People, planet, profit: sustainability and leading change

Libby Kemkaran-Thompson and Ellie West

It is very easy to feel defeated with the current 'climate' regarding the climate crisis. We are deep into a global climate crisis that is likely to affect the quantity and quality of life of all the world's inhabitants. This is largely as a result of human activities, particularly from fossil fuel emissions since the preindustrial era. Extreme climate events are increasing as global temperatures are currently on a target for 3–4°C increases, which will result in catastrophic disruption to food and water supplies and loss of habitat and biodiversity, according to the Intergovernmental Panel on Climate Change. Adaptation to this new world is likely to be required, since the potential for irreversible tipping points may prevent future mitigation. So what can you do about it?

Sustainable development was defined by the UN Brundtland Commission of 1987 as 'development that meets the needs of the present without compromising the ability of future generations to meet their own needs'. The three pillars of sustainability were described as social progress, environmental protection and economic growth (or people, planet and profit). We will need to move away from an 'extractivist' economy and into a 'circular' economy. The opportunities for this paradigm change in our sector are vast, in developing better preventative healthcare, in supporting staff and community wellbeing and cohesion, and in moulding a sustainable future for our businesses. Veterinary practices are ideally placed, given our cultural authority to drive and innovate within our industry and our communities.

This series of lectures will provide both the information regarding the crisis we are facing, and the leadership skills for you to personally take it forward with you into practice and your lives to feel like you are making a difference. The time is past where we can all sit back hoping against hope that someone else will lead us out of this situation. There are ways to speak and be heard, ways to delicately influence an existing leadership team even if you are junior, and ways to use our 'human chimp' behaviour to get better outcomes in whatever level you

currently work at. The power to influence is examined and detailed with techniques and strategies to take this learning back into your home environment.

There are things that every individual can do, but more power to effect change comes with better strategy – these lectures focus on the practical delivery of change into existing structure (and even achieving delivery through our perhaps, less than enthusiastic colleagues). The further lectures in this stream will give you the tools and techniques to make these changes happen.

KEY LEARNING OBJECTIVES

- Understand the steps to lasting change
- Understand the current sustainability impacts and opportunities within veterinary organizations
- Understand what it will take to change

MULTIPLE CHOICE QUESTIONS

1. What are the three Ps of sustainability?
(A) People, planet and profit
(B) Pets, plankton and plants
(C) Planet, plants and the Pacific
(D) Politics, protest and plenty
2. What do volatile anaesthetic agents such as isoflurane and nitrous oxide result in?
(A) Extreme weather events around the globe
(B) A significant greenhouse gas and ozone-depletion effect
(C) Reduction in the monsoon seasons in equatorial regions
(D) No effect on global climate
3. What are the steps to lasting change?
(A) Panic, call a friend, watch Netflix until the feeling passes
(B) Fall into utter despair whilst contemplating the futility of life and developing an alcohol problem
(C) Get furious with everybody and spend every evening reposting and retweeting memes about climate change to deniers on social media that you do not even know and have never met
(D) Know your outcome, take massive action, course correct, refocus

What did you just say? The power to influence with communication strategy

Libby Kemkaran-Thompson

There are ways to speak and be heard, ways to delicately influence an existing leadership team even if you are junior, and ways to use our 'human chimp' behaviour to get better outcomes in whatever level you currently work at. The power to influence is examined and detailed with techniques and strategies to take this learning back into your home environment.

Human communication is a product of our personal filters, our beliefs and our focus. We have huge power to change any of these, and in doing so alter the content we effectively deliver in each communication.

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Guest

IP: 54.92.164.108

On: Wed, 26 Apr 2023 09:56:30

This lecture is designed to develop understanding about the three primary modalities of communication and how to identify the best way to be heard by each type. Understand the eight different brain types/profiles that exist, and how to communicate with each of them. Our neurology is used to fully explain action tipping-points that can be used in developing our 'power to influence'. The six human needs are detailed to understand better how different profile types view communication — and how to influence all of the types you will come across in daily life. (N.B. Just please use your powers for good ...)

This lecture begins to pull together how to develop influence in a seemingly hopeless situation, and how to use the technologies of behavioural communication to best effect.

The further lectures in this stream will give you the tools and techniques to make changes actually happen in the tricky field of sustainability. There are things that every individual can do to be a better communicator to those around you, and more power to effect more change comes with having better strategy — these lectures focus on the practical delivery of change into existing structure (and even achieving delivery through our, perhaps, less than enthusiastic colleagues).

KEY LEARNING OBJECTIVES

- Increase your power to influence others, and increase the likelihood of being heard
- Communicate better with each of the eight profile types, and to appreciate the values and behaviours important to each thinking style

- Develop a deeper understanding of people who are NOT like you and how to communicate your wants and needs to them more effectively so you get better results

MULTIPLE CHOICE QUESTIONS

1. You typically like to work with facts and figures, like systems and processes and are good at maintaining stability. Your talent dynamics profile is likely to be high in which of the following?
(A) Dynamo (C) Tempo
(B) Blaze (D) Steel
2. You work with someone who is very creative, always coming up with great ideas and starting projects, but not always good at finishing them. Their talent dynamics profile is likely to be high in which of the following?
(A) Dynamo (C) Tempo
(B) Blaze (D) Steel
3. One of your partners is very analytical, has a specialist field of expertise and works very well on their own improving the process and outcomes, but may be limited by a sense of perfectionism and working with other team members effectively. Their talent dynamics profile is likely to be high in which of the following?
(A) Dynamo and tempo
(B) Blaze and steel
(C) Tempo and blaze
(D) Steel and dynamo

The green ninja: an NHS case study in sustainability

Clare Topping

In 2009 the Lancet claimed that climate change was the biggest threat to human health of the twenty-first century. In 2015 it claimed that as well as the biggest threat to human health, climate change was also the biggest opportunity for improving human health — many of the interventions that work to reduce greenhouse gas emissions are also good for our health.

In common with most other western countries, the healthcare carbon footprint of Great Britain is around 5% of the national total. Within any town or city the NHS is 'probably the biggest procurer, employer and polluter'. This also gives the NHS, as a trusted institution, a disproportionate opportunity to influence the local economy and population. Within such a complex organization as

the NHS, with patient care and safety the ultimate priority, how can the NHS become a more sustainable healthcare system and what is sustainable healthcare?

We will start the presentation looking at the expected impact of climate change on health. We will look at a number of case studies from within the NHS, with an emphasis on quick wins and money-saving opportunities found within one medium-sized district general hospital, Northampton General Hospital, applicable to large and smaller organizations. From energy to waste management, plastics reduction to food, we will explore what worked and what did not work and how to get staff on board the journey to more sustainable healthcare.

We will also look at how the sustainability agenda can reduce exposure risk for you and your organization and how it can be used to provide simple and innovative interventions.

KEY LEARNING OBJECTIVES

- How sustainability can save you and your organization money
- There is more to sustainability than energy saving and recycling — how to look beyond the obvious
- The impact of climate change on healthcare

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Guest (guest)

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