 weeks (orientation + 5 modules + 2 Expert Panel sessions + 2 hours online mentoring/advice + final project/initiative review presentation)</b>
<b>Study time</b>	<b>30 hours online and 40 hours individual study</b>
<b>Programme Start</b>	<b>Tuesday 2 March 2021. Deadline for applications: <u>Monday 15 February 2021.</u></b>
<b>Platform</b>	<b>Zoom</b>
<b>Price (Singapore \$)</b>	<b>S\$8800 (Early Bird – book by Friday 5 February 2021: S\$7920)</b>
<b>Group Size</b>	<b>Max. 20 participants</b>



## Orientation: Introduction, getting to know each other and course overview



Michael Jenkins



Angelika Salmen

**02.03.2021 16:00-17:30 SGT**

Your ideas and expectations are important to us. After the orientation module, we can tailor elements of the course to your needs.

- Welcome to the course: Sustainable Business Transformation Leader - Asia
- Getting to know each other and motivation for participating
- Expectations and requests regarding course content

This orientation session includes an overview of the programme, introduction to our online forum and discussion about your business challenges.

## Module 1: Sustainability challenges and their economic opportunities



Monika Kolb



Nayan Mitra

**09.03.2021 16:00-19:00 SGT**

Discover sustainability trends and their economic opportunities. Reflect on the widespread assumptions about companies and which problems and implications they have. Develop a new model of business in society which will lead to a new understanding of management.

- Sustainability challenges and climate crisis
- Dominant assumptions about organisations
- The role of business in society
- How a new paradigm is emerging

Participants receive a learning summary as an introduction to the global context before this session. The session involves lecture, discussion and group work.

## Module 2: Integrative growth through sustainable management



René Schmidpeter



Constant Van Aerschot

**16.03.2021 16:00-19:00 SGT**

Get inspired by the possibilities of future-oriented business leadership by looking ahead and assessing future trends. Learn about global advancements in the field and about rethinking management.

- Sustainability as a 21st century business opportunity
- Principles of entrepreneurial innovation
- Sustainable Management as new paradigm for success

The session involves two keynote speeches and a moderated high-level “fishbowl” discussion.

## Module 3: Leading meaningful change and innovation



Michael Jenkins

**30.03.2021 16:00-19:00 SGT**

Utilise your individual resources as the basis for achieving a stronger impact on the future success of your company or organisation.

- Responsible leadership and innovation for transformation
- Getting ready for change
- Humanising the workplace
- Set up winning teams

The session involves a presentation, discussion, personal reflection, psychometrics and group activities.

## Module 4: Integrating sustainability into corporate strategy



Patrick Bungard



Jeremy Prepscius

**06.04.2021 16:00-19:00 SGT**

Understand sustainability as a central element of future-oriented corporate strategies. Access corporate examples and learn how to integrate sustainability into the corporate DNA.

- Analysis of opportunities for sustainable management into the company's activities
- Instruments and management tools (social impact, materiality analysis, impact measurement, etc.)
- Personal examples from MNCs and SMEs

The session highly draws on the professional consulting experience of both speakers and contains lectures and discussion.

## Module 5: Reporting & Rating



Juniati Gunawan

**13.04.2021 16:00-19:00 SGT**

Take a deep dive into sustainable reporting and ratings. Learn how to substantiate your sustainability performance to banks and investors.

- Non-financial reporting standards and ratings
- Sustainability scores (forecast risks and opportunities)
- Sustainability & Impact reports: how to create and read them

The session comprises a lecture and case study discussion.

# Life-long Learning

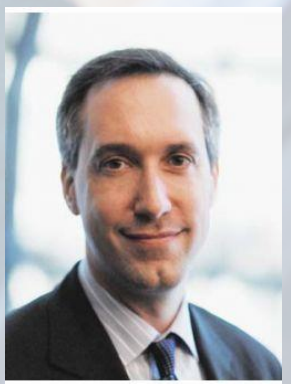
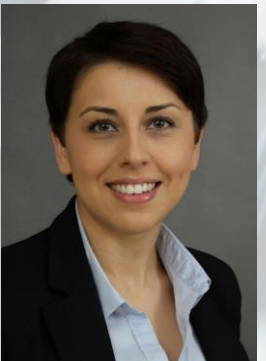
## How your journey continues

- Excellent initiative reports have the chance to get **published** (Springer Publisher)
- Connect with your **mentor/advisor** 4-6 months following the conclusion of the programme
- Create **working groups** out of your course
- We love surprises: 2 x a year business leaders, experts and thought pioneers will inspire and engage community members in **online keynotes and discussions**
- To implement your business transformation project/initiative you can request **further support from us** while also sharing your experience with the community
- Become a facilitator or **mentor/advisor yourself** (contact us for opportunities)



# Supporting You

## A-Z of Faculty and Experts





# Angelika Salmen



*“Life-long learning is a key skill needed by individuals and organisations alike. In order to move sustainability efforts forward and work within an ever changing and complex world, businesses have to design a corporate culture that embraces learning and supports employees along this journey”*

Angelika was born in Romania but grew up and spent most of her life in Germany. She graduated with a BA in International Tourism Management from Brighton University and a MSc in International Management from Sussex University. Her passion and interest for education, social justice and corporate learning led her to complete a PhD in Education and conduct research on academic development and sustainability education in UK business schools.

Angelika’s professional experience spans various industries and areas including tourism, retail, recruitment and academia. She has taught multiple business and management modules including sustainability in business, leadership, organisational behaviour, globalization and diversity. Angelika is a lecturer of Organisational Behaviour at Bournemouth University Business School (UK) and a Freelance Sustainability Learning Consultant. She is also a part of the M3TRIX Academy faculty.

## Expertise

#SDG  
#UNPRME  
#SustainabilityEducation  
#SystemicChange  
#ResponsibleManagement  
#SocialLearning  
#E-Learning

# Constant Van Aerschot



## Expert Panel member

Constant Van Aerschot is Director Asia Pacific of World Business Council on Sustainable Development (WBCSD). Constant spent most of his career in industry and consultancy. As a civil engineer, he is a construction sector and energy efficiency in buildings expert.

After his MBA, he gained extensive experience in public affairs, regulatory processes and advocacy. Constant enjoys managing collaborative work and finds purpose in operationalising sustainability strategies in companies. He currently sits on several Boards. A conceptual thinker, he is motivated by concrete outcomes.

## Expertise

- #Development
- #Regulations
- #Public affairs
- #Sustainability strategies
- #Energy efficiency
- #Stakeholder Engagement
- #Keynote speeches

# Jeremy Prepscius



Jeremy is vice-president, Asia-Pacific for BSR. He has extensive experience in supply chain management, business integration, external communications, government relations and compliance operations. Prior to joining BSR in 2006, he spent more than 10 years on equipment sourcing, footwear production and corporate responsibility for Nike, Inc. He also worked in China for five years as the North Asia Regional Compliance Director, covering sustainability issues in Cambodia, Vietnam, China, Hong Kong, Macau, Japan, Korea, Taiwan, and the Philippines.

## Expertise

- #Turning strategy into action
- #Stakeholder management
- #Strategic Integration of Sustainability
- #International Collaboration
- #Impact

# Juniati Gunawan



Juniati Gunawan, is a lecturer and director of Trisakti Sustainability Center (TSC), Trisakti University, Jakarta-Indonesia. She graduated with a PhD degree in accounting from Edith Cowan University (ECU), Western Australia, with specializing in corporate reporting, also hold a certified green finance specialist and green product specialist. She publishes many articles in international journals and book chapters. She also received an Australian Award, a research grant from The Global Reporting Initiative (GRI), Amsterdam; The Ministry of Research, Technology and Higher Education of the Republic of Indonesia & The Universiti Teknologi Mara, The Accounting Research Institute, Malaysia.

She is an acknowledged expert in the area of sustainability reporting in Indonesia.

## Expertise

#Corporate reporting  
#Sustainability reporting  
#Banking industry  
#International Finance  
#Accounting  
#Research

# Monika Kolb



Monika Kolb is the Founder of M3TRIX Academy. She is a renowned expert in the field of sustainable management learning. Her work and research focus are responsible leadership, sustainable management and innovative pedagogy. She is doing her doctorate on action-based learning for the development of responsible leaders. She has several years of professional experience in a DAX company, is a lecturer and is a certified coach and trainer.

*“We are the generation that makes the economy better. We are a growing community creating a new history of how to do business. One that enables us to do our best. We don't always do everything right, but we getting better every day. Let's work together to create the best economy that ever existed.”*

## Expertise

#CSR  
#Sustainable management  
#Responsible leadership  
#Innovative learning-methods  
#Cultural change  
#Transformative educational programs

# Michael Jenkins

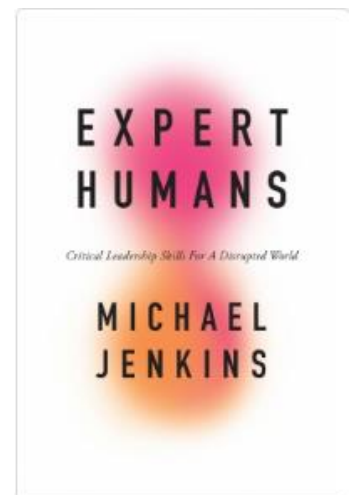


*“We know we have a huge problem on our hands. The good news is that we have some assets that I think will play a major part in mitigating the sustainability challenges we face. These assets include large, medium and small companies that are all determined to play their part in the greatest battle of our times.”*

Michael was born and spent his early years in Malaysia. He graduated from Durham University (UK) in Chinese Studies followed by postgraduate studies in Japanese language, politics and economics at Nanzan University, Japan. The UK’s HR Magazine named Michael as one of the UK’s Most Influential Thinkers in Human Resources in 2013 and again in 2016. Michael is a regular contributor at conferences in Singapore and abroad where he specialises in topics such as humanising the workplace, new thinking in leadership development, the Future of Work and sustainability. He contributed to the Human Capital Leadership Institute publication *Doing Well and Doing Good in Asia* (sustainability in Asia Pacific) and explores sustainability as one of the Great Disruptors in his forthcoming book *Expert Leaders: Critical Leadership Skills for a Disrupted World* for Emerald Publishing. Michael is a Partner in the London-based think-tank, the FutureWork Forum, faculty member of M3TRIX Academy and CEO of Singapore-based Expert Humans.

## Expertise

[#Humanisingtheworkplace](#)  
[#SustainabilityandHR](#)  
[#Globaldisruptors](#)  
[#Leadershipdevelopment](#)  
[#Keynote speeches](#)  
[#Internationalpanelmoderator](#)



# Nayan Mitra

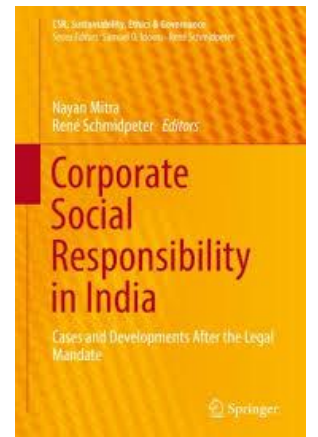


Nayan Mitra is the Founder Director of Sustainable Advancements that aims to promote the Sustainable Development Goals through advocacy & implementation. She has over 20 years of diverse professional experience in academics, social corporate sectors, academia and is a editor of books around CSR in Asia, India and Rising Economies.

She is passionate about women's issues and is the West Bengal State President of the Sustainable Businesses Council, WICCI Influencer at Womenovator West Bengal and Mentor at the Aspire for Her Foundation. Dr Mitra was a recipient of the prestigious Author Award at the India CSR Leadership Summit three years in a row 2017 2018 and 2019. She was one of the 25 most impactful CSR Leaders in India in 2019 and recognised as an exceptional woman at the Women Economic Forum, 2019 (New Delhi, India)

## Expertise

- #Sustainability
- #SDG's
- #Development
- #Public Sector
- #Community Building
- #Research



# Patrick Bungard



*"Businesses that make our world a better place own the future, not those that contribute to its destruction."*

Patrick Bungard is Co-Founder and Managing Director of M3TRIX GmbH. His passion is to inspire people and companies to rethink the economy and to accompany them in a sustainable business transformation. He has many years of experience in business, the third sector, as well as in teaching as a lecturer and expert in executive education programs.

Patrick is a best-selling author and an experienced speaker.

## Expertise

#CSR  
#Materiality management  
#Impact measurement  
#Business transformation  
#Social entrepreneurship  
#Sustainable business models



# René Schmidpeter

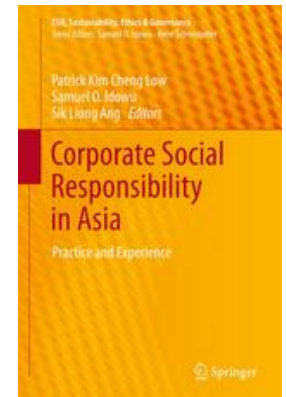


*"The time has come to change the future for the better together, because each individual can use his or her strengths for change and get involved for a positive future!"*

Prof. Dr. René Schmidpeter is an innovative pioneer who stands for a paradigm shift in business administration and the sustainability debate. He is an internationally recognized expert on strategic management, business transformation and global sustainability developments. He is Professor for Sustainable Management in Germany and has received international Professorships and Academic Awards from Universities and Sustainability Think-Tanks in Australia, India, Great Britain and China. He is Editor in Chief of the International Journal of CSR, Vice President of the Global Corporate Governance Institute and Academic Chair of the Humboldt Conference of Sustainability and Responsibility. In the last five years he has authored more than 100 publications on CSR, sustainability, governance and ethics in his management series for Springer Gabler Publishers.

## Expertise

- #CSR
- #Sustainable Management
- #Business transformation
- #Global sustainability development
- #Network effects
- #Keynote speeches
- #Academic studies



# Rudi Plettinx



*"Make Sustainability the new Business Normal:  
it is like climbing a mountain, first  
establish your base camp and then plan to  
reach the top in phases through your strategy"*

## Expert Panel member

Rudi is CEO and Co-Founder, SusteneriGroup, Partner FutureWork Forum and Faculty member of M3TRIX Academy. He is a forward thinking, competitive and collaborative senior-level executive with extensive experience in Sustainability, CSR, transferable B2B solutions, leadership and management development, culture and change management. Rudi possess a strong P&L track record in executive leadership strategy in all disciplines of leading business transformation. He has proven expertise in recruiting and developing staff and teams, establishing strategic partnerships, as well as new business opportunities and partnerships across EMEA and Globally. Rudi is an expert in building consultative teams leading organisational change, consulting services, needs analysis, process improvements and attention to detail in time-sensitive situations.

## Expertise

- #Global Business Development
- #Business Strategy & Execution
- #For Profit/Non-Profit
- #Sustainable Business Transformation
- #Cash Flow Management
- #Revenue & Profit Growth



# Invited Expert Panellists

Also invited to join us are:



Ramesh Fatania, Managing Director, METRIX BBVA, Expert in Sustainability Leadership and Corporate Responsibility



Ester An, Chief Sustainability Officer, City Developments Ltd



Pamela Qiu, Head of Business Development and Engagement, Alliance to End Plastic Waste



Sriven Naidu, Executive in Residence, IMD-Asia, Expert in Multi-sector Partnerships for Innovation and Sustainability

## “3 PILLARS” FOR A SUSTAINABLE BUSINESS TRANSFORMATION WITH IMPACT:

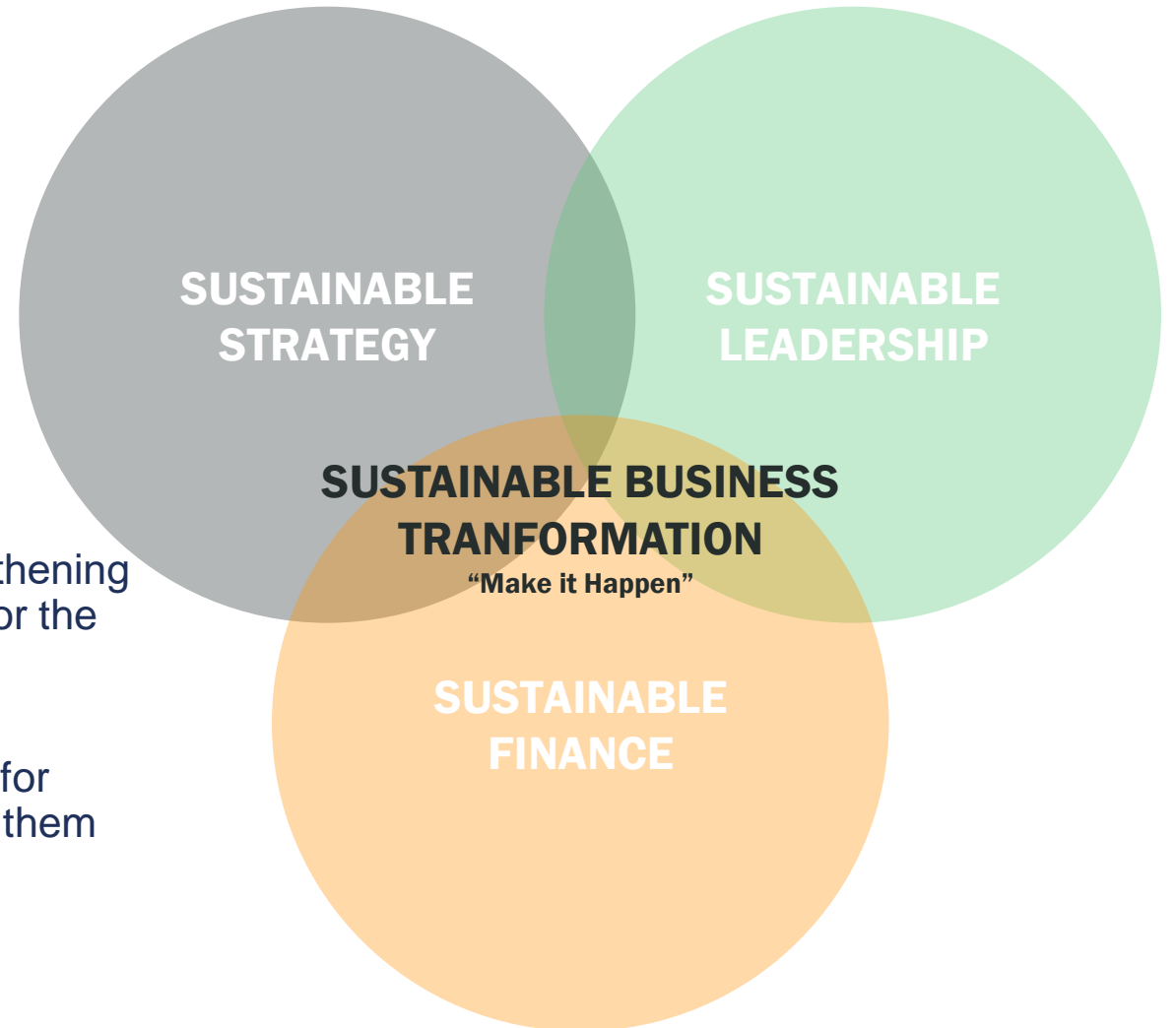
### STRATEGY-FINANCE-LEADERSHIP

#### About SusteneriGroup

To create “Sustainability Impact” by advancing and strengthening the role of the responsible, Purpose-driven organisations for the benefit of Society Worldwide through Sustainable Finance, Strategy and Leadership.

To be a Compass in Sustainable Business Transformation for Organisations partnering with their leaders and supporting them with the know-how, skills and capabilities for the long-term prosperity of all stakeholders.

[www.sustenerigroup.com](http://www.sustenerigroup.com)



“Better Business, Better Tomorrow” - “Why-How-What”

## About Expert Humans

The people we work with are really good at what they do. They've often risen to positions of power and influence in their organisations because of their professional expertise. At Expert Humans we seek to complement these professional skills by exploring – at a deep level – those human skills that are under-developed, not well understood and for some, completely ignored. Our aim is to open up a world of possibilities to enable people to thrive at work and exponentially increase their impact. By helping with this through our ACE model, we believe we can help organisations – local, regional and especially those going global – to succeed. And developing global skills informs everything that we do. Expert Humans is about helping successful people become better leaders, build more effective teams and drive stellar, sustainable results for their organisations.



# About the M3TRIX Academy

## Philosophy

The **M3TRIX Academy** is a global network of experts with the goal to inspire and guide sustainable business transformation.

Our work has never been as relevant as it is today. Worldwide, pioneers in companies and our society are working to create a better economy. Above all, this means investing in innovations and solutions for climate change, resilient societies and sustainable entrepreneurship.

This task is very exciting and challenging for all of us. The transformation to a more sustainable economy doesn't just happen - we have to work on it.

This is what we are doing together with our participants. Every day.

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**A C A D E M Y**

**For further information and registration,  
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