

WBCSD

→ *Leadership Program 2025*



Yale SCHOOL OF
THE ENVIRONMENT



Yale SCHOOL OF
MANAGEMENT



Yale Center for Business
and the Environment

Foreword

The sustainability landscape is evolving at a rapid pace. Businesses and the systems they operate in are being reshaped as the world confronts the climate emergency, biodiversity loss, and increasing inequality. As sustainability becomes a core imperative, the demand for the skills, qualities and technical know-how intensifies.

Central to this transformative journey are people. In this dynamic environment, lifelong learning and education emerges as a critical catalyst for advancing the sustainability agenda within your organization.

The WBCSD Leadership Program has evolved over the past 23 years to equip participants across sectors, geographies and disciplines with the skills and knowledge to navigate the complex, interdisciplinary challenges that will shape the future. Through a blend of traditional classroom instruction, experiential learning, and hands-on projects, participants gain a profound yet practical understanding of sustainable development challenges and opportunities. This comprehensive approach ensures that insights gained feed directly into strategic decision-making processes.

Participants will benefit from access to world class academics, seasoned business leaders, sustainable development experts, and thought leaders. They will also have access to an online training on sustainable development in the business context and will benefit from one-to-one professional coaching sessions to empower them to unlock their full leadership potential and achieve both their personal career goals and company sustainability goals.

The WBCSD Leadership Program has been a beacon for nearly 150 companies with over 1000 alumni, offering cutting-edge research and invaluable insights into assessing risks, identifying opportunities, and crafting strategies that harmonize growth with social and environmental stewardship. The program's legacy is enriched by the innovative ideas, practical solutions, and enduring relationships fostered among business leaders.

WBCSD is proud to deliver this curriculum in collaboration with the Yale School of Management and the Yale School of the Environment, IMD, and our member companies—leading businesses committed to accelerating systemic transformations for a net zero, nature-positive, and equitable future. By participating in this program, participants will join a dynamic community of business leaders dedicated to raising their ambitions for a better world, delivering swift and scalable actions, and enhancing accountability in their performance.

Investing in the WBCSD Leadership Program means investing in the future of your leadership and your organization. The skills, knowledge, and network candidates will gain are invaluable assets that will drive both personal and organizational success in a sustainable and responsible manner. Join us and elevate your potential to lead meaningful change.

Together, we can create a brighter tomorrow, harnessing the power of education and collaboration to transform the way businesses operate and thrive.

Welcome to the WBCSD Leadership Program!



Rodney Irwin
Prof. Dr. Rodney Irwin
Chief Education Officer
& Corporate Secretary



Suzanne Feinmann
Suzanne Feinmann
Director, Education

Benefits *for participants*

Academic certification from Yale and IMD:

We conduct our Program at Yale University and IMD with world-renowned academics. Professors who have contributed include David Bach, Julia Binder, Cyril Bouquet, Peter Boyd, Zoë Chance, and Julie Zimmerman. After successful completion of the Program, participants receive *certificates from Yale School of Management and IMD*.

A strong network:

The WBCSD Leadership Program creates a global network of dynamic business leaders, capable of acting as sustainable development ambassadors within their companies and in society. There are opportunities to engage with a range of business and sustainability experts. Previous speakers include Paul Polman, Peter Bakker (WBCSD), Lord Michael Hastings, Prof. Mervyn King (IIRC Chair Emeritus), Ilham Kadri (Syensqo), André Hoffmann (Roche), Nadir Godrej (Godrej Industries) and S. Padmanabhan (Tata).

Varied experiences:

The Program uses a highly interactive mixture of education styles from traditional classroom-based work to action and experiential learning activities through workshop participation, case studies and presentations to help candidates to succeed in their career.

Comprehensive online course:

Participants will gain access to an online "Introduction to Sustainability in Business" course. This 3.5-hour foundational, self-paced training is designed to equip learners with essential knowledge, a sustainability-oriented mindset, and practical tools to drive positive change. It empowers participants to foster sustainability and effectively communicate its importance within their organizations and communities.

"The WBCSD Leadership Program has been an outstanding opportunity for me to build innovative and effective leadership and management skills, as well as to strengthen sustainability knowledge and awareness. The program unlocked new ways to develop and implement sustainability strategies into my daily activities and allowed me to meet talented and visionary peers from all around the world and industries."



Claudio Siminelli

Global Sustainability Program Lead,
ABB & Alumni of WBCSD Leadership
Program

Companies that have trusted *our Program*



Positive impact *for companies*

Improved leadership skills:

The WBCSD Leadership Program is designed to develop the skills needed to be a sustainable development leader. Participants will learn about different leadership styles, communication, decision-making, and strategies. By improving their leadership skills, participants will be better equipped to guide and motivate their team, resulting in making informed decisions that benefit the company and improved team performance.

Increased employee engagement:

Leaders who have undergone leadership training are better equipped to inspire and engage with others. They will have a better understanding of what motivates their team and how to create a positive work environment. This can lead to higher levels of employee engagement, which can result in increased employee retention and improved business outcomes.

Enhanced partnerships:

The WBCSD Leadership Program provides opportunities for participants to network with other leaders. This can lead to sharing and learning good practices, to new partnerships, and collaborations that can benefit the company.

Elevated levels of sustainability awareness:

Participants walk away with knowledge on the latest sustainability insights and trends, with actionable learning that they can implement in their day-to-day work. This helps mainstream sustainability within the organization and supports change to move faster and further in climate, nature and equity action.

"The WBCSD Leadership Program has been instrumental in Bayer's transformation, preparing leaders worldwide to better integrate sustainability into our business practices and decision-making processes."



Gabriela Burian

Global Head of Multi-Stakeholder Partnerships, Bayer

WBCSD Leadership Program overview

<i>Timeline and locations*</i>	<i>Learning objectives</i>
MODULE 1 Sustainable development in context March 24-28th 2025 IMD, Lausanne, Switzerland	<ul style="list-style-type: none"> → Develop knowledge of sustainability business issues, drivers, tools, and approaches. → Learn from professors from IMD and leadership simulation exercises. → Connect and interact with WBCSD representatives and sustainability experts. → Extend leadership skills for sustainable development and reflective practice. → Create a large network of business leaders and share good practices.
INDIVIDUAL PROJECT March to June	<ul style="list-style-type: none"> → Develop a case review that explores the sustainability challenges and opportunities related to participants' companies. → Combine learnings from Module 1 to develop recommendations to solve practical sustainability challenges faced by the company.
MODULE 2 Leading Sustainable Development June 23-27th 2025 Yale University and New York City, USA	<ul style="list-style-type: none"> → Explore concepts and tools relevant for participants' practice. → Gain new insights into the business context through sharing with other participants' personal and professional knowledge and experiences. → Learn from renowned academics from Yale University and leadership experiential learning activities. → Critically interact and debate with professors, company representatives, leaders, and sustainability experts to develop one's own opinion.
GROUP PROJECT June-November	<ul style="list-style-type: none"> → Design and execute a group project. → Develop skills in group project management, engagement, and collaboration with internal and external stakeholders. → Extend leadership skills for sustainable development and reflective practice.
MODULE 3 Sustainable development in action 3-6 November 2025 South East Asia, Malaysia or Singapore TBC	<ul style="list-style-type: none"> → Learn from academics and leadership experiential learning activities. → Connect and interact with WBCSD representatives and sustainability experts. → Consolidate projects, activities, and introduction of learnings into companies. → Plan for future actions.

*Pending country restrictions, WBCSD may have to postpone the modules or to move to online trainings. Safety restrictions from hosting Universities and local partners will have to be followed by all participants when attending in-person meetings.

Optional: WBCSD Leadership Program 2024 participants are welcome to attend the WBCSD Liaison Delegate meeting in Montreux, Switzerland, 8-10 April 2025. Reduced participation fees are available to current year's Leadership Program participants.

Application and participation requirements

- **Candidates must have:**

- More than 5 years of working experience
- Demonstrated leadership qualities within their company
- Excellent English proficiency (written and verbal)

- **To obtain the certificates from the WBCSD Leadership Program, Yale and IMD, participants must:**

- attend the three one-week meetings; and
- deliver an individual and a group project.

A participant may be required to withdraw from the Program if failing to meet any of these requirements.

- **All companies must confirm that they fully support their participant's contribution to the Program and help to ensure their participants have time to fulfill the above requirements.**

Nomination process:

- Please send the [registration form](#) to Suzanne Feinmann at feinmann@wbcsd.org **by no later than Monday 20 January 2025**. The form will be considered as a commitment for sending participants.
- Places in the Program are limited and granted on a first come, first served basis, provided all the terms of application are met.
- For non-WBCSD members, the candidates' manager(s) should sign a letter confirming support and budget for the Program.
- Decision for admission/non-admission will be made by WBCSD.

Cancellation policy:

1. Up to six weeks before Program start on **Tuesday 18 February 2025** (Kick-off call): companies receive a full refund of the fee.
2. From six weeks to up to 2 weeks before Program start: companies incur a 60% cancellation fee.
3. Within 2 weeks before Program start: companies incur a 100% cancellation fee.

If a participant is unable to attend the Program, the reservation can be transferred to another colleague (if all requirements are met)- the notice must be made no later than 2 weeks before the start of the Leadership Program. Afterwards the cancellation policy will be applicable.

About *WBCSD*

The World Business Council for Sustainable Development (WBCSD) is a global community of over 225 of the world's leading businesses driving systems transformation for a better world in which 9+ billion people can live well, within planetary boundaries, by mid-century. Together, we transform the systems we work in to limit the impact of the climate crisis, restore nature and tackle inequality.

We accelerate value chain transformation across key sectors and reshape the financial system to reward sustainable leadership and action through a lower cost of capital. Through the exchange of best practices, improving performance, accessing education, forming partnerships, and shaping the policy agenda, we drive progress in businesses and sharpen the accountability of their performance.

www.wbcsd.org

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