



Aligning HR Strategies with ESG Goals

YOUR QUESTIONS ANSWERED

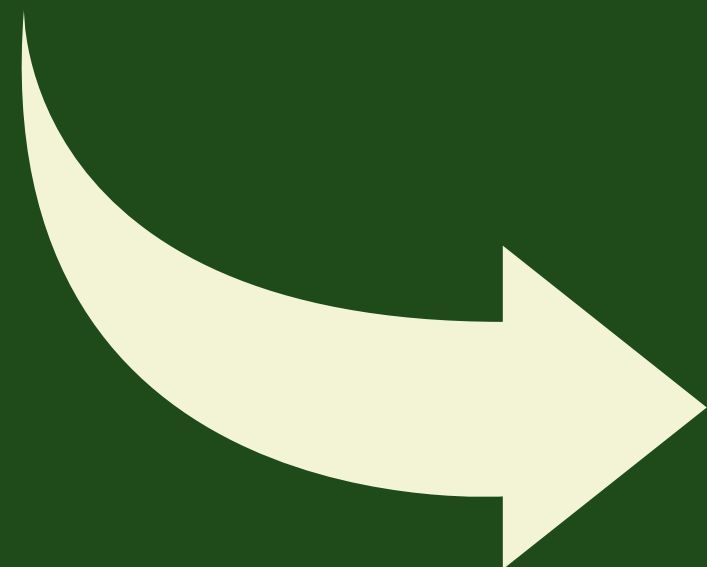




Our first Nexus CPO Roundtable Dinner brought together Chief People Officers. The topic explored during the inaugural dinner included aligning human resources strategies with Environmental, Social, and Governance (ESG) goals.



WHAT WERE THE KEY INSIGHTS FROM THE FIRST MEETING?



COLLECTIVE OWNERSHIP:

ESG initiatives should be embraced as a collective responsibility, involving all employees. Pride in achieving ESG objectives is essential.

TRAINING AND DEVELOPMENT:

To equip employees with ESG knowledge and skills, HR should integrate ESG into leadership programs and use creative online training and gamification methods.

SIMPLIFIED LANGUAGE:

Clear communication using relatable terms like "Responsible Business" is more effective than complex ESG jargon.





METRICS MATTER:

Metrics measuring diversity, inclusion, culture, well-being, and risk management are crucial for evaluating ESG progress.

REGIONAL VARIATIONS:

Understanding and appreciation of ESG differ by Global region, with more advanced awareness in some areas.

GOVERNANCE IN ESG:

Board composition and ESG ownership within organisations vary, impacting ESG integration.

HR'S ROLE:

HR plays a pivotal role in encouraging sustainable practices and aligning decisions with ESG goals.



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