Sustainability and ESG for Boards and Senior Executives

Including Benchmarking Visit!



This programme provide board directors, senior executives and leaders with a deeper understanding of sustainability and ESG concepts, principles and frameworks as well as the knowledge and skills to drive and oversee their organisation's sustainability and ESG strategy and goals

BUSINESS MANAGEMENT SERVICES CONSULTANCY LTD
www.bmsconsultancy.com

SUMMARY

Format: In-Person and Online

Duration: 5 days

Dates:	Venue:	Fee (In-person):	Fee (On-line):
27 – 30 October 2025	Cape Town, South Africa	$4,950	$2,950
23 – 27 Feb 2026	London, United Kingdom	$5,950	$3,950
18 - 22 May 2026	Nairobi, Kenya	$4,950	$2,950
17 – 21 Aug 2026	Cambridge, United Kingdom	$5,950	$3,950
14 –18 Dec 2026	Cape Town, South Africa	$4,950	$2,950

PROGRAMME AIMS

This programme empowers board directors, senior executives and leaders with the knowledge and skills to become a more effective and strategic sustainability leaders. It will equip you with cutting-edge sustainability insights to more effectively lead and measure the impact of sustainability across your organization

This programme is how board directors and senior executives engage with the challenges and opportunities related to sustainability, how they structure and operate the board to oversee related activities, and ultimately, how they embed sustainability across the organisation.

PROGRAMME OVERVIEW

Sustainability and ESG is rapidly expanding as a priority for businesses and organizations as governments, regulators, investors, customers and key stakeholders are pushing harder for businesses and organizations to embrace complex sustainability and ESG concepts, respond to new sustainability and ESG reporting and regulatory requirements, and demonstrate that they are managing sustainability and ESG related risks.

There is also growing evidence that sustainable practices result in improved organisational efficiency and financial performance. As one director recently told us, sustainability *"has never been a higher priority for the board and senior executives than it is today."*

The responsibility for the oversight of an organization's sustainability and ESG matters lies firmly with the board of directors and senior executives. They are ultimately responsible for ensuring relevant sustainability and ESG matters are incorporated into purpose, governance, strategy, decision-making, risk management, and accountability reporting.

But for that to happen, boards and senior executives must have the expertise, insights and information necessary to plan for a sustainable future over the long term, while also overseeing sustainability performance today. Therefore, having a good understanding of sustainability and ESG is crucial for boards and senior executives.

This unique programme provides the essential sustainability and ESG knowledge and skills needed by every board member and senior executive. It will equip you to meet an ever-increasing range of sustainability risks and opportunities, from the fiduciary role of directors for oversight of ESG risk, and integration of sustainability and strategy, to the evolving disclosure landscape.

You will explore how to transition to Net Zero and what opportunities are available for leveraging innovative climate solutions, technological advances and sustainable finance.

WHO SHOULD ATTEND?

This programme is designed for board directors, senior executives and leaders in private and public sector organisations

LEARNING OUTCOMES & BENEFITS

On completion of this programme, you will:

- Enhanced your breadth of knowledge and insights on sustainability, ESG and climate change concepts as well as key sustainability topics and trends
- Acquire a greater understanding of what sustainability and ESG means for your organisation, as well as the responsibilities of the board directors and senior executives in relation to sustainability and ESG issues
- Be able to measure the impact of your organisation on the climate and the steps you can take to reduce it
- Be able to appreciate better investor and other key stakeholders' perspectives and expectations on sustainability
- Learn how other directors and senior executives are responding to the challenges of sustainability and ESG in addition to the value that can bring to your own organisation's actions and efforts
- Acquire a transformational sustainability leadership competency to enable you make informed decisions and drive integration of sustainability principles into your organisation's strategy and operations
- Formulate a pragmatic roadmap for the establishment and execution of sustainable initiatives within your organisation
- Be able to Identify change opportunities to bridge sustainability gaps and shape your organisation's behaviour through an action plan to conduct effective sustainability initiatives
- Get better equipped to enhance the corporate governance and risk governance of your organisation in response to sustainability and ESG risks
- Enhanced your insights into current sustainability-related disclosure developments and how to respond to the evolving disclosure landscape
- Learned how boards should be effectively structured to oversee sustainability goals and targets

Benchmarking visit

The programme includes benchmarking and learning visit to leading sustainability organisations. It will provide participants first hand practical learning experience to discover what the best in the world are doing in the area of sustainability.

This visit is designed to facilitate the sharing of knowledge and best practices between the participants and host organisations in a confidential environment.

It would enable participants to compare their organisation's processes and performance metrics with leading sustainability organisations. It will also enable the participants to explore some of the following questions:

- How do the standards we have set ourselves compare to our peers?
- How does our performance measure against the outcomes of national and comparator institutions?
- How can we adapt good practice examples from other institutions to our own organisation?
- What can we learn to support our strategic goals and plans

Benchmarking is recognised by successful organisations as a practical and proven tool to accelerate improvement by learning from other outstanding organisations.

PROGRAMME AGENDA

Business case for sustainability and ESG

What are sustainability, ESG, and corporate purpose?

- Global trends driving the sustainability and ESG agenda
- Climate change impact, pollution, waste, energy and societal externalities on organisations and businesses
- Consumers, governments, regulators, investors, communities, civil society organisations and other key stakeholders

Why is sustainability and ESG crucial for boards and senior executives?

- Why does it matter for your organisation?
- Sustainability and the role of the board
- Why investors are asking boards to focus on it
- How boards should use sustainability to guide decisions.

The boards and senior executives' role in managing sustainability and ESG risks and opportunities

- Sustainability risks vs. traditional risks, similarities and differences
- Sustainability and ESG risks and opportunities
- Leverage different frameworks to oversee sustainability risks
- Dealing with challenges and turning risks into opportunities

What ESG oversight do investors expect from boards?

- History of the sustainable investment movement
- Why investors want boards to oversee ESG risks and opportunities
- The ways that investors communicate their ESG priorities
- The board's evolving role in managing expectations and engaging with investors.

The boards and senior executives' role in sustainability and ESG oversight and foresight

- Growing expectations and future trends of ESG disclosure
- ESG disclosure issues - class actions and greenwashing
- Understanding ESG ratings and materiality risk assessments
- ESG reporting

How can the board and senior executives set excellent sustainability and ESG strategy and attain them?

- Target setting, implementation planning and executive compensation
- Transition plans make targets actionable and credible
- Best practices for aligning compensation structures that incentivize ESG
- Embedding sustainability and ESG in organizational strategy

Best practices in measuring sustainability performance

- Measuring sustainability performance & ESG KPI's
- Changing landscape of impact measurement trends and practices
- Key steps of impact measurement
- Applying impact measurement principles

How should boards be structured to oversee sustainability commitments?

- The relationship between ESG oversight and board performance
- Key characteristics of an ESG competent board
- Structuring the board for effective ESG oversight

Best practices for disclosing ESG risks and opportunities?

- Evolving framework of ESG disclosure and the board's role in this critical area
- What are the best practices for ESG disclosure
- Investors' expectations for ESG disclosure
- Choosing the right sustainability measurement direction for your organization

RELATED ESG, SUSTAINABILITY & HEALTH SAFETY ENVIRONMENT PROGRAMMES

Below are selections of our ESG & Sustainability, HSE training programmes. Please contact us if there is a training programme you like more information on, or you do not see listed below.

Environmental, Social and Governance (ESG) and Sustainability

- ESG and Sustainability Masterclass
- Sustainability Leadership
- ESG / Sustainability Reporting
- ESG - Decision-Making and Management Reporting
- Developing & Implementing an Effective Sustainability Strategy
- Sustainability Communications
- GRI Standards Certified Training on Sustainability Reporting
- Impact Measurement & Management

Environmental and Climate Change Management

- Environmental Management Best Practice in Oil, Gas & Petrochemical Industries
- Environmental Policy Development, Monitoring & Evaluation
- Carbon & Energy Management
- Advanced Wastes Management
- Hazardous Waste Management and Pollution Prevention
- Environmental Impact Analysis
- Environment and Sustainable Development for the Oil, Gas & Petrochemical Industries
- Pollution Prevention and Management
- Oil Spill Response and Management
- Energy, Carbon and the Environment
- Sustainable Development, Environment and Climate Change

Community and Stakeholder Management

- Community Relations & Engagement for Oil &Gas Industry
- Developing and Engaging Community Leaders in Environmental Sustainability
- Community & Stakeholders Consultation Masterclass
- Effective Community & Stakeholders Engagement
- Communities and NGO's Engagement in Environmental Protection and Development
- Community & Stakeholders Engagement in Pipeline Monitoring and Protection

Health Safety Environment

- Achieving Safety Culture Excellence – using Hearts & Minds Toolkit
- HSES Briefing for Senior Executives & Managers
- HSE Management Auditing, Hazard Identification and Inspection
- HSE Management Best Practice in the Oil, Gas & Petrochemical Industries
- Risk Assessment and Risk Management
- Accident and Incident Investigation, Reporting and Management
- Advanced Risk Assessment, Incident Investigation and Root Cause Analysis
- Process Safety Management
- Advanced HSE Management
- HSE Management Best Practice for Petroleum Products Depots / Tank Farms
- Petroleum Products Storage, Handling & Transportation
- Road Traffic Safety Management
- Developing an Effective HSE Culture
- Emergency Response Planning and Management
- Emergency /Crisis Communications Management
- Pipeline Safety and Security Management

PROFESSIONAL CERTIFIED COURSES

International Standard Organisation (ISO)

- Occupational Health & Safety Management System Lead Auditor ((CQI & IRCA Certified)) ISO 45001:2018
- Environmental Management System Lead Auditor (CQI & IRCA Certified) ISO 14001:2015
- Quality Management System Lead Auditor (CQI & IRCA Certified) ISO 9001:2015
- Energy Management System Lead Auditor (CQI & IRCA Certified) ISO 50001:2018
- Business Continuity Management System ISO 22301:2019 Lead Auditor (CQI & IRCA Certified)
- Risk Management System ISO 31000:2018
- Compliance Management Systems ISO 19600:2014
- Collaborative Leaders Course ISO 44001
- Effective Governance Management Systems BS 13500:2013

National Examination Board In Occupational Safety & Health (NEBOSH)

- NEBOSH International Technical Certificate in Oil and Gas Operational Safety
- NEBOSH HSE Certificate in Process Safety Management
- NEBOSH International General Certificate in Occupational Health and Safety

ABOUT US



Business Management Services Consultancy Ltd (BMS)

BMS Is an established international firm that specialises in providing learning & development, capacity building and consulting services.

Our extensive track record spans more than two decades. For this time, we have been designing and providing leading-edge learning & development and consulting service solutions to clients across sectors and industries. Our global experience and local knowledge has played a part in making us a trusted partner and preferred choice by many of the world's leading corporations.

With specialists' staff and associates, as well as strategic partnership with top academic institutions, professional bodies, business networks and corporate organisations, we have access to the best and latest expertise. As such, we are uniquely placed to provide a fully integrated response to our clients' needs, whether this is to: develop and manage projects; provide institutional and human capacity strengthening programmes or manage risk.

With roots in the United Kingdom and presence in five regions of the world: Europe, Africa, America, Asia and Middle East we are in a strategic position to provide clients with flexible and responsive professional services to meet the evolving needs of the ever changing and dynamic world.

Our long and successful involvement with the private sector, government ministries, departments and agencies, international development institutions and civil society organisations across the globe, demonstrates our capability to work across industries, sectors and cultures. Some of our clients includes:

ACP Secretariat, Belgium, Addax, Agip, Arab Shipping Company, Australian Maritime Safety Authority, Aviva, BAE Systems, Bahamas Maritime Authority, Bank of England, Barbados Port Authority, Bristow Norway, British Broadcasting Corporation (BBC), British Council, British Gas, British Museum, Cairn Energy, Centrica, Chevron, Coca Cola, Department for International Development UK, Department of Communications South Africa, Department of Energy and Climate Change UK, Dublin Airport, EDF Energy, Eni Oil (Italy), European Commission, Federal Ministry of Finance Nigeria, Federal Ministry of Science & Technology Nigeria, Financial Services Authority UK, Grenada Ports Authority, Halifax Bank of Scotland, Kuwait Oil Tanker Company, London Borough of Lewisham UK, London Transport, Luanda Refinery, Maritime and Coastguard Agency, Namibian Ports Authority, National Health Service (NHS) UK, Nigerian National Petroleum Company (NNPCL}, Nobel Oil Group, Royal Bank of Scotland, Royal Borough of Kensington and Chelsea, Sasol, Shell, South African Maritime Safety Authority, Total, Victoria and Albert Museum UK, World Bank

WHAT MAKES OUR LEARNING PROGRAMMES UNIQUE?

Our Learning approach is based on the three pillars of learning excellence, these are: **Relevance, Quality and Impact.** The approach offers a new breakthrough learning experience: it has 10 ingredients that mark the BMS' learning activities and, together, differentiate us from other learning organisations and institutes.

Our training address relevant issues that affects participants and their work

For learning to be effective, it has to be relevant to individuals and their workplace. That is why, prior to commencement of any programme, we start by understanding our clients and course participants learning needs and the challenges they faced. We in turn tailor the programme to address the relevant issues that affects them and their work.

Unique learning design, method and delivery

Most of our programmes take a blended learning approach – combining experiential, practical, and applied learning with well-tested academic theories, and utilises a variety of learning methods. This powerful mix of learning style is the most excellent way to optimise learning experience and make it stick, as well as assist participants in effectively transferring what they learned back to their workplace

First-class facilitators and resource persons

We are proud of the fact that many of our facilitators and resource persons are among the leading experts in their specialist area. They have in-depth knowledge of their subject, and combine academic expertise with years of hands-on business and industry experience. They are passionate about developing others, and have proven time and time again their ability to facilitate top-quality learning and provide the best possible learning experience.

Continuous and sustainable learning

We believe that learning is a process – not a one-time event. That is why we offer various learning supports e.g. post-programme one-on-one coaching sessions and/ or coaching notes, additional learning resources such as webinars, white papers and eLearning to help participants apply and sustain their learning experience.

Personal learning plan and commitment

Participants are encouraged to document specific insights and action items from each session. Our Facilitators will work with them to identify 3 -5 items they wish to focus on, and how to develop an action plan to implement these insights. The participants are expected to share this with their superiors, colleagues and subordinates and put new learning into immediate application on the job.

Work-based projects associated with coursework

As an option, participant can select a management-approved project that would tackle area of concern from their work place to which development and application of what they have learned would make a positive difference. In this way the training generates a measurable return on investment and pays for itself many times over

Comprehensive learning resources – on and off line

Participants will be provided with comprehensive manual and reference material to support their continuous learning and development, including textbooks (where relevant), in addition to which (on most programmes) they will also have access to online Virtual Learning Forum (VLF). The VLE includes extensive additional learning resources and links to articles, research, surveys and relevant practical tools.

HOW TO APPLY

To apply for this programme, please:

- **Email your name or the names of people you want to register to:** training@bmsconsultancy.com
- **Telephone**+44 (0) 74 2411 1719 / +234 810 000 0108 / +31 205 419 3330
- **Online at:** www.bmsconsultancy.com/sustainability-and-esg-for-boards-and-senior-executives
- **Complete the booking form below and e-mailing it to:** training@bmsconsultancy.com or
- **Post to:** BMS Consultancy Ltd, Knowledge Dock Centre, University Way, London E16 2RD, UK

An invoice will be sent upon receipt of the booking form. The invoice payment can be made by bank transfer, credit card or cheque. Fees must be paid in full prior to start of the programme.

Your place will be reserved upon confirmation of payment.

You will receive a welcome email with the steps to follow.

You will then be able to access our virtual platform and become familiar with it before your program begins.

BOOKING FORM

Course Title:	Sustainability and ESG for Boards and Senior Executives		
Attendance:	**In-Person + Online**	**Online**	**Date:**
Delegate Details:	**First Name:**		**(Dr./ Mr./ Mrs./ Ms./ Other)**:
	Last Name:		
	Position:		
	Organisation:		
	Address:		
	Telephone:		**Mobile:**
	Email:		

NOTE: This form may be reproduced for additional registration

COURSE FEE AND GENERAL INFORMATION:

The programme fee covers: tuition; comprehensive set of programme materials and working papers, bag, notebook, pen, gifts; programme certificate; coffee breaks (morning and afternoon); buffet lunch; refreshments; training equipment; plus many other programme expenses.

Delegates are responsible for their own accommodation and travel arrangement. However, our training team can assist participants to find suitable accommodation.

Terms and conditions

Cancellations and refunds

For Cancellations (which must be in writing) received by BMS 60 or more working days before the scheduled training programme, the full fee is payable. For Cancellations within 31 - 60 working days before the scheduled training programme we charge a 40% cancellation fee. For Cancellations less than 30 working days before the scheduled training programme there would be no refund, however course papers and materials given to attendees will be provided. Refunds where applicable, will be made within 30 days of receipt of the written cancellation.

Program Change Policy

BMS reserves the right to cancel the programme, alter the programme, change venues and substitute trainers, speakers and consultants at its discretion. Where the programme is cancelled by BMS, participants will receive a full refund for course fees paid, if alternative dates offered are not acceptable. If for any reason BMS decide to amend or cancel the training programme we will not be responsible for air-fares, hotel or other costs incurred by registrants.