

While the role of human resources is critical in supporting organizational strategy; attracting, retaining, and developing talent; leading and managing change; building and transforming cultures; crafting and embedding values; driving high performance; and growing leadership, it has largely been missing in action in the transformation to sustainability. In light of the critical importance of sustainability as a mainstream business issue, HR is now poised to play a crucial and *central role in unleashing talent and providing the much needed support for organizations of all sizes and in all industries* to move forward on their journey to sustainability.

This course will provide the motivation, inspiration, core capacities, knowledge and skills so that students, regardless of whether they are in a HR function or other role in organizations, can make a meaningful difference in fostering sustainability in their organizations for years to come.

Learning Objectives

By the end of this course, you will be able to:

- Understand and apply The Organization Performance Model (OPM)
- Identify core HR Roles and Functions
- Build and apply six HR Competencies with impact for the future
- Learn the five essential capabilities for HighAR (High Agility and Resiliency)
- Begin to build a sustainable enterprise by understanding the three levels and the seven core qualities of the Sustainability Pyramid Framework.
- Explore examples, cases and stories from leading companies which are building a culture for sustainability.
- Describe HR's role as a catalyst for change, facilitator and strategic business partner to create a solid foundation, build and sustain traction, and foster holistic integration across the enterprise.
- You will learn how to:
- Build and manage **talent pipelines** for sustainability with major emphasis on leadership development, performance management, and competency models;
- Create an **organizational culture for sustainability** focusing on best practices, employee engagement, creating sustainable mindsets and cross boundary, interdisciplinary collaboration;
- Leverage **corporate social responsibility** and philanthropic activities aligned with your organization's strategic plans.
- Review principles, tools, frameworks and resources for HR professionals to design and implement high-impact sustainability initiatives.
- Understand how **values and ethics** play a role in sustainable talent management systems and tie into performance management.
- Establish an action plan for HR to secure a place in an organization's sustainability strategy.