



## Employer benefits and support

Designed specifically for those working in full-time employment, with a schedule that can be completed alongside day-to-day business activities, the Cambridge Institute for Sustainability Leadership [graduate programmes](#) have been designed to offer content that is directly transferable to business.

Participants are actively encouraged to apply insights from each programme, bringing immediate value to organisations from the very first workshop, in the form of innovative thinking, improved engagement, and practical business impact.

## Innovative thinking

- Attendees engage openly with innovators from business and leading academic thinkers to critique and explore the latest thinking in strategic responses to sustainability challenges.
- The strong emphasis on peer-based supported learning amongst the high calibre of students provides a unique space for ideas to form and take shape before implementation by the organisation.
- Cohorts represent a diverse range of industries, geographies and operational functions, reflecting the interconnected global economy. Insight into different economies, regions and sectors provides participants with the ability to help their organisation identify new ways of responding to complex challenges and the potential for new business opportunities.

*"Excellent cross section of industries and nationalities added to the benefit of the course."*

*Steve Betts, Closed Loop Material Resource Manager, Jaguar Land Rover*

*"A truly inspiring, engaging, and fascinating week with great speakers and networking opportunities."*

*Heather Truelove, Responsible Business Manager, Lloyds Banking Group plc*

## Improved engagement

- Access to the latest knowledge from research and industry best practice allows participants to approach their work with confidence.
- Students are equipped to become effective change agents within their organisational contexts, providing them with a language to engage with customers and investors, as well as strategies to secure internal engagement.
- As such, the potential for wider engagement and development within the organisation is considerable, maximising the returns from the initial investment in a participant.

*"I am certain that I will be able to apply the information and lessons learned during this course in my daily work at GSK. The workshop provided good networking opportunities, which I believe will be helpful in my daily work and in my future career within sustainability."*

*Caroline Ruter, Supply Chain Sustainability Manager,  
GlaxoSmithKline plc*

*"I enjoy having the access to people and information in a broader network that can complement my own areas of expertise and skill. It is helpful to have sounding boards with different backgrounds and perspectives."*

*Yvette Nowell, Head of the RMB Fund, Rand  
Merchant Bank*

## Business impact

- Assignments are specifically designed to provide students with the opportunity to focus on transferable practical solutions, with the purpose of enhancing business value for their organisation, alongside increasing their value to society.
- Participants determine the focus of their individual assignments, receiving personalised support from expert industry and academic tutors. Employer involvement in the assignment process ensures that relevant projects are being addressed, enhancing the transfer of expertise into the organisation and effectively receiving bespoke consultancy.
- Decision-making is enhanced, as participants' awareness of critical issues and risks is improved, and innovative thinking applied to ensure future business activity is resilient and responsible.

*"I believe the content was extremely relevant to the application in business."*

*Rob Davidson, Cure Pharmaceutical*

*"It is unique how you develop shared-knowledge by integration of different cultures and business experience."*

*Angelica Cortes, independent consultant*

## Building a business case

If you are seeking support from your employer it may be helpful to prepare the following:

- Undertake a skills gap analysis – think through where you currently fit in your organisation and how the course will enhance the contribution you make.
- Match your objectives in undertaking the programme to those of your organisation by using the curriculum content listed on our webpages.
- Demonstrate how attendance at the course and the increased knowledge gained could benefit your organisation.
- Share the detailed [alumni testimonials](#) as past students illustrate how the programmes have brought value for them and their organisations.
- Consider a strategic issue facing the organisation that you could research in more detail for the assignments – this ensures a project of direct relevance to you and results in a valuable piece of internal consultancy work for your organisation.