

LEADERSHIP IN GOVERNANCE AND SUSTAINABILITY



GENTEX[®]
TRAINING CENTER



Introduction

Leadership in Governance and Sustainability Training Course prepares leaders to carry governance and sustainability duties with conviction and skill. Participants work through governance leadership foundations and accountability, sustainability leadership and long-term value thinking, leading ESG strategy, materiality, and target setting, leading sustainability risk, culture, and change, and stakeholder leadership, responsible reporting, and governance maturity as one connected discipline. The programme links the authority a leader holds with the responsibility to leave an organisation more accountable and more sustainable. As a result, learners gain a practical command of governance and sustainability leadership. Furthermore, the course strengthens governance judgement, sustainability literacy, and leadership influence.

Leadership in Governance and Sustainability Course Objectives

- Explain governance leadership concepts, board duties, and accountability.
- Apply governance codes, charters, and committee structures.
- Apply sustainability leadership thinking and long-term value creation.
- Apply materiality assessment and double materiality methods.
- Apply ESG frameworks: GRI, SASB, TCFD, and IFRS S1 and S2.
- Apply ESG strategy integration, targets, and transition planning.
- Apply sustainability risk assessment, climate risk, and scenario analysis.
- Apply culture, incentives, and behavioural levers for sustainable change.
- Apply stakeholder leadership and investor and community engagement.
- Apply ethics, responsible reporting, and governance maturity assessment.

Course Methodology



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- Interactive sessions built on governance and sustainability leadership cases.
- Workshops on charters, materiality, targets, and transition planning.
- Group exercises on ESG strategy integration and stakeholder mapping.
- Hands-on practice with materiality matrices, dashboards, and roadmaps.
- Simulation of a board sustainability session and a leadership dilemma.
- Facilitator coaching and peer review on leadership improvement plans.

Who Should Take This Course

- Board members and sustainability committee members.
- Chief executives and senior executives.
- Sustainability and ESG leaders and officers.
- Governance, risk, and compliance professionals.
- Finance, strategy, and reporting executives.
- Consultants advising on governance and sustainability.

Leadership in Governance and Sustainability Course Outlines

Day 1: Governance Leadership and Accountability

- Governance concepts, board duties, and accountability lines.
- Governance codes, conduct expectations, and disclosure duties.
- Board leadership, chair and CEO roles, and constructive challenge.
- Committees: audit, risk, and sustainability committee mandates.
- Delegation and decision rights in governance practice.
- Governance failures and the leadership behaviours behind them.



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- Case discussion: a board that signed off on a claim it could not support.

Day 2: Sustainability Leadership and Long-Term Value

- Sustainability concepts, sustainable development, and long-term value.
- Leadership mindsets and stewardship thinking.
- Shareholder, stakeholder, and societal perspectives.
- The business case for sustainability and risk reduction.
- Leadership narrative and internal advocacy for sustainability.
- Setting sustainability ambition, targets, and roadmaps.
- Workshop: building a sustainability leadership narrative.

Day 3: Leading ESG Strategy and Materiality

- Materiality assessment and double materiality methods.
- ESG frameworks: GRI, SASB, TCFD, and IFRS S1 and S2.
- ESG integration into strategy and capital allocation.
- Target setting, transition planning, and decarbonisation roadmaps.
- Governance of ESG data, metrics, and reporting controls.
- Greenwashing risk and credible communication.
- Exercise: running a materiality and target-setting session.

Day 4: Sustainability Risk, Culture, and Change

- Climate physical and transition risk assessment.
- Scenario analysis and climate resilience planning.
- Social risk themes: human rights, labour, and community impact.
- Culture, incentives, and behavioural levers for sustainable change.



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- Leading transformation and embedding sustainability in operations.
- Supply chain and third-party sustainability leadership.
- Simulation: leading through a sustainability setback.

Day 5: Stakeholders, Reporting, and Maturity

- Stakeholder leadership: investors, regulators, and communities.
- Responsible reporting, disclosure, and assurance readiness.
- Board and committee reporting on ESG and sustainability.
- Ethics, transparency, and trust building.
- Governance and sustainability maturity assessment.
- Improvement roadmap, action tracking, and leadership accountability.
- Capstone: presenting a governance and sustainability leadership agenda.

Conclusion

By successfully completing Leadership in Governance and Sustainability, participants will gain a practical command of governance leadership and accountability, sustainability leadership and long-term value thinking, ESG strategy and materiality with GRI, SASB, TCFD and IFRS S1 and S2, sustainability risk, culture and change leadership, and stakeholder leadership, responsible reporting and maturity assessment. They will acquire skills in governance and board leadership practice, sustainability strategy and materiality design, sustainability risk and change leadership, and stakeholder leadership, responsible reporting, and maturity assessment that hold up under scrutiny. Gentex Training Center designs the programme to help leaders govern and lead sustainably with confidence.





FAQs for the Leadership in Governance and Sustainability course

Q1 What is the "Leadership in Governance and Sustainability" course about?

It prepares leaders to carry governance and sustainability duties with conviction and skill. The course spans governance leadership and accountability, sustainability leadership and long-term value, leading ESG strategy and materiality, sustainability risk, culture and change, and stakeholders, reporting and maturity.

Q2 What are the key benefits of the "Leadership in Governance and Sustainability" course?

You gain a practical command of governance and sustainability leadership that links the authority a leader holds with the responsibility to leave an organisation more accountable and more sustainable. The course improves board leadership and challenge, strengthens materiality and ESG strategy integration, sharpens climate and sustainability risk thinking, and builds stakeholder, reporting, and change leadership.

Q3 What skills will I gain from the "Leadership in Governance and Sustainability" course?

You will develop four core skills: governance and board leadership practice, sustainability strategy and materiality design, sustainability risk and change leadership, and stakeholder leadership, responsible reporting, and maturity assessment.



Q4 What tools, methods, or standards are covered in the "Leadership in Governance and Sustainability" course?

The course covers governance concepts, board duties and accountability lines, governance codes, conduct expectations and disclosure duties, board leadership, chair and CEO roles and constructive challenge, audit, risk and sustainability committee mandates, delegation and decision rights, sustainability concepts, sustainable development and long-term value, leadership mindsets and stewardship thinking, shareholder, stakeholder and societal perspectives, the business case for sustainability and risk reduction, sustainability ambition, target and roadmap setting, materiality assessment and double materiality methods, ESG frameworks including GRI, SASB, TCFD, IFRS S1 and S2, ESG integration into strategy and capital allocation, target setting, transition planning and decarbonisation roadmaps, governance of ESG data, metrics and reporting controls, greenwashing risk and credible communication, climate physical and transition risk assessment, scenario analysis and climate resilience planning, social risk themes including human rights, labour and community impact, culture, incentives and behavioural levers for sustainable change, leading transformation and embedding sustainability in operations, supply chain and third-party sustainability leadership, stakeholder leadership for investors, regulators and communities, responsible reporting, disclosure and assurance readiness, board and committee reporting on ESG and sustainability, ethics, transparency and trust building, and governance and sustainability maturity assessment with improvement roadmapping.



Q5 How is the "Leadership in Governance and Sustainability" course applied in real-world practice?

Participants apply it to real work such as building a sustainability leadership narrative, running a materiality and target-setting session, drafting a transition plan and decarbonisation roadmap, assessing climate physical and transition risk, designing a sustainability committee mandate, preparing a board sustainability report, leading through a sustainability setback, and presenting a governance and sustainability leadership agenda. The same methods support governance and sustainability maturity improvement.