

TRAINING - TEAM BUILDING

ESG Strategy Lab

A face-to-face simulation to integrate sustainability into the team's strategy.



What is ESG Strategy Lab?

In-person simulation for mixed teams

A gamified experience designed to help teams understand the ESG requirements their clients may place on them, identify their starting point and align their decisions in a single session.

ESG cases based on real-life scenarios

Scenarios developed on the basis of interviews and discussions with sustainability experts from various sectors, as well as sustainability guidelines, regulations and standards.

Team decisions

It combines face-to-face gameplay with digital support to make the experience more engaging, facilitating participation and learning.



For whom and in what context?



Senior and middle management

Make decisions that balance business priorities, resources, risks and ESG impacts.

Teams from different departments

Understanding how decisions made by one department affect others. Coordination work.

For a specific business function

To explore in greater depth situations relating to procurement, HR, operations, finance or sales

Onboardings

Link the company's sustainability priorities to the responsibilities of each role.

Meetings and events

Include a hands-on activity linked to the theme of the day.

What happens during the session?

Realistic scenario

Each team is faced with scenarios inspired by real-life challenges in the field of ESG.

Discussing situations and making decisions

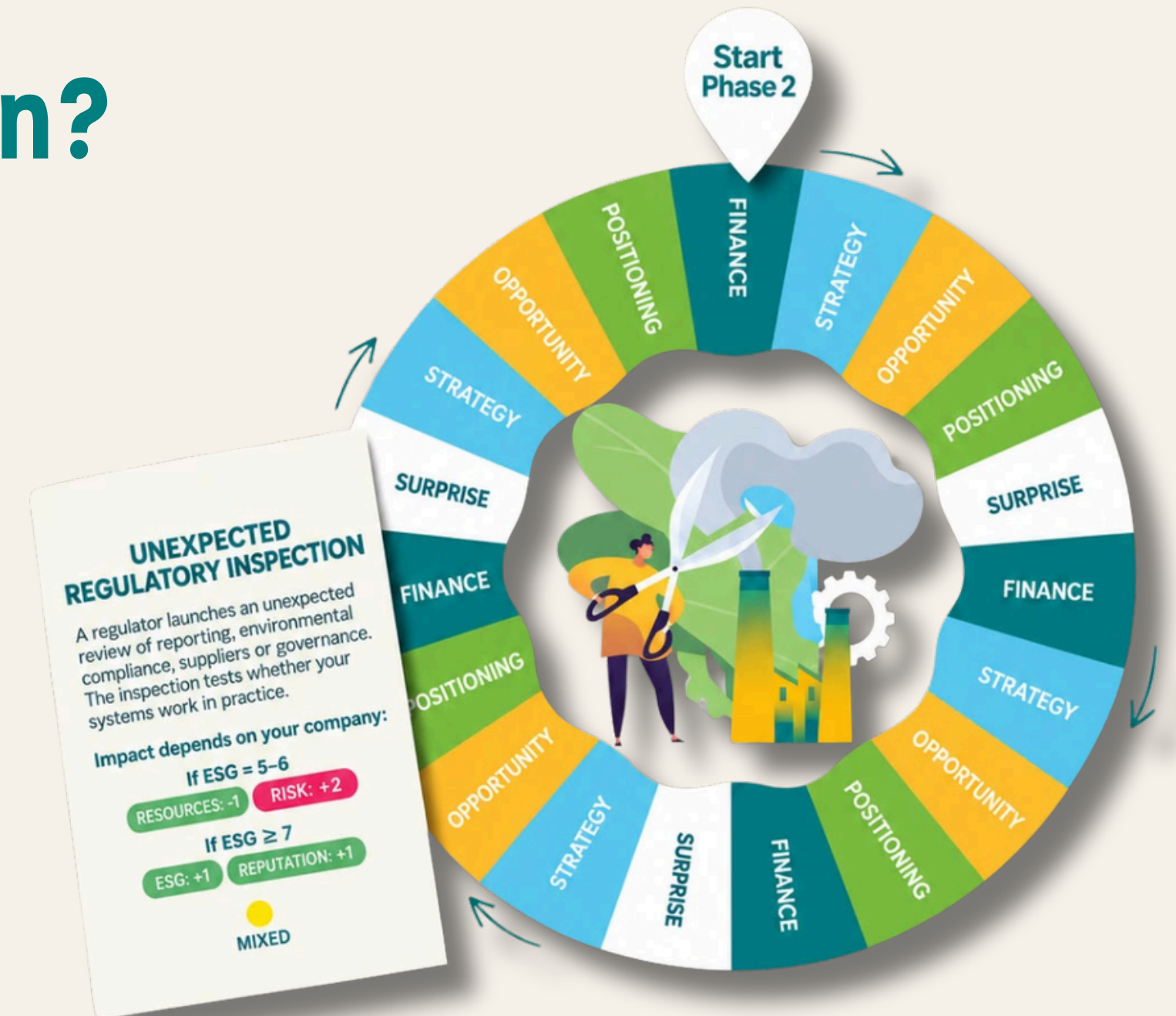
The team compares options, listens to different points of view and agrees on a course of action.

Examine the repercussions

Decisions alter the game's indicators and determine the next steps.

Linking it to the real world

The conclusion helps to identify similar situations and which areas should be involved.



'In a single session, we simulate what many companies learn after years of making mistakes in ESG'

What transformations occur within your organisation?

Prior to the session

ESG responsibility lays with a single individual or department.

Each department makes decisions according to its own priorities.

ESG concepts appear to be disconnected from everyday tasks.

The appropriate timing for involving other areas remains uncertain.

8,9/10

Evaluation of the dynamic*

*Perceived utility by participants

After the session

The team shares a common language and common criteria.

Alternative viewpoints are acknowledged, and collaborative decision-making is implemented.

The concepts are related to customers, suppliers, people, investments and risks.

ESG responsibility emerges as a collective challenge.

8,7/10

Useful for non-experts*

A session customised for the group

Duration and venue

 2–3 hours

100% face-to-face, at your office or event venue.

Optimal group

 From 6 people

Expandable up to ~65

Support

 Recurring onboarding

Tailored-made for the company aimed at training new employees.

Facilitation

 Team Juno

Support throughout the session and a final reflection relating to your company.

Materials

 Included

Content validated by experts in the renewable, industrial, and ESG sectors.

All levels

 All business functions

Participants are not required to have any prior knowledge of ESG

How can we adapt it to your organisation?

We select the ESG concepts most relevant to each case and link them to scenarios within the game. Priorities are agreed upon based on your sector, objectives and materiality.

Team	ESG concepts to work on
Purchasing	Responsible supply chain management, circular economy principles, traceability mechanisms, due diligence practices.
HR	Diversity, equity, and inclusion; health and safety; sustainable mobility; just transition.
Operations	Energy efficiency, resource utilisation, carbon emissions, circular economy, climate adaptability.
Finance	Sustainable finance, ESG risks, data integrity, investment assessment.
Management	ESG strategy, materiality, governance, stakeholders, risk management.
Sales and Marketing	Transparency, environmental communication, greenwashing, reputation, client ESG requirements.

CONTACT

Which teams would benefit from ESG Strategy Lab?



One-off sessions

- For one or more teams, an in-house day or an event.

Multi-session programme

- For different business units or cohorts of new recruits. Initial customisation and subsequent updates to suit your needs.

Next steps

Please let us know which teams will be taking part, which decisions you want to work on, and how many people there will be. We'll suggest a format, ad-hoc to your needs, and provide a tailored quotation.

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