SUSTAINABLE FINANCE & LEADERSHIP



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TRAINING CENTER

GENTEX Training Center LLC | Orlando - FL, USA
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Introduction

Sustainable Finance & Leadership Training Course prepares senior finance professionals and business leaders to drive sustainability from the top of the organisation. Participants learn how to set a sustainable finance agenda, build the business case in financial language and take their organisations with them. The programme covers sustainable strategy, capital allocation with sustainability criteria, governance and accountability, stakeholder engagement, change leadership and performance culture. Furthermore, it addresses investor expectations, disclosure leadership and managing resistance to change. As a result, delegates can lead a sustainability transition that survives cost pressure and scepticism. Gentex Training Center delivers the programme through leadership workshops and applied transformation case work.

Sustainable Finance & Leadership Course Objectives

- Set a sustainable finance strategy aligned with corporate purpose.
- Build the financial business case for sustainability investments.
- Apply sustainability criteria to capital allocation and investment decisions.
- Embed sustainability into governance, board reporting and accountability.
- Lead organisational change and overcome internal resistance.
- Build a sustainability performance culture with clear targets.
- Engage investors, lenders and regulators credibly on sustainability.
- Lead sustainability disclosure and reporting quality.
- Align incentive structures with sustainability performance.
- Build and develop a sustainability-aware finance function.

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Course Methodology

The course combines technical briefings with leadership workshops, stakeholder simulations and applied transformation case studies. Participants develop a sustainability strategy, prepare a board case and work through a change leadership scenario. In addition, structured peer review and executive simulation sharpen judgement, and each day closes with an applied leadership task.

Who Should Take This Course

- Finance directors, CFOs and senior finance leaders.
- Business unit and divisional executives.
- Sustainability, ESG and corporate affairs leaders.
- Risk, governance and compliance executives.
- Board members and non-executive directors.
- Senior managers leading sustainability transformation programmes.

Sustainable Finance & Leadership Course Outlines

Day 1: Purpose, Strategy and the Sustainable Finance Agenda

- Corporate purpose and sustainability strategy development.
- Material sustainability issues for the business and sector.
- Financially material versus reputational sustainability topics.
- Setting sustainability ambition, targets and timeframes.
- Translating sustainability strategy into financial plans.

- Governance structures for sustainability oversight.
- Workshop: developing a sustainable finance strategy statement.

Day 2: Capital Allocation and the Financial Business Case

- Business case construction for sustainability investments.
- Investment appraisal of decarbonisation and efficiency projects.
- Cost of capital, green financing and funding advantages.
- Total cost of ownership and avoided cost analysis.
- Transition investment planning and phasing.
- Balancing sustainability investment against short-term returns.
- Workshop: building the financial case for a sustainability investment.

Day 3: Governance, Accountability and Disclosure Leadership

- Board oversight, committee structures and reporting lines.
- Sustainability in risk appetite and enterprise risk frameworks.
- Disclosure standards and regulatory reporting leadership.
- Assurance readiness and data quality at leadership level.
- Accountability frameworks and management responsibility.
- Managing external scrutiny and stakeholder challenge.
- Workshop: preparing a board paper on sustainability performance.

Day 4: Leading Change and Building the Culture

- Change leadership models and transformation sequencing.
- Overcoming resistance, scepticism and cost objections.
- Building coalitions and engaging middle management.
- Capability building in finance and operational teams.
- Incentive design and linking pay to sustainability outcomes.
- Communication strategy for internal and external audiences.
- Workshop: leading a change conversation and handling objections.

Day 5: Stakeholder Leadership, Reporting and Legacy

- Investor and lender engagement on sustainability performance.
- Regulator, community and civil society relationships.
- Sustainability reporting narrative and disclosure quality.
- Learning from setbacks and course correction.
- Succession, capability and long-term institutional commitment.
- Presenting a sustainability leadership agenda to a board.
- Workshop: presenting a sustainability leadership plan to an executive panel.

Conclusion

By successfully completing Sustainable Finance & Leadership Training Course, participants will have acquired the knowledge to lead sustainability from strategy through capital allocation to delivery. They will understand the financial business case, governance and accountability, change leadership, stakeholder engagement and disclosure quality, and they will know how to sustain momentum when pressure builds. As a result, delegates drive sustainability transitions that hold commercial ground. Gentex Training Center builds the programme around current leadership and sustainable finance practice.

LEARN BOLD. **LEAD BEYOND**
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FAQs for the Sustainable Finance & Leadership course

Q1 What is the "Sustainable Finance & Leadership" course about?

It covers how leaders set and drive a sustainable finance agenda. You learn sustainability strategy, the financial business case, capital allocation with sustainability criteria, governance and accountability, change leadership and stakeholder engagement on sustainability performance.

Q2 What are the key benefits of the "Sustainable Finance & Leadership" course?

You gain the ability to argue sustainability in financial terms rather than values alone. You also improve board and investor engagement, allocate capital to credible sustainability investments, overcome internal resistance with evidence, and build a culture and incentive structure that holds under cost pressure.

Q3 What skills will I gain from the "Sustainable Finance & Leadership" course?

You will gain sustainable finance strategy setting and financial business case development, sustainability-informed capital allocation and transition planning, sustainability governance, disclosure and accountability leadership, and change leadership, stakeholder engagement and sustainability culture building.

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Q4 What tools, methods, or standards are covered in the "Sustainable Finance & Leadership" course?

The course covers corporate purpose and materiality assessment, sustainability ambition and target setting, investment appraisal of decarbonisation and efficiency projects, total cost of ownership and avoided cost analysis, cost of capital and green financing assessment, transition investment planning and phasing, board committee structures and sustainability reporting lines, risk appetite and enterprise risk framework integration, sustainability disclosure standards and assurance readiness, accountability and management responsibility frameworks, change leadership models and transformation sequencing, resistance management and stakeholder coalition building, capability building frameworks, incentive design linked to sustainability outcomes, investor and lender engagement approaches, and sustainability reporting narrative development.

Q5 How is the "Sustainable Finance & Leadership" course applied in real-world practice?

Graduates apply it to set and communicate sustainability strategy, build financial cases for decarbonisation and efficiency investment, steer capital allocation towards credible sustainability projects, establish board reporting and accountability structures, lead change programmes across finance and operations, design incentives linked to sustainability targets, engage investors and lenders on performance, and lift disclosure quality and assurance readiness.