

SCENARIO

MODULE 2

Environmental Management and Climate Issues

16 HOUR SCENARIO



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ENVIRONMENTAL MANAGEMENT AND CLIMATE ISSUES

Duration: 16 teaching hours

Participants: Management staff, middle level managers of SMEs

TRAINING DESCRIPTION:

The "Environmental management and climate issues" training is addressed to management staff, mainly in the small and medium-sized enterprises (MSME) sector. Its main goal is to provide participants with specialized knowledge and practical skills that will enable them to effectively manage issues related to the environment and climate change.

This module focuses on issues related to the impact of the organization's activities on the environment and methods of managing environmental issues. Participants will learn about the challenges of climate change, as well as what the consequences of irresponsible actions of organizations in this area may be. This module will enable participants to understand why environmental and climate management is becoming increasingly crucial for today's businesses, especially in the context of the growing importance of sustainability for stakeholders and investors.

Training participants will also gain practical knowledge of tools and techniques used to assess an organization's environmental impact and strategies for managing these issues. The training is an excellent opportunity to expand the competences necessary for effective environmental and climate management in a dynamic business environment.

TRAINING GOAL:

The aim is to present the impact of business activities on the environment and how the company manages its environment, as well as presenting current climate-related challenges and ways in which companies can make changes to contribute to improving the situation.

EDUCATIONAL OUTCOMES:

- To gain knowledge about the impact of the organization's activities on the environment and management methods of environmental issues
- To understand the challenges related to climate and climate change and the effects of irresponsible actions by organizations in this area
- To understand the need for effective environmental and climate management strategies
- To develop the ability to apply tools and methods for managing environmental issues in practice
- To develop awareness of the organization's role in activities to protect the environment and reduce the negative impact on the climate
- To develop the ability to identify and manage risks related to environmental and climate issues within the organization
- To develop the ability to create effective strategies for environmental protection and counteracting climate change in the organization

TEACHING METHODS:

- Lecture
- Group discussion
- Case studies
- Exercises

FRAMEWORK TRAINING PROGRAM:

1. **WELCOME AND INTRODUCTION**
2. **Module I:** Impact of the organization's activities on the environment
3. **Module II:** Tools and methods for managing environmental issues
4. **Module III:** Environmental management in the company
5. **Module IV:** Climate and climate change issues
6. **Module V:** The effects of irresponsible behavior of organizations in the field of climate
7. **Module VI:** Effective strategies for managing environmental and climate issues
8. **SUMMARY**

SUBSTANTIVE CONTENT OF THE MODULES

Module I: Impact of the organization's activities on the environment (approx. 75 mins)

- Definition of the organization's impact on the environment
- Analysis of the categories of impact of business activities on the environment
- Environmental management
- Areas of business impact
- Impact of business activities on the environment: greenhouse gas emissions,
- Energy consumption, waste management
- Discussion of the issue of how business can support sustainable development goals

Module II: Tools and methods for managing environmental issues (approx. 165 mins)

- Environmental Management Systems
- The ISO 14001 standard as a standard for tools for the effective management of environmental issues
- EMAS – international environmental management system
- Green Technologies and innovations – in the field of sustainable operations of the organization
- The role of employee training and education in the context of counteracting negative impact on the environment
- Supply chain management strategy from a sustainable development perspective

Module III: Environmental management in the company (approx. 155 mins)

- Sustainable development concept
- Definition and examples of the Circular Economy
- Environmental policy
- Certificates and standards
- Environmental impact reporting and assessment
- Environmental impact monitoring system

Module IV: Climate and climate change issues (approx. 45 mins)

- Climate changes, their causes and effects
- Greenhouse gas emission reduction targets
- The role of companies in reducing emissions and achieving climate goals
- Good practices in climate management

Module V: The consequences of irresponsible actions of organizations in the field of climate (approx. 95 mins)

- Climate-related problems
- Risks associated with acting responsibly in the context of climate change
- Examples of long-term effects of climate threats
- Tools and techniques for climate risk management

Module VI: Effective strategies for managing environmental and climate issues (approx. 125 mins)

- Strategies for managing environmental and climate issues
- Benefits of implementing the strategy
- Cooperation of entities in the field of environmental and climate management

WELCOME AND INTRODUCTION (APPROX. 30 MINUTES)

AGENDA:

Warmly welcome the participants. Carry out a short presentation as the trainer:

Introduce yourself to participants with key information:

- First name and last name
- Education and professional experience
- Interests and areas of expertise
- Location of important points such as toilets, rubbish bins, emergency exits/flood alarms.

Explain the purpose of the training:

- Emphasize why the training is important to participants.
- Indicate what benefits may result from participating, pointing to the acquisition of specific skills or knowledge.

Presentation of the general plan of the day/modules:

- Present an agenda of the day or modules so that participants have a clear picture of the training.
- Emphasize your enthusiasm for sharing knowledge and experience.
- Encourage participants to actively participate in the training

Tip for the trainer:

Use a podcast introducing the training topic.

GROUP RULES

You can hand out sticky notes to participants and ask them to write down their first thoughts about the group's rules. Make sure they specify that group rules should be "We do... We say... We listen..." rather than "We don't do..." in order to create a positive attitude and atmosphere in the group.

Give participants 2 minutes to write, collect the cards, read them aloud and write them down or stick them somewhere where everyone can see them. Discuss the proposals with participants, ask if they agree, and allow room for a short discussion and additional examples of the principles.

Finally, summarize the principles and refer to them during the workshop as necessary.

1. Mention the basic rules of the training, such as respect for other participants, active participation, listening to other opinions, etc.
2. Emphasize that everyone has the right to vote.
3. Indicate what means of communication will be used during the training, whether it will be live questions and answers, e-learning platforms or other tools.
4. Emphasize how important first impressions are and encourage participants to establish contacts and cooperate with others.
5. Ask participants if they have any questions or expectations from the training, which can help tailor the content to their needs.
6. Create an atmosphere of openness and readiness to learn.
7. Encourage participants to ask questions and express their thoughts and opinions.

Tips for the trainer:

The welcome and introduction to the training is an important moment that can influence the overall atmosphere and involvement of the participants. Therefore, it is worth paying attention to it and ensuring a positive first impression.

EXAMPLES OF WAYS TO GET TO KNOW PARTICIPANTS BETTER:

1) **SUPERPOWERS** - ask participants to choose their "superpower" related to their work or interests. Then have them share this information in small groups or in an open forum. Example: "If your job was a superpower, what would it be?" It is not only a puzzle, but also a great way to learn about interesting aspects of the participants' professional lives.

2) **Map of interests and similarities** - ask participants to draw a map on a piece of paper indicating their interests (e.g. books, films, hobbies, travels). Then ask them to find other participants with similar interests and discuss what they have in common. This activity not only helps make connections, but also creates an atmosphere of community based on shared passions.

MODULE I: IMPACT OF THE ORGANIZATION'S ACTIVITIES ON THE ENVIRONMENT. (APPROX. 75 MINUTES)

Learning objectives include:

- Discussion on the impact of the company's activities on the environment and climate
- Presentation of key concepts related to environmental management
- Discussion on greenhouse gas emissions, energy consumption, waste management.
- Enabling participants to identify the main areas in which organizations can influence their environment.
- Raising awareness of the benefits of implementing the circular economy model in the context of sustainable development.

Tips for trainer:

This is where you can use introductory material (podcast). Allow time to listen and ask any questions about the material. You can also send the podcast to participants before the training so that they can listen to it at home.

1.1 LECTURE IN THE FORM OF A PRESENTATION (40 MINUTES)

Present slides 1 to 12 to participants. Give participants the opportunity to ask questions or write them down so you can come back to them later.

1.2 INFOGRAPHIC: A COMMUNITY BASED ON COMMON PASSIONS (10 MINUTES)

Present the areas of impact of business activities on the environment. Discuss the negative impact, but also try to present the opportunities and risks for the business related to a given area. Spark a discussion with participants.

1.3 WORKSHEET 9: ENVIRONMENTAL IMPACT (20 MINUTES)

Discuss the worksheet with participants. This is individual work. The remaining time should be used to share answers and allow participants to see different points of view. Invite participants to discuss.

Tips for the trainer:

- Before completing the worksheet, encourage participants to think about the context of their company. Pay attention to the specificity of the industry, type of activity and scope of environmental impact. Ask participants to describe in detail the industry in which their company operates. Encourage them to identify the key areas of the company's operations.

Examples of tips for participants:

- Focus on natural resources used in the production process or provision of services. Ask yourself what raw materials are key to your business.

Ask participants to think about the main modes of transport used in the company and the emissions associated with them. It is worth paying attention to the various stages of deliveries, logistics and the use of company vehicles.

Examples of tips for participants:

- Please analyze the company's activities in the areas of consumption and sales.
- What factors negatively impact the environment in the context of these activities? Are there areas where improvements can be made?

Encourage participants to provide elaborate answers. Let them think about specific examples, numbers or consequences of actions. The more detailed the answers, the easier it will be to assess the company's actual impact on the environment.

- After completing the worksheet, organize a joint discussion session. Encourage participants to share their conclusions and observations. The aim is to exchange good practices and inspire other participants.
- End the session by focusing on specific steps participants can take to minimize their negative impact on the environment. Have each participant identify potential areas of improvement.
- Emphasize that understanding your environmental impact is the first step to taking effective action. Awareness of these issues can lead to innovative solutions and long-term benefits for the company and the environment.

1.4 SUMMARY (5 MINUTES)

Summarize each point in the learning objectives. Encourage participants to put aside worksheets or notes as material that will help them effectively implement environmental management in the organization in the future.

Additional information for the trainer:

The private sector shares responsibility for achieving the Sustainable Development Goals. Large transnational companies play a key role in this process. By taking into account social and environmental issues in their activities at every stage of the supply chain, they can set trends and directions of activities in the sectors in which they are active. Achieving the Sustainable Development Goals is a business opportunity. Poverty, social inequalities, water shortages, climate change and degradation of natural resources have negative effects on business, so it should be in the interest of companies to counteract these phenomena. Investing in meeting commitments to the Sustainable Development Goals can also open new markets and business opportunities and secure the long-term development of individual economic sectors. Changing the way raw materials are extracted, the services we use are designed and the goods we consume every day are produced can improve the lives of millions of people and preserve valuable ecosystems and resources. Once a critical mass of companies that care about human rights and the environment is exceeded, these practices become the norm and entire sectors and entire markets will be transformed.

Such action has the potential to make a significant contribution to achieving the Sustainable Development Goals. Credible standards provide guidance on sustainable production in a concrete and practical way. The standards contribute to the implementation of sustainable development goals and bring real business benefits. It is worth noting that modifications to management practices required to meet standards also contribute to improving the overall performance of producers, workers, processors and traders.

MODULE II: TOOLS AND METHODS FOR MANAGING ENVIRONMENTAL ISSUES (APPROX. 165 MIN)

Learning objectives include:

- Presentation of the essence and benefits of introducing environmental management systems in the company.
- Knowledge of the ISO 14001 standard
- Knowledge about the EMAS standard
- Building awareness of green technologies
- Discussion on the role of employee training in understanding environmental management and the impact of business activities on the climate
- Understanding the essence of supply chain management in the context of environmental management

2.1 LECTURE IN THE FORM OF A PRESENTATION (45 MINUTES)

Present slides 36-47 to participants. Give participants the opportunity to ask questions or write them down so you can come back to them later.

2.2 PODCAST 2 (25 MINUTES)

Play the podcast to participants, giving them time to get acquainted with the material.

Example questions and topics for discussion with training participants:

- How can implementation tools, such as ecological marketing or environmental management systems, support organizations in minimizing their negative impact on the environment?
- Which standards are listed as the most common requirements for environmental systems, and what are their main features?
- What are the benefits of certifying an environmental management system according to ISO 14001?
- How does the ISO 14001 standard support organizations in effectively managing the impact of their activities on the environment?
- What principles guiding environmental management does the ISO 14001 standard mention, and what are the key elements of its structure?
- How does the ISO 14001 standard promote the principle of continuous improvement in the context of environmental management?
- What are the applications of ISO 14001 in different types of organizations, regardless of their size or industry?

2.3 WORKSHEET 1: ISO 14001 STANDARD (30 MINUTES)

Discuss the worksheet with participants. The task card for training participants covers six key areas of the ISO 14001 standard. Training participants will be able to explore each of the areas, understand their importance and, in practice, adapt them to the specific needs of the organization.

Tips for the trainer:

You can use examples to guide participants or summarize the exercise.

Completed example:

| Areas of the ISO 14001 standard | Areas in the organization |
|---------------------------------|--|
| 1. Environmental Policy | Checking whether the organization has a developed and announced environmental policy. Possibility to adapt the policy to the specificity of the industry, taking into account the unique environmental aspects related to a given sector. |
| 2. Planning | Analysis of environmental aspects related to processes, e.g. production. Introduction of action plans to minimize the impact on the environment, taking into account industry specificity and local conditions. |
| 3. Implementation and operation | Assessment of the implementation of environmental management procedures in everyday practice. Introduction of training for employees, especially those in areas that may affect the environment. |
| 4. Monitoring and measurement | Determining environmental indicators specific to a given industry. Implementation of a system for monitoring emissions, raw material consumption, and the amount of waste generated. |
| 5. Compliance assessment | Review of procedures in the context of current environmental standards and regulations. Aligning activities with industry standards and legal requirements. |
| 6. Improvement | Determining corrective and preventive actions based on monitoring results. Promoting a culture of continuous environmental improvement, taking into account industry specificities. |

2.4 PODCAST 3 (25 MINUTES)

Play the podcast to participants, giving them time to get acquainted with the material.

Example questions and topics for discussion with training participants:

- What are the main differences between an ISO 14001 environmental management system and EMAS?
- Why is registration in EMAS considered prestigious and what benefits does it bring to organizations?
- How do EMAS requirements help organizations meet the challenges of climate change?
- What are the key steps an organization must take to meet EMAS environmental policy and environmental program requirements?
- How does EMAS support employee engagement and what are the key elements of the environmental declaration published by EMAS registered organizations?

2.5 WORKSHEET 3: EMAS (30 MINUTES)

Discuss the worksheet with participants. The task card for training participants covers six key areas of the EMAS standard. Training participants will be able to explore each of the areas, understand their importance and, in practice, adapt them to the specific needs of the organization.

The legal basis for the EMAS system is Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation of organizations in a Community eco-management and audit scheme (EMAS).

The EMAS certificate is compliant with the ISO 14001 standard. It emphasizes the organization's attitude towards continuous improvement in the area of safe environmental management.

Every company that decides to implement EMAS must complete the following stages:

- Conducting a preliminary environmental review
- Identification of environmental aspects and designation of significant aspects
- Development of environmental policy
- Implementation of an environmental management system in accordance with EMAS requirements
- Conducting internal audits of the EMAS system
- Preparation of an environmental declaration

After implementing the requirements of the EMAS regulation, the organization should submit to an external audit conducted by an accredited EMAS environmental verifier (e.g. Quality Certification Center). As part of the audit, the verifier will carry out environmental verification of the implemented environmental management system and validation of the environmental declaration. After a positive audit result, the verifier signs a declaration that the organization meets the requirements of the EMAS regulation.

Thanks to the positive implementation of the system, the company will be able to identify itself with the EMAS logo. He will obtain an environmental declaration in the form of a specially prepared document that will indicate the pro-ecological attitude of the company.

Benefits of EMAS implementation and certification

- Increasing the efficiency of environmental process management.
- Increased identification of employees with the company.
- Minimizing environmental risks.
- Confirmation of the company's prestige on the market.
- Strengthening trust among consumers and the general public.
- Emphasizing the pro-ecological attitude and involvement in pro-environmental activities.
- Reducing the consumption of raw materials, water and energy.
- Cost minimization.
- Recycling and reducing waste, sewage and gas emissions.
- Reduction of fees for economic use of the environment.
- Minimizing the occurrence of environmental failures.
- Reducing the costs of removing potential contaminants.
- Adapting and maintaining compliance with increasingly stringent legal requirements.
- Increasing competitive position on the market.
- Increasing the market value of the organization.
- Lowering insurance rates.
- Increased ecological awareness of employees.
- Improving the image of the organization due to its comprehensive approach to environmental issues, demonstrating good management.
- Establishing an open dialogue with the local community, public administration bodies and other interested parties.

Tips for the trainer:

You can use examples to guide participants or summarize the exercise.

Completed example:

| Areas of the EMAS standard | Areas in the organization |
|--|---|
| 1. Employee involvement | Identify whether employees are aware of and committed to environmental management goals. |
| 2. Environmental impact assessment | Check whether there is an environmental impact assessment related to the company's activities. |
| 3. Monitoring and control | Verify whether the company monitors and controls its processes for environmental impact. |
| 4. Adaptation to changes in legal conditions | Check whether the company complies with applicable environmental protection regulations. |
| 5. External communication | Assess whether the company maintains open communication with stakeholders on environmental issues. |
| 6. Improvement | Consider whether the organization has a system of continuous improvement in the area of environmental management. |

2.6 SUMMARY (5 MINUTES)

Summarize each point in the learning objectives. Encourage participants to put aside worksheets or notes as material that will help them effectively implement environmental management in the organization in the future.

MODULE III: ENVIRONMENTAL MANAGEMENT IN THE COMPANY (DURATION APPROX. 185 MIN)

Learning objectives include:

- Knowledge of the Sustainable Development Goals
- Presentation of the main principles of circular economy and good practice in this area
- Discussion of the ecological benefits of implementing circular economy
- Discussion on the role of the company's environmental policy
- Review of certificates and standards in the field of environmental management
- Discussion on good practices implemented by business in the field of standardization
- Discussion of the process of reporting and monitoring environmental impact

3.1 LECTURE IN THE FORM OF A PRESENTATION (45 MINUTES)

Present slides 13-16 and 55-77 to participants. Give participants the opportunity to ask questions or write them down so you can come back to them later.

3.2 GROUP WORK ON CASE STUDIES (30 MINUTES)

Use 'CASE STUDY 1, 2, 3'

Select any or all case studies on good practices in the application of standardization of environmental management systems. You can use all of them depending on your training concept.

Divide participants into groups. Participants have 20 minutes to read and discuss the content of the case study. You can move around and ask different questions, encouraging judgment and critical thinking. In the last 15 minutes, each group summarizes the case study and shares their answers with the other participants.

3.3 WORKSHEET 2: ISO 14001 STANDARD (25 MINUTES)

Tips for the trainer:

As examples during the exercise, indicate specific tasks for the manager regarding the implementation of ISO 14001 areas in the company. Encourage participants to complete the exercise carefully in accordance with the situation of the organization in which they work. Finally, have a discussion.

Completed example:

| Areas of the ISO 14001 standard | Examples of actions to be implemented in the organization in a given area |
|---------------------------------|--|
| 1. Environmental Policy | Defining and developing an environmental policy, taking into account sustainable development goals and minimizing the impact on the environment. |
| 2. Planning | Conducting an environmental analysis of the company, identifying environmental aspects and establishing action plans to reduce them. |
| 3. Implementation and operation | Development and implementation of environmental management procedures, conducting training for employees on activities consistent with the standard. |
| 4. Monitoring and measurement | Determining environmental indicators, developing a system for monitoring emissions and other environmental aspects. |
| 5. Compliance assessment | Review and update of procedures to ensure compliance with current environmental standards and regulations. |
| 6. Improvement | Determining corrective and preventive actions based on monitoring results, promoting a culture of continuous environmental improvement. |

3.4 WORKSHEET 4: EMAS (25 MIN)

Tips for the trainer:

As examples during the exercise, indicate specific tasks for the manager regarding the implementation of EMAS areas in the company. Encourage participants to complete the exercise carefully in accordance with the situation of the organization in which they work. Finally, carry out a discussion.

Completed example:

| Areas of the EMAS standard | Examples of actions to be implemented in the organization in a given area |
|------------------------------------|--|
| 1. Employee involvement | <p>Introduce a system of regular training on environmental responsibility and encourage active participation of employees in pro-ecological initiatives.</p> <p>The organization can organize periodic training for employees on the role and importance of pro-ecological activities within the company.</p> <p>Creation of a sustainability working group consisting of employees from various departments to stimulate innovation and propose pro-ecological solutions.</p> |
| 2. Environmental impact assessment | <p>Develop environmental impact analyses, particularly focusing on areas where making changes could bring the greatest environmental benefits.</p> <p>Conducting a comprehensive environmental impact assessment related to the company's production and operational processes.</p> <p>Conducting regular ecological audits to identify areas where improvements can be made to minimize negative environmental impacts.</p> |
| 3. Monitoring and control | <p>Introduce a system of more advanced monitoring of emissions, energy consumption and other key environmental indicators.</p> <p>Introduction of a system for monitoring energy, water consumption and waste generated.</p> <p>Creating a system to notify employees about current resource consumption to increase awareness and minimize waste.</p> |

Completed example:

| Areas of the EMAS standard | Examples of actions to be implemented in the organization in a given area |
|---|---|
| <p>4. Adaptation to changes in legal conditions</p> | <p>Create procedures for monitoring and updating environmental regulations, and track legislative changes to adapt to them in a timely manner.</p> <p>Establishing a dedicated team that tracks and analyzes changes in environmental regulations.</p> <p>Regular meetings with representatives of regulatory authorities to adapt the company's activities to current legal requirements.</p> |
| <p>5. External communication</p> | <p>Implement a strategy to increase the transparency of the company's environmental activities and participate in dialogue with the local community.</p> <p>Preparation of publicly available environmental reports presenting the company's progress in the area of sustainable development.</p> <p>Participating in local community events to build strong relationships with local communities and demonstrate commitment to environmental issues.</p> |
| <p>6. Improvement</p> | <p>Introduce mechanisms for identifying and implementing new, more sustainable practices and encourage employees to propose innovative environmental solutions.</p> <p>Establishing a system for monitoring the effectiveness of pro-ecological activities and their impact on the organization's results.</p> <p>Encouraging employees to submit ideas for improving environmental performance through a reward and recognition system.</p> |

3.5 WORKSHEET 5: 3R (20 MINUTES)

Tips for the trainer:

First of all, explain what circular economy and the 3R principle are. Then ask participants to develop possible activities in their organization that may fit into the 3R principle.

Circular Economy is an abbreviation of circular economy, also known as circular economy. This is the economic model of the future in which resources circulate in a closed loop. Their added value is maximized and waste generation is minimized.

In a circular economy, the 3R hierarchy applies. It's more than just a catchy slogan. This is a hierarchy of dealing with resources in a circular economy - both raw materials and waste. The three "R"s stand for: reduce, reuse, recycle. The higher a method is in the hierarchy, the better it is.

Therefore, the priority in circular economy is to reduce the amount of waste and raw materials used. Another solution is to extend the life of raw materials, e.g. by reusing or repairing them. Only the last activity in the circular economy hierarchy is recycling or composting. To carry them out, further resources are used (e.g. energy) and they cannot be carried out indefinitely. Other methods of proceeding, such as energy recovery or liquidation, are not recommended in the circular economy, as they are a waste of raw materials.

The 3R hierarchy is a great tool for assessing planned solutions - the higher they are in the hierarchy, the better. For example, reusing packaging is more desirable than recycling it. And even better would be to give up packaging altogether, because then we do not use any resources either for its production or for collecting and processing packaging waste.

3.6 SUMMARY (5 MINUTES)

Summarize each point in the learning objectives. Encourage participants to put aside worksheets or notes as material that will help them effectively implement environmental management in the organization in the future.

MODULE IV: CLIMATE AND CLIMATE CHANGE ISSUES (APPROX. 45 MINUTES)

Learning objectives include:

- Discussion on climate change, causes and effects
- Presentation of goals related to the re-education of greenhouse gas emissions
- Presenting the role of business in reducing emissions and achieving climate goals

4.1 LECTURE IN THE FORM OF A PRESENTATION (45 MINUTES)

Present slides 48-55 to participants. Give participants the opportunity to ask questions or write them down so you can come back to them later.

MODULE V: THE CONSEQUENCES OF IRRESPONSIBLE ACTIONS OF ORGANIZATIONS IN THE FIELD OF CLIMATE (APPROX. 95 MINUTES)

Learning objectives include:

- Discussion on climate-related problems
- Presentation of key risks related to climate change
- Discussion of tools and techniques for climate risk management
- Tools and techniques for climate risk management

5.1 LECTURE IN THE FORM OF A PRESENTATION (45 MINUTES)

Present slides 17-33 to participants. Give participants the opportunity to ask questions or write them down so you can come back to them later.

5.2 WORKSHEET 10: CLIMATE CHANGE (45 MINUTES)

Tips for the trainer:

Objective of the exercise: To understand the main causes and effects of climate change and to identify actions that can contribute to mitigating these effects.

Method:

1. Divide participants into groups of 3-4 people.
2. Each group receives task sheets and colored markers.
3. Task 1: groups must draw a diagram or mind map showing the main causes of climate change related to business activities. Each group should present their conclusions to the rest of the participants.
4. Task 2: groups must draw a diagram or mind map showing the main business-related impacts of climate change. These may include impacts on the environment, society, economy, etc. Each group should present their conclusions to the rest of the participants.
5. As a trainer, lead a group discussion on the presented causes and effects. Emphasize the need to consider what individual and organizational actions can help mitigate the effects of climate change.

5.3 SUMMARY (5 MINUTES)

Summarize each point in the learning objectives. Encourage participants to put aside worksheets or notes as material that will help them effectively implement environmental management in the organization in the future.

MODULE VI: EFFECTIVE STRATEGIES FOR MANAGING ENVIRONMENTAL AND CLIMATE ISSUES (DURATION APPROX. 125 MINUTES)

Learning objectives include:

- Strategies for managing environmental and climate issues
- Benefits of implementing the strategy
- Presenting the concept of a strategy for managing environmental and climate issues
- Discussing the benefits of implementing the strategy
- Presenting good practices of cooperation and joint actions for the environment and climate

6.1 LECTURE IN THE FORM OF A PRESENTATION (40 MINUTES)

Present all slides to the participants from the beginning. This must be done fast, rather than reading the slides and teaching the content to participants, you must verify their knowledge. Ask participants if there are any aspects they have seen in the presentation over the past modules they have questions about. Clarify any comments from participants.

Tip: Do **not** spend time on every slide. Try to get an overall view of knowledge gaps.

6.2 WORKSHEET 6: ENVIRONMENTAL PROTECTION STRATEGY (30 MINUTES)

The aim of this exercise is to create a personalized environmental protection strategy, tailored to the specificity of the organization. Ensuring that every manager understands the role their department plays in achieving environmental goals is crucial to successfully implementing sustainable practices in the organization.

Additional information for the trainer:

The world is striving for a sustainable economy, which is why a number of guidelines, policies and legal changes are being created that set trends, goals, and sometimes directions of companies' activities for the coming years. The European Green Deal, the 2030 Agenda and related sustainable development goals or climate and energy policy are just some of the issues that present opportunities and threats for enterprises. They are important in terms of environmental and climate risk management and should be taken into account when preparing the strategy.

The goals to be achieved for the coming years in the company's environmental strategy should be set consciously, taking into account, among others:

- The current situation of the plant;
- Current trends in environmental protection;
- Enterprise development prospects;
- Expectations of stakeholders, i.e. employees, customers, contractors, investors and society;
- Actions taken by competitors.

Environmental strategy is the company's responsibility for protecting the natural environment, which is expressed in strategies that take into account ecological conditions.

The most important aspects include:

- Reducing resource consumption
- Secondary trading strategy
- Replacing harmful technologies with environmentally safe technologies
- Environmentally friendly production
- Strategies for eliminating environmental damage

There are four types of environmental protection strategies:

1. An offensive strategy consisting in using all means, including bank loans, to improve production processes in terms of environmental protection, improving organizational structures in such a way that they combine environmental protection with all the company's tasks, as well as creating an ecological culture that perpetuates the belief that responsibility for the environment rests with each employee according to his or her capabilities and competences,
2. Innovative strategies that involve searching for new technologies, structures and products adapted to environmental protection requirements, i.e. creating ecologically "clean" products, building closed circuits and transforming waste into natural resources, i.e. activities that radically improve the company's relations with the environment ,
3. Defensive strategies, consisting in withdrawing products from the market and partial abandonment of technologies that do not meet ecological criteria, as well as increasing the degree of their "ecological" performance by improving and modifying the production processes used and their organization (partial recycling, partial elimination of environmental damage, streamlining transport, more economical use of supplies, etc.),
4. Passive strategy (passive, indifferent) which consists in complying only with necessary environmental protection regulations so as not to expose the company to fines and losses related to the loss of a good image in the environment.

6.3 WORKSHEET 7: SIMULATION OF CRISIS MANAGEMENT FROM AN ECOLOGICAL PERSPECTIVE (30 MINUTES)

Objective of the task:

Development of crisis management skills in the context of challenges related to climate change and environmental protection.

Method:

1. The group receives a crisis scenario. The task of individual groups is to develop a strategy for dealing with the crisis, minimizing the negative impact on the environment and maintaining the operational stability of the company. Groups should consider communication with stakeholders, resource management, contingency plans, as well as long-term preventive actions.

2. After developing a strategy, each group presents its solutions and approach to crisis management, and then the groups together discuss the potential advantages and disadvantages of different approaches.

3. Once the simulation is complete, conduct a debriefing session, highlighting the key learnings, successes, and challenges the organization faced. This exercise aims to better understand crisis management processes in extreme weather events and identify areas that require further improvement.

6.4 WORKSHEET 8: ENVIRONMENTAL INITIATIVES (20 MINUTES)

The aim of the task is to raise participants' awareness of current and potential environmental initiatives in their organizations.

Tips for the trainer:

- Highlight the benefits to your organization of engaging in sustainable practices.
- Ask participants to present current environmental initiatives in their organization.
- Have a short discussion about their effectiveness and any challenges.
- Recommend participants to conduct an environmental analysis in their fields of activity.
- Ask to identify areas where the organization can make improvements.
- Encourage participants to come up with new, creative ideas for environmental initiatives.
- Emphasize that ideas should be realistic and implementable in the context of the organization.
- Divide participants into small groups so they can work together to develop ideas for initiatives.
- Encourage diversity of ideas and consideration of different areas of the organization's activities.
- Ask groups to analyze the available resources (financial, human, technological) needed to implement the proposed initiatives.
- Each group should present their ideas to the rest of the participants.
- Encourage the exchange of opinions and suggestions.

6.5 SUMMARY (5 MINUTES)

Summarize each point in the learning objectives. Encourage participants to put aside worksheets or notes as material that will help them effectively implement environmental management in the organization in the future.

SUMMARY (30 MINUTES)

Learning objectives include:

- Summary of the main issues regarding environmental management and climate change discussed by participants during the training.
 - Highlighting the most important conclusions and recommendations for business managers in the field of environmental management in the organization.
 - Training evaluation and participants' comments.
1. Carry out the training evaluation through the distribution of surveys at the end of this scenario document.
 2. Hand out the certificates to the training participants.
 3. Thank participants.

EVALUATION SURVEY

Dear Participants, We hope that today's training was interesting for you and that you had the opportunity to learn many valuable things for your business as managers. We care about your opinion, so we will be very grateful if you take a moment to complete the survey below.

The survey is anonymous.

1. Did the training provide sufficient knowledge and techniques regarding environmental management and climate change?

- DEFINITELY YES
- PROBABLY YES
- I DO NOT THINK SO
- DEFINITELY NOT

2. Did the training provide practical tools to help plan and implement environmental management in the organization?

- DEFINITELY YES
- PROBABLY YES
- I DO NOT THINK SO
- DEFINITELY NOT

3. Were the environmental management tools and techniques presented during the training helpful and can they be used in your organization?

- DEFINITELY YES
- PROBABLY YES
- I DO NOT THINK SO
- DEFINITELY NOT

4. Which part of the training did you like the most?

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5. As a manager in an organization, will you use knowledge and techniques regarding environmental management in your work?

- DEFINITELY YES
- PROBABLY YES
- I DO NOT THINK SO
- DEFINITELY NOT

6. Would you like to take part in other thematic activities?

- YES
- NO

7. If yes, please write down the topics that you would find interesting.

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8. Additional comments:

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Thank you for completing the survey.