

NAVIGATING ESG CHALLENGES THROUGH LEADERSHIP SUSTAINABILITY



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Introduction

Environmental, social, and governance (ESG) expectations now shape how boards, investors, regulators, and customers judge a company. The Navigating ESG Challenges through Leadership Sustainability Course gives executives and senior managers a practical route through that pressure. Participants learn how to build an ESG strategy, measure performance with credible metrics, manage climate and social risk, and report with transparency. Furthermore, the course connects sustainability commitments to financial performance and long-term value creation. As a result, leaders leave able to turn ESG obligations into a genuine competitive advantage rather than a compliance burden.

Navigating ESG Challenges through Leadership Sustainability Course Objectives

- Build an ESG strategy aligned with business model and long-term value creation.
- Apply reporting frameworks including GRI Standards, SASB, TCFD, and the ISSB (IFRS S1 and S2).
- Identify and assess material ESG topics using double materiality analysis.
- Set science-based targets (SBTi) and credible net-zero transition plans.
- Integrate climate risk into enterprise risk management and scenario analysis.
- Measure ESG performance using KPIs such as Scope 1, 2, and 3 emissions and ESG ratings.
- Embed ESG governance into board structures, committees, and executive accountability.
- Engage investors, regulators, and stakeholders through clear sustainability disclosure.
- Manage social performance in labour practices, supply chains, and community impact.
- Lead organisational culture change that makes sustainability part of daily decisions.

Course Methodology

- Interactive sessions led by sustainability and governance practitioners.

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- Case studies of companies navigating ESG transitions and greenwashing risks.
- Workshops on materiality assessment and ESG data mapping.
- Scenario analysis exercises for climate transition and physical risk.
- Group work on drafting a sustainability report outline aligned to GRI and TCFD.
- Structured debate on balancing profit, purpose, and stakeholder expectations.
- Capstone project: presenting an ESG roadmap for a selected organisation.

Who Should Take This Course

- Board members and C-suite executives.
- Sustainability, CSR, and ESG officers.
- Risk, compliance, and governance professionals.
- Finance and investor relations managers.
- Operations and supply chain leaders with ESG exposure.
- Strategy and corporate affairs advisors.

Navigating ESG Challenges through Leadership Sustainability Course Outlines

Day 1: ESG Foundations and Business Case

- Defining environmental, social, and governance pillars.
- Drivers of ESG: investors, regulators, customers, and employees.
- Linking ESG performance to cost of capital and valuation.
- Sustainability leadership models and governance accountability.
- Global regulatory landscape and emerging disclosure mandates.
- Greenwashing risks and credibility safeguards.



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- Case exercise: assessing a company's ESG maturity.

Day 2: Materiality, Strategy, and Target Setting

- Double materiality assessment methods and stakeholder input.
- Building an ESG strategy linked to business objectives.
- Setting science-based targets (SBTi) and net-zero pathways.
- Developing transition plans with clear milestones.
- Aligning ESG priorities with the UN Sustainable Development Goals (SDGs).
- Governance structures for ESG oversight and management.
- Workshop: conducting a materiality assessment.

Day 3: Climate Risk, Metrics, and Reporting Standards

- Climate transition risk and physical risk concepts.
- Scenario analysis aligned with TCFD recommendations.
- Measuring Scope 1, 2, and 3 greenhouse gas emissions.
- ESG KPIs, data quality, and assurance readiness.
- Reporting under GRI Standards, SASB, TCFD, and ISSB (IFRS S1 and S2).
- ESG ratings, indices, and investor expectations.
- Exercise: drafting an ESG report outline.

Day 4: Social Performance, Supply Chain, and Stakeholders

- Labour practices, diversity, and human rights frameworks.
- Supply chain due diligence and supplier ESG assessment.
- Community impact, health and safety, and social licence to operate.



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- Stakeholder engagement and grievance mechanisms.
- Integrating ESG criteria into procurement decisions.
- Communicating social performance credibly to stakeholders.
- Group exercise: mapping social risks in a supply chain.

Day 5: Leading Sustainability Change and Value Creation

- Embedding ESG into corporate culture and incentives.
- Change leadership for sustainability transformation.
- Financing sustainability: green bonds, sustainability-linked loans, and ESG funds.
- Integrating ESG into enterprise risk management.
- Assurance, internal audit, and anti-greenwashing controls.
- Board reporting and executive ESG dashboards.
- Capstone project: presenting an ESG roadmap.

Conclusion

By successfully completing Navigating ESG Challenges through Leadership Sustainability, participants will have acquired solid knowledge of ESG strategy, materiality assessment, climate risk, reporting standards, and governance oversight. They will understand how to set credible targets, measure performance, and communicate progress without exposing the organisation to greenwashing claims. In addition, they will gain confidence in leading cultural and operational change. Gentex Training Center designs this programme around real corporate practice, so leaders return ready to embed sustainability into strategy, risk, and value creation.





FAQs

Q1 What is the "Navigating ESG Challenges through Leadership Sustainability" course about?

It explains how leaders build and govern an ESG strategy within a real business. Participants learn materiality assessment, target setting, climate risk analysis, reporting standards, and stakeholder engagement. The course focuses on turning sustainability commitments into credible, measurable corporate performance.

Q2 What are the key benefits of the "Navigating ESG Challenges through Leadership Sustainability" course?

It helps leaders respond to investor and regulatory ESG pressure with confidence and reduces greenwashing and reputational risk. Participants gain a practical framework for strategy, metrics, and reporting, plus stronger board-level governance. Organisations benefit from better access to sustainable finance and long-term value protection.

Q3 What skills will I gain from the "Navigating ESG Challenges through Leadership Sustainability" course?

Participants gain ESG strategy development, materiality and climate risk assessment, sustainability reporting and disclosure, and ESG governance and stakeholder engagement.



Q4 What tools, methods, or standards are covered in the "Navigating ESG Challenges through Leadership Sustainability" course?

The course covers GRI Standards, SASB, TCFD recommendations, ISSB (IFRS S1 and S2), double materiality analysis, science-based targets (SBTi), net-zero transition planning, Scope 1, 2, and 3 emissions accounting, climate scenario analysis, the UN Sustainable Development Goals, ESG ratings, and supply chain due diligence frameworks.

Q5 How is the "Navigating ESG Challenges through Leadership Sustainability" course applied in real-world practice?

Leaders apply it by running materiality assessments, setting science-based targets, and building transition plans. They then report under recognised standards, integrate climate risk into enterprise risk management, engage investors, and embed ESG into culture and incentives, strengthening resilience and long-term value.