

CHIEF SUSTAINABILITY OFFICER (CSO) DEVELOPMENT PROGRAM



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Introduction

Sustainability has moved from a reporting obligation to a core driver of strategy, cost, and access to capital. Boards now expect a senior voice that can connect climate, social, and governance issues to commercial performance. This Chief Sustainability Officer (CSO) Development Program Training Course prepares leaders to hold that role with credibility. Furthermore, it covers sustainability strategy, ESG reporting standards, climate risk, decarbonization planning, stakeholder engagement, and sustainable finance. Participants also work through real disclosure and target-setting scenarios. As a result, they leave able to build and lead a sustainability agenda the board and investors take seriously.

Chief Sustainability Officer (CSO) Development Program Course Objectives

- Build sustainability strategy aligned with corporate purpose and value creation.
- Apply GRI, SASB, TCFD, and ISSB reporting frameworks correctly.
- Conduct materiality assessment and prioritize ESG topics.
- Measure and manage scope 1, 2, and 3 greenhouse gas emissions.
- Set science-based targets using the SBTi methodology.
- Assess climate risk with scenario analysis and physical/transition risk models.
- Design decarbonization roadmaps and net-zero transition plans.
- Integrate ESG criteria into investment and capital decisions.
- Engage stakeholders through structured dialogue and disclosure practice.
- Govern sustainability with board oversight and assurance readiness.

Course Methodology

- Executive workshops with peer dialogue and case debate.

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- Guided ESG materiality and reporting exercises.
- Climate scenario analysis and emissions accounting practice.
- Role-play for board presentations, investor calls, and NGO dialogue.
- Case studies across energy, manufacturing, finance, and public sectors.
- Action planning that links each framework to the participant's own mandate.

Who Should Take This Course

- Chief sustainability officers and sustainability directors.
- ESG and corporate responsibility managers.
- C-suite officers with environmental or reporting responsibility.
- Board members overseeing sustainability committees.
- Finance, risk, and compliance leaders integrating ESG.
- Senior public sector and NGO leaders working on climate policy.

Chief Sustainability Officer (CSO) Development Program Course Outlines

Day 1: Sustainability Strategy and Business Case

- Defining sustainability, ESG, and corporate responsibility.
- Linking sustainability to value creation and risk reduction.
- Applying double materiality assessment.
- Aligning sustainability with corporate strategy and business model.
- Assessing competitive and regulatory drivers.
- Building the internal business case for sustainability.
- Reviewing a sustainability strategy case.





Day 2: ESG Reporting and Disclosure Standards

- Comparing GRI, SASB, and ISSB reporting frameworks.
- Applying TCFD recommendations for climate disclosure.
- Preparing sustainability reports and assurance readiness.
- Managing data collection, quality, and verification.
- Communicating performance honestly and clearly.
- Handling greenwashing risk and claims substantiation.
- Drafting a disclosure outline.

Day 3: Climate, Emissions, and Decarbonization

- Measuring scope 1, 2, and 3 greenhouse gas emissions.
- Applying the GHG Protocol and emissions factors.
- Setting science-based targets with SBTi criteria.
- Assessing physical and transition climate risk.
- Running climate scenario analysis aligned with TCFD.
- Designing decarbonization roadmaps and net-zero plans.
- Reviewing a net-zero transition plan.

Day 4: Sustainable Finance and Stakeholder Engagement

- Understanding green bonds, sustainability-linked loans, and ESG ratings.
- Integrating ESG criteria into investment decisions.
- Responding to investor and rating agency expectations.
- Engaging communities, NGOs, and regulators constructively.

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- Managing supply chain sustainability and human rights due diligence.
- Building multi-stakeholder partnerships.
- Preparing a stakeholder engagement plan.

Day 5: Governance, Assurance, and Leading the Function

- Structuring board oversight of sustainability.
- Setting sustainability targets, KPIs, and accountability.
- Building the sustainability function and capability.
- Coordinating with finance, risk, legal, and operations.
- Preparing for external assurance and regulatory review.
- Communicating with authority to boards, investors, and media.
- Preparing a 90-day CSO action plan.

Conclusion

By successfully completing Chief Sustainability Officer (CSO) Development Program, participants will gain the knowledge to build sustainability strategy, apply credible reporting standards, and plan credible decarbonization pathways. They will acquire skills in ESG reporting, emissions accounting and target setting, sustainable finance, and stakeholder engagement that connect sustainability to enterprise performance. Gentex Training Center builds this program around real disclosure and target scenarios, so sustainability leaders return ready to lead with authority and evidence.

FAQs





Q1 What is the "Chief Sustainability Officer (CSO) Development Program" course about?

It prepares senior leaders to own the sustainability agenda at enterprise level. The course covers sustainability strategy, materiality assessment, ESG reporting frameworks, emissions accounting, climate risk, decarbonization planning, sustainable finance, stakeholder engagement, and governance.

Q2 What are the key benefits of the "Chief Sustainability Officer (CSO) Development Program" course?

Participants build sustainability strategies tied to commercial value, report with credible standards, and set targets investors and regulators accept. They also assess climate risk with structured methods, plan decarbonization realistically, engage stakeholders constructively, and prepare for assurance and board scrutiny.

Q3 What skills will I gain from the "Chief Sustainability Officer (CSO) Development Program" course?

You will gain sustainability strategy and materiality assessment, ESG reporting and disclosure practice, emissions accounting and climate target setting, and sustainable finance and stakeholder engagement. These four skills work together to connect sustainability commitments to measurable enterprise performance.



Q4 What tools, methods, or standards are covered in the "Chief Sustainability Officer (CSO) Development Program" course?

The course covers double materiality assessment, GRI, SASB, TCFD, and ISSB reporting frameworks, the GHG Protocol for scope 1, 2, and 3 emissions, SBTi science-based target criteria, physical and transition climate risk assessment, TCFD scenario analysis, net-zero transition planning, ESG ratings and green bonds, sustainability-linked loans, human rights due diligence, and assurance readiness practices.

Q5 How is the "Chief Sustainability Officer (CSO) Development Program" course applied in real-world practice?

Participants apply the frameworks to their own organizations through a materiality assessment, a disclosure outline, and a net-zero transition plan review. They also practice board, investor, and NGO dialogue through role-play and complete a 90-day CSO action plan.