



Six Butterflies

Change agents for a changing world

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**SIXBUTTERFLIES
TRAINING
ACADEMY**

COURSES

**COACHING &
MENTORING**

**INSPIRE
EDUCATE
CULTIVATE**

CONTENT

Introduction	3
Learning	4
Training Methodology	5
Ethical Resilience	6
ESG Foundations	7
Sustainability Foundations	8
SDG Foundations	9
Environmental Claims: Greenwashing	10
Designing a Sustainability Strategy	11
Coaching and Mentoring	12
Coaching and Mentoring Programmes	13
Contact Details	14



HOW CAN YOU TRANSFORM YOUR PEOPLE AND BUSINESS?

ENHANCE YOUR PEOPLE'S EDUCATION AND ENGAGEMENT WITH SIX BUTTERFLIES ACADEMY.

INSPIRE - EDUCATE - CULTIVATE

Comprehensive training, coaching & mentoring, and employee engagement programmes, covering a wide range of topics.

Sustainability
Safety, Health & Environment
Wellbeing
Diversity & Inclusion

INTRODUCTION

Thank you for considering Sixbutterflies. We firmly believe in the concept that a business is only as strong as its purpose, people, and values. Here, at Sixbutterflies we consider responsive, customised, and requirement based training and development to make a significant difference between a good and great workforce.

Many studies have proven the fact that continuous learning and development is a key factor in retaining and recruiting valuable employees.

Our proven work in the field of sustainability, environment, and safety has given us confidence in our ability to deliver high-quality training and coaching & mentoring based on research and best practice.

Please feel free to contact us if you have any questions. We look forward to discussing and finalising the proposal and are very excited to be working with IEMA with like-minded values and ethics.



SIXBUTTERFLIES ACADEMY TRANSFORMING PEOPLE AND BUSINESSES

We are change agents that make a difference to individuals, teams, businesses, and stakeholders. We inspire, educate and cultivate people with up-to-date industry best practices. We have years of worldwide experience, nurturing talent and enabling positive organisational change.

Inspire-Educate-Cultivate

We inspire people through our education programmes. To imbed values and behaviours to enhance purpose and positive values. Making people change agents for the good.



Customised

Our programmes can be tailored for every client according to need and availability from off-the-shelf training modules to group coaching and one-to-one mentoring.



Strategy & Communication

Our programme content can be adapted to be integrated into your broader strategy, communications and reporting materials, aimed at internal and external, media and stakeholder audiences.



Practical

Our programmes reflect different disciplines, levels of seniority and specialisations within your organisation – from the board to apprentices, from the marketing team to the supply chain.



Thought Leadership

We are continuously researching and providing new insights for the drivers of sustainability. All our programmes contain the latest industry best practice.



Accredited

Our courses are written and delivered by highly experienced sustainability experts. CPD accreditation in progress.



**“WE NOW
ACCEPT THE
FACT THAT
LEARNING IS A
LIFELONG
PROCESS OF
KEEPING
ABREAST OF
CHANGE.”**

PETER DRUCKER



TRAINING METHODOLOGY

The courses are structured into four parts:

Part 1

Comprises of a pre-course delegate hand book with subject matter and a chapter guide to learning.

Part 2

Comprises of tutor talks on specific topics with clear aims and objectives.

Part 3

Comprises of delegate individual / group exercises that focus on experiential learning.

Part 4

Comprises of delegate, preparation, planning, evaluations, and actions back in the work situation (Handbook).

- We offer a powerful combination of training, coaching, and mentoring that ensures our rigorous methodology equips delegates with the skills and the confidence to deal with sustainability, environmental, and safety issues both proactively and in challenging situations. We encourage active learning to expand the delegate's knowledge and practical implementation of the learnings via our handbooks.
- We pride ourselves on conducting extensive research before our programs are undertaken so that we can create engaging scenarios that are realistic and achieve the learning goals.
- Each programme is accompanied by a Sixbutterflies handbook that covers the subject matter, exercises, quizzes, and a detailed guide on learning. This is issued before the course in an electronic format.
- We are extremely flexible in our approach, as we want to ensure the delegate and IEMA get the most from the didactic experience. The courses can be tailored to ensure any relevant IEMA issues can be addressed.
- Evaluations are the cornerstone for continuous improvement. We encourage IEMA and the delegates to follow the evaluation process and handbook process.



ETHICAL RESILIENCE

Building ethics, resilience, and a sustainability culture is a prerequisite for organisational competence for future events. Organisations that follow ethical and sustainable behaviours deliver great results and are set for 'fail to safe'.

Introduction

- This course considers the growth of ethics and resilience in the context of sustainability actions. A detailed look at the application of ethical codes in an organisation and building ethical resilience.

Learning outcomes

After studying this course, you should be able to:

- Assess the organisations ethics.
- Understand resilience in context.
- Review the code of practice.
- Complete an Ethical Resilience template for a particular project or decision making.

Assessment

- End of course Review

Who is it for?

- This session has been developed for the decision-makers of every organisation, regardless of sector specialism or previous experience.

Key Features

- All materials provided – Handbook (pdf).
- Expert moderators to facilitate discussions and challenge attendees.
- Linked to Sustainable Development Goals.
- Part of a modular sustainability education
- Organisations of all sizes can partake.

Hours	Delivery	Level	Cost
3 hours	Online	Associate +	TBA

Pre-course

- Issue of Handbook (PDF)

Course Overview

- Introduction to ethics, resilience, risk and SDGs.
- Perspective on sustainability challenges and the value of an ethical resilient approach to everyday decision-making.
- Group Exercise
- Break
- Ethical Resilience case studies
- Group Exercise
- Conclusion
- Evaluation



ESG (ENVIRONMENTAL, SOCIAL AND GOVERNANCE) FOUNDATIONS

Responsible and sustainable investing has seen a growth in interest from investors and stakeholders in recent years, they are increasingly looking for organisations that offer ESG factors.

Introduction

- This course considers the growth of ESG in the context of sustainability. A detailed look at the application of ESG for an organisation.

Learning outcomes

After studying this course, you should be able to:

- What is ESG and how it is defined.
- Understand ESG criteria and the reasoning for its growth.
- Understand the trends and requirements of ESG linked to the SDGs.
- Use a simple ESG Model.

Assessment

- End of course Review

Who is it for?

- This session has been developed for the decision-makers of every organisation, regardless of sector specialism or previous experience.

Key Features

- All materials provided – Handbook (pdf).
- Expert moderators to facilitate discussions and challenge attendees.
- Linked to Sustainable Development Goals.
- Part of a modular sustainability education
- Organisations of all sizes can partake.

Hours	Delivery	Level	Cost
2 hours	Online	Associate +	TBA

Pre-course

- Issue of Handbook (PDF)

Course Overview

- Introduction to ESG criteria.
- ESG criteria and relevance explained.
- Key drivers behind the increased interest in ESG investing
- ESG risks and opportunities for investors.
- Top-line ESG Assessment.
- Individual/Group Exercise
- Conclusion
- Evaluation



SUSTAINABILITY FOUNDATIONS

The push for businesses to support the delivery of a low-carbon economy, adapt to the changing climate emergency and understand the potential financial and social risks of climate change has never been greater. This course explains the basic concepts and some actions you can take.

Introduction

- This course focuses on key elements of sustainability and a detailed look at the application of sustainability in an organisation.

Learning outcomes

After studying this course, you should be able to:

- Understand what sustainability is?
- What it means to you and the organisation.
- Understand: Key sustainability megatrends and issues.
- Understand the issue of Plastics.

Assessment

- End of course Review

Who is it for?

- This session has been developed for the employees of every organisation, regardless of sector specialism or previous experience.

Key Features

- All materials provided – Handbook (pdf).
- Expert moderators to facilitate discussions and challenge attendees.
- Linked to Sustainable Development Goals.
- Part of a modular sustainability education
- Organisations of all sizes can partake.

Hours	Delivery	Level	Cost
1.5 hours	Online	All	TBA

Pre-course

- Issue of Handbook (PDF)

Course Overview

- What do we mean by sustainability?
- Issues regarding climate change.
- Environmental (Climate Change & Biodiversity loss) Social (Humans Rights) and Economics (Consumerism & Circularity) explained.
- Individual/Group: Case study on plastics.
- Conclusion
- Evaluation



SDG FOUNDATIONS

The United Nations' Sustainable Development Goals (SDGs) have been developed to tackle unprecedented and pressing social and environmental challenges. A call for action to end poverty, protect the planet, and ensure that all people enjoy peace and action towards sustainability.

Introduction

- This course focuses on key elements and application of the sustainable development goals (SDGs).

Learning outcomes

After studying this course, you should be able to:

- Understand the SDG framework.
- What it means to you and the organisation.
- Understand the Sustainable Development Goals in context and the issues it seeks to address.

Assessment

- End of course Review

Who is it for?

- This session has been developed for employees of every organisation, regardless of sector specialism or previous experience.

Key Features

- All materials provided – Handbook (pdf).
- Expert moderators to facilitate discussions and challenge attendees.
- Linked to Sustainable Development Goals.
- Part of a modular sustainability education
- Organisations of all sizes can partake.

Hours	Delivery	Level	Cost
1.5 hours	Online	All	TBA

Pre-course

- Issue of Handbook (PDF)

Course Overview

- What do we mean by sustainability in the context of the SDGs?
- Issues regarding climate change.
- SDG framework and relevance explained.
- Individual/Group: Case study Key Goals.
- Conclusion
- Evaluation



ENVIRONMENTAL CLAIMS: AVOID GREENWASHING

Greenwashing refers to the misleading sustainability information reported or marketed by organisations to appear sustainable. The reputation damage can have a significant impact on customers and stakeholders.

Introduction

- This course is for organisations that want to create or review their environmental claims for conformance to compliance requirements to avoid greenwashing.

Learning outcomes

After studying this course, you should be able to:

- Understand issues concerning environmental claims.
- Understanding Greenwashing.
- Understand the code of practice.
- Study the impact of reputational damage and media coverage.

Assessment

- End of course Review

Who is it for?

- This session has been developed for the sustainability, marketing, supply chain, comms or legal/ compliance functions, regardless of sector specialism or previous experience.

Key Features

- All materials provided – Handbook (pdf).
- Expert moderators to facilitate discussions and challenge attendees.
- Linked to Sustainable Development Goals.
- Part of a modular sustainability education
- Organisations of all sizes can partake.

Hours	Delivery	Level	Cost
2 hours	Online	All	TBA

Pre-course

- Issue of Handbook (PDF)

Course Overview

- What do we mean by greenwashing?
- The Green Code of Practice explained.
- Warning of Self-certification and Labels.
- Impacts of Greenwashing Legal and compliance issues.
- Individual/Group: Case study Exercise.
- Conclusion
- Evaluation



DESIGNING A SUSTAINABILITY STRATEGY

As more organisations push towards a sustainable future, they require a robust strategy that can be used for reducing impacts, mitigating risk, and increasing reputation.

Introduction

- This course is for organisations that want to create or review their sustainability strategies against best practices.

Learning outcomes

After studying this course, you should be able to:

- Develop a purpose statement.
- Develop a framework with key issues.
- Develop a materiality and risk matrix.
- Build SDGs into the framework.
- Understand how to set targets.
- Engage leaders, employees, and stakeholders.
- Review some key reporting metrics.

Assessment

- End of course Review

Who is it for?

- This session has been developed for the leadership teams, regardless of sector specialism or previous experience.

Key Features

- All materials provided – Handbook (pdf).
- Expert moderators to facilitate discussions and challenge attendees.
- Linked to Sustainable Development Goals.
- Part of a modular sustainability education
- Organisations of all sizes can partake.

Hours	Delivery	Level	Cost
3x2 hours	Online	Practitioner	TBA

Pre-course

- Issue of Handbook (PDF)

Course Overview

- Key components of a sustainability strategy.
- Key design features and chapters.
- Materiality matrix and Stakeholder mapping.
- Setting targets.
- Engaging Senior Managers and employees.
- Individual/Group: Case study Exercise.
- Conclusion
- Evaluation

COACHING AND MENTORING

We offer a team of highly experienced and accomplished Coaches and Mentors so you have a choice of approach and experience to match the organisation or the Individuals need.

Sixbutterflies Coaching Model

Our coaches are skilled professionals that use their knowledge and experience to guide an individual to meet a particular organisational need in the field of sustainability, environment, or safety. The one-to-one coaching programmes are for a short period focusing on specific issues for improving organisational performance.

Sixbutterflies Mentoring Model

Our experienced mentors will share their knowledge and competences with someone less experienced in a relationship of mutual trust to meet the individual's development needs in the field sustainability, environment or safety. The one-to-one Mentoring programmes are for a medium to long term period focusing on specific development needs for the individual.

Methodology

One-to-one interface using up to date Business Management Tools and People Management Tools.



■ One-to-One Coaching

- Establishment of a professional dialogue, where the **Sixbutterflies Coach is a trusted advisor** who will guide, support and steer the individual in a structured way.
- Clarifying the organisation goals or KPI that needs improving.
- Focus on possible solution and implementation.
- Prepare them for the challenges and opportunities.
- Focus on any new competencies they should be learning.



■ One-to-One Mentoring

- Establishment of a personal relationship, where the **Sixbutterflies Mentor is a trusted partner** who will share their experience to inspire, teach, counsel, sponsor and encourage the individual to develop professionally.
- Linked to a developmental need at a significant time in their career.
- Provide individuals with reflective space to share and progress their learning and development experience.
- To support and encourage them in reaching their personal and professional goals or potential.



COACHING AND MENTORING PROGRAMMES

Specialised Coaching and Mentoring programmes for Sustainability, Environment and Safety provide substantial benefits to the individual and the organisation. These include knowledge, technical and skills transfer and better management of career goals, and improved organisational performance.

Introduction

- Coaching and Mentoring are two distinct forms of interventions. We encourage the organisation to discuss their requirements so the most effective path is chosen.

Learning outcomes

- The one-to-one Coaching programme is for a short period focusing on specific issues for improving organisational performance for sustainability, environment or safety.
- The one-to-one Mentoring programme is for a medium / long period focusing on specific development needs for an individual.

Assessment

- End of course Review

Who is it for?

- These programmes have been developed for individuals of every organisation, regardless of sector specialism or previous experience of sustainability, environmental or safety issues. A choice of approach and experience to match the organisation or the individual's needs.

Key Features

- All materials provided – Handbook (pdf).
- Highly experienced and accomplished Sixbutterflies Coaches and Mentors
- Part of a modular education programme.
- Organisations of all sizes can partake.

Hours	Delivery	Level	Cost
Min 3 hrs	Online	All	TBA

Pre-course

- Selection of best pathway for the individual: Coaching or Mentoring.
- Selection of topic: sustainability or environmental or safety or combined.

Programme Overview

- Handbook (PDF)
- Pre-work assignments.
- Setting of aims and objectives – the contract.
- Regular meetings for the individual, time-bound.
- Conclusion
- Evaluation



Your sustainability story starts here...

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