



• • • **Leading Sustainable Transformation Through  
People, Purpose & Culture**

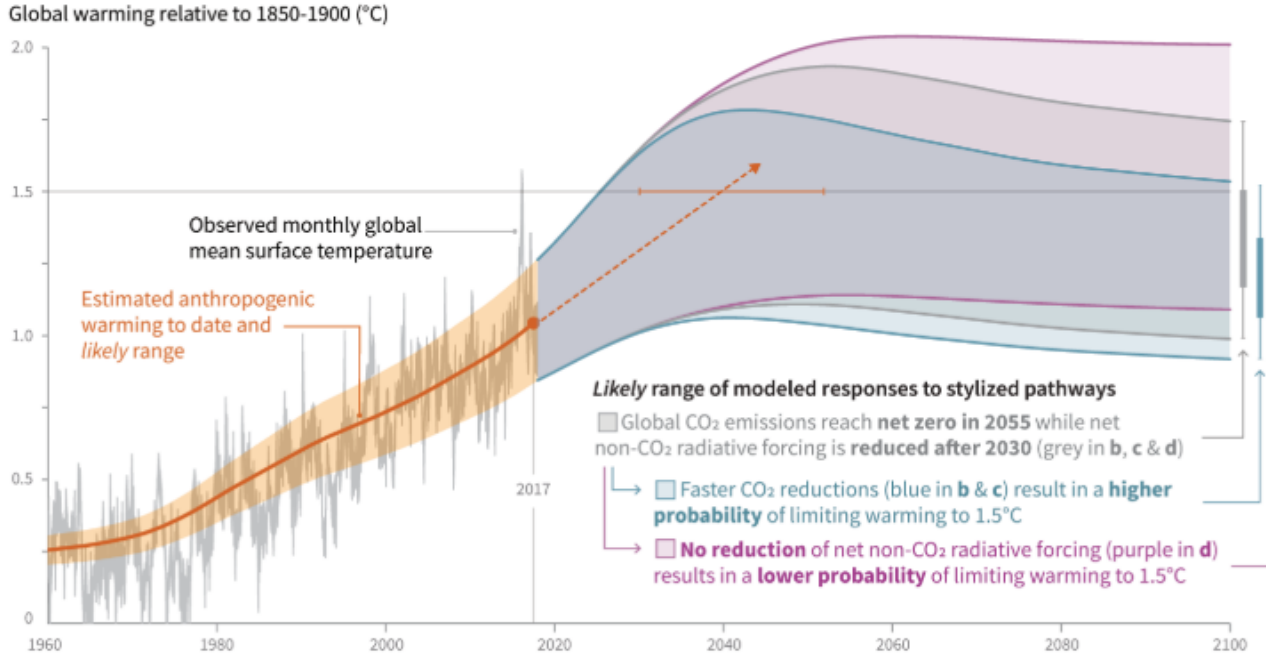
**Ewa Palarczyk**  
PMP, IPMA A, GPM-b, GPM RCA

**CEO @ Synergist**

Cumulative emissions of CO2 and future non-CO2 radiative forcing determine the probability of limiting Warming to 1.5 o C

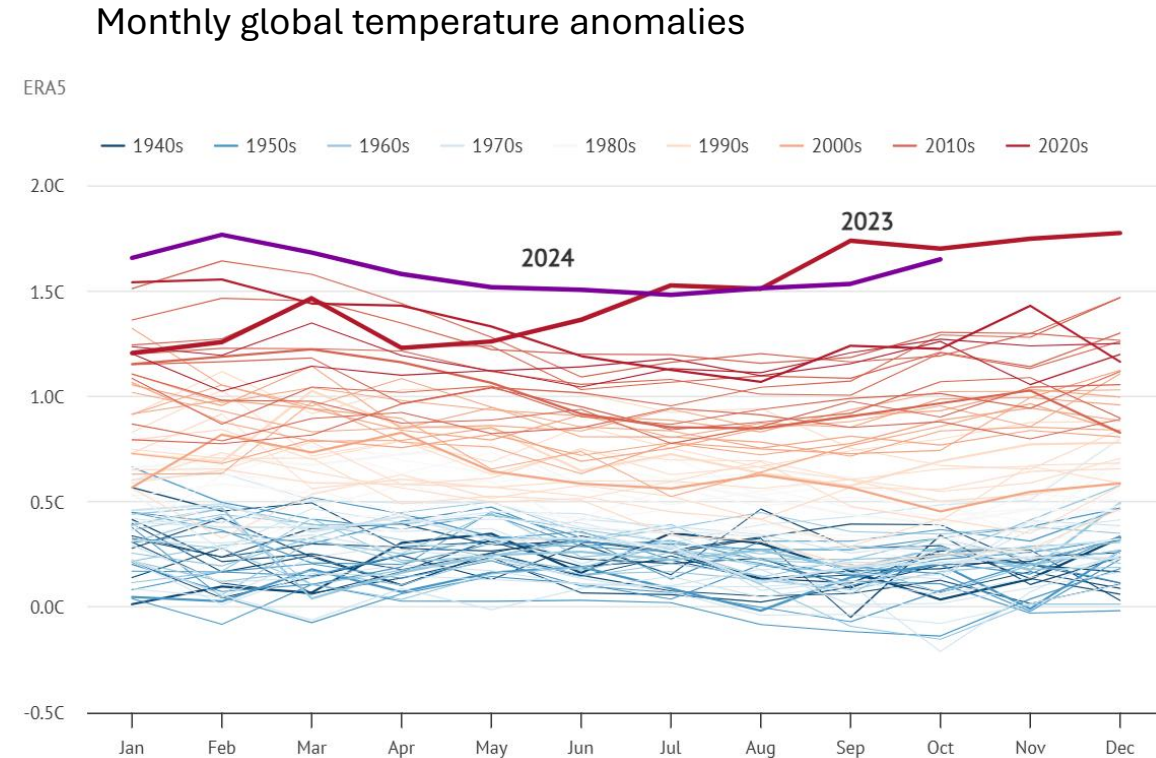
**Business is responsible for ~80% of global CO2 emissions**

# FACTS



SPM1\_figure-final.png (1654x1789)

## 2024: The warmest year on record



State of the climate: 2024 will be first year above 1.5C of global warming - Carbon Brief



Spain, Valencia

Temperature records in March, Katowice, Poland

**-20,8°C**

**+23,0°C**

1971

2024

**PEOPLE**

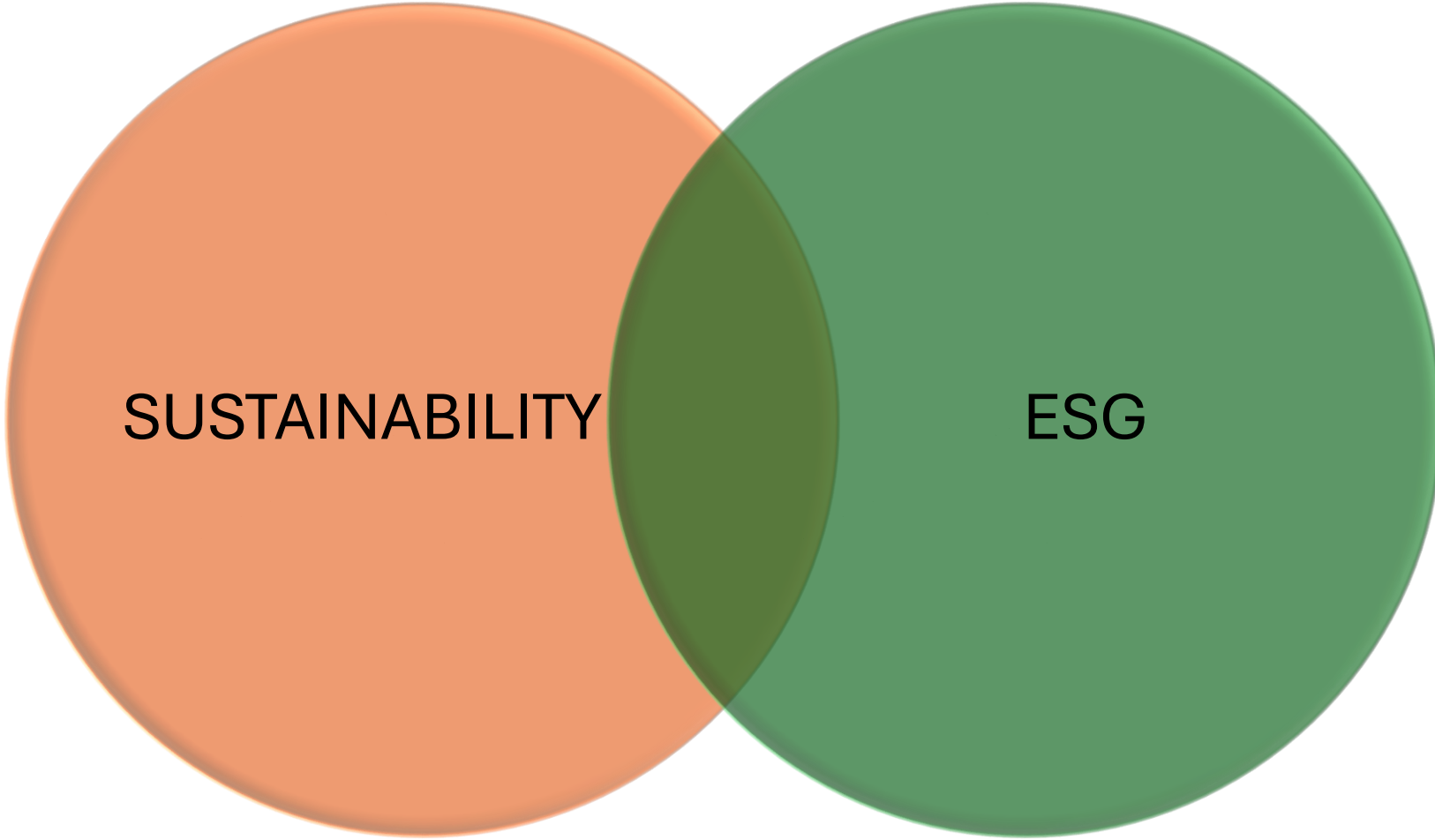


USA, Florida

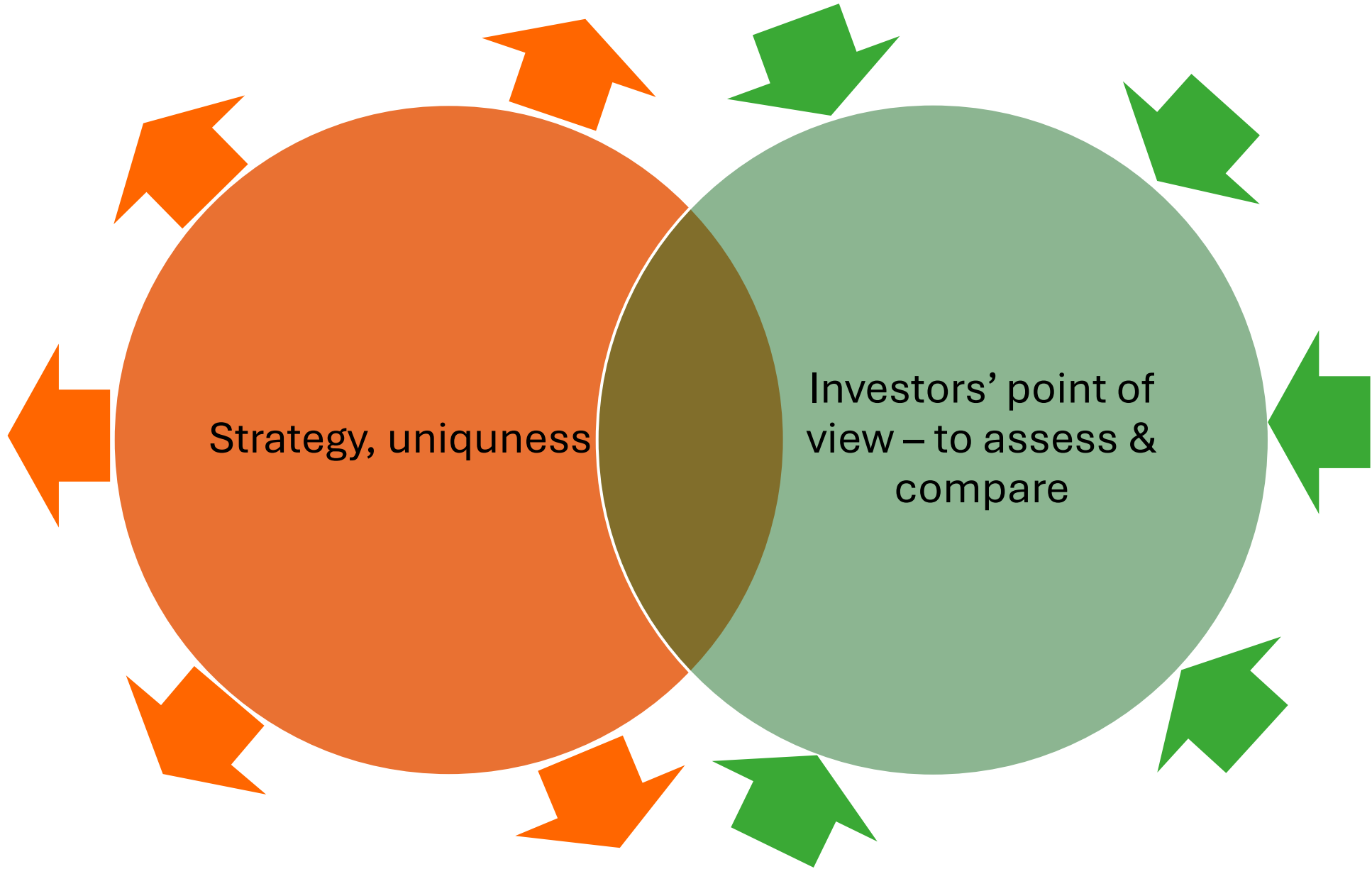


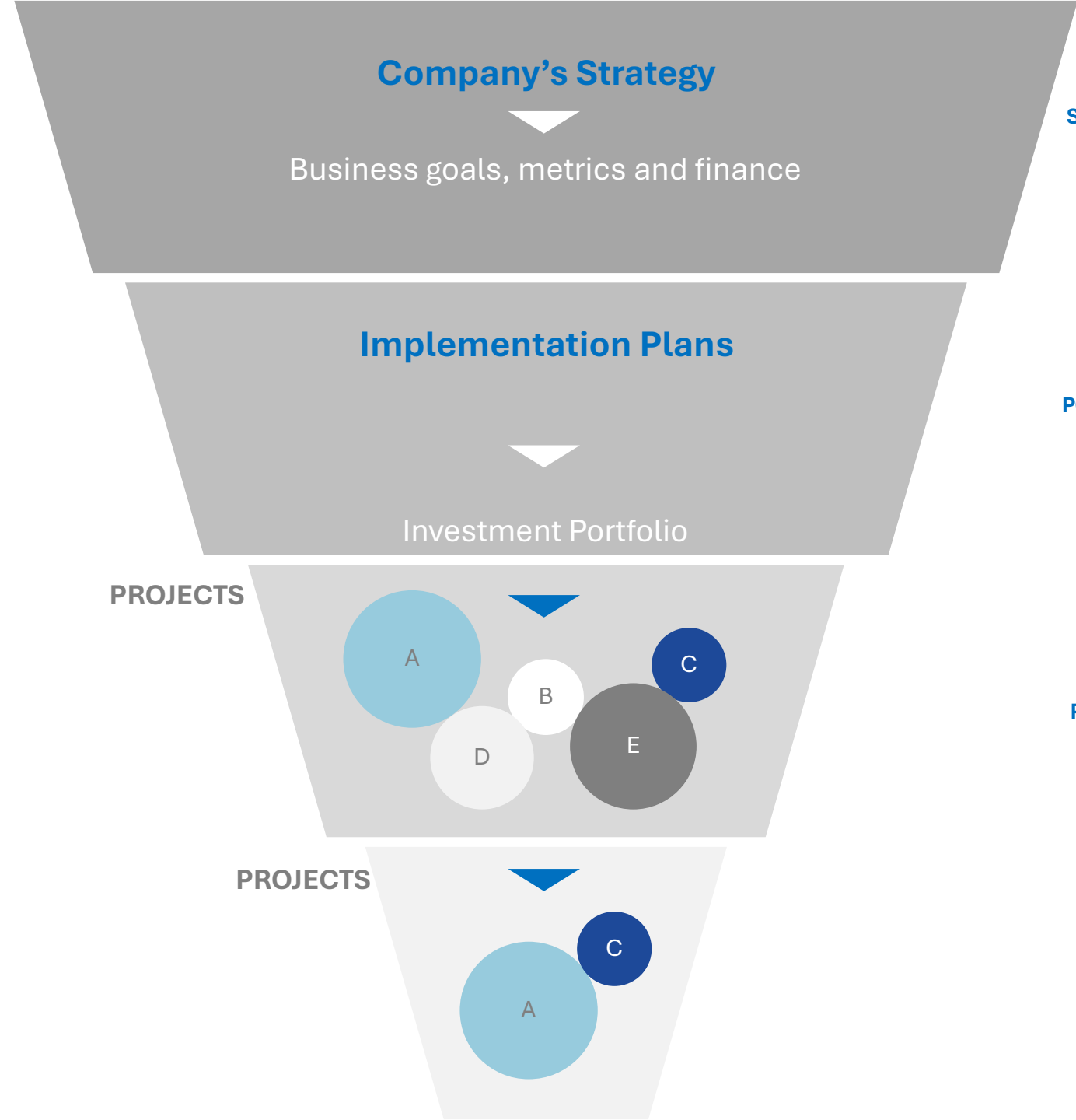
Pakistan

● ● ● **Setting up the stage**



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STRATEGY LEVEL

### Company's Strategy

Business goals, metrics and finance

### Implementation Plans

Investment Portfolio

PROJECTS

PROJECTS

PORTFOLIO LEVEL

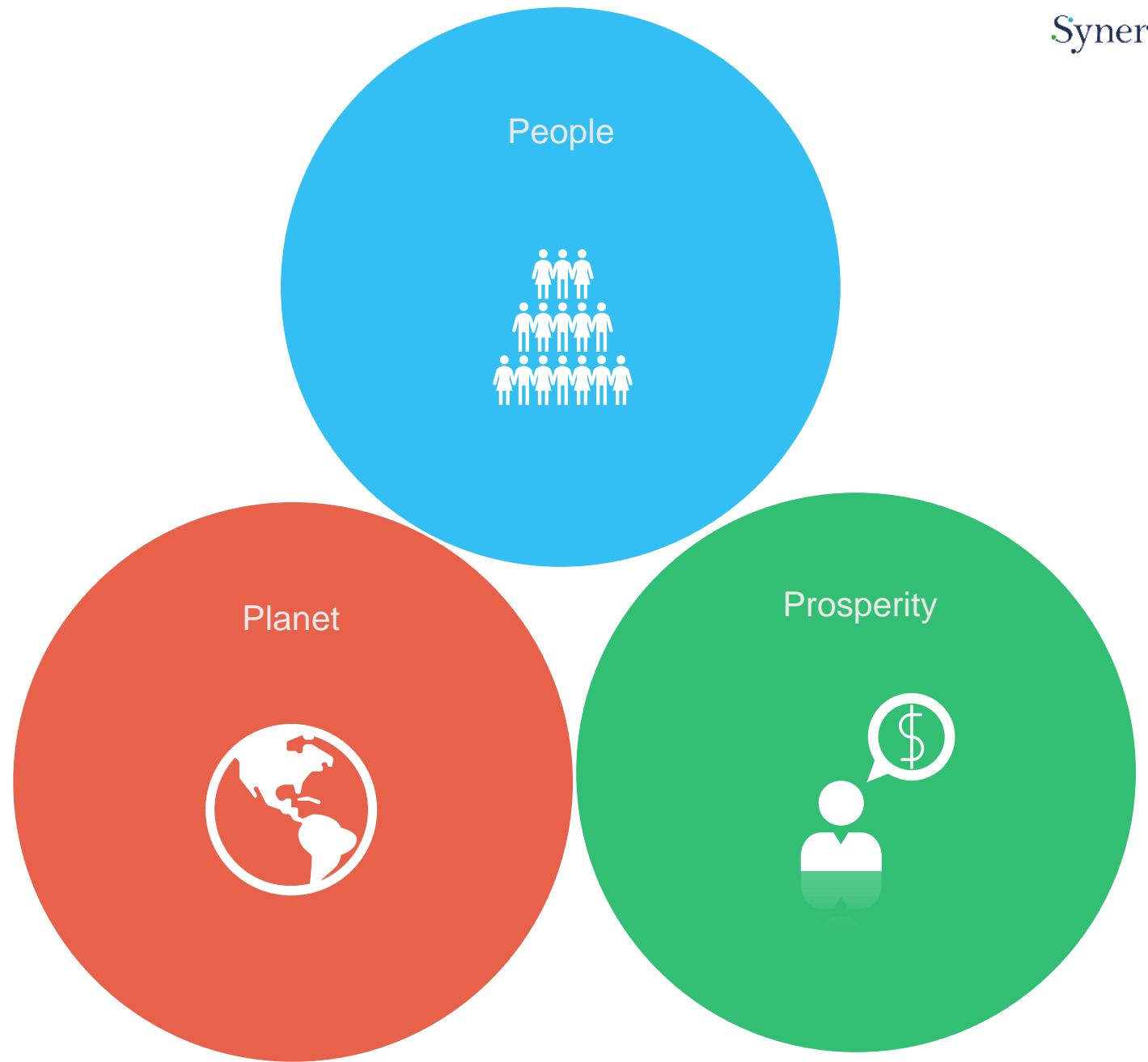
PORTFOLIO LEVEL

PROJECT LEVEL

PMO at management levels

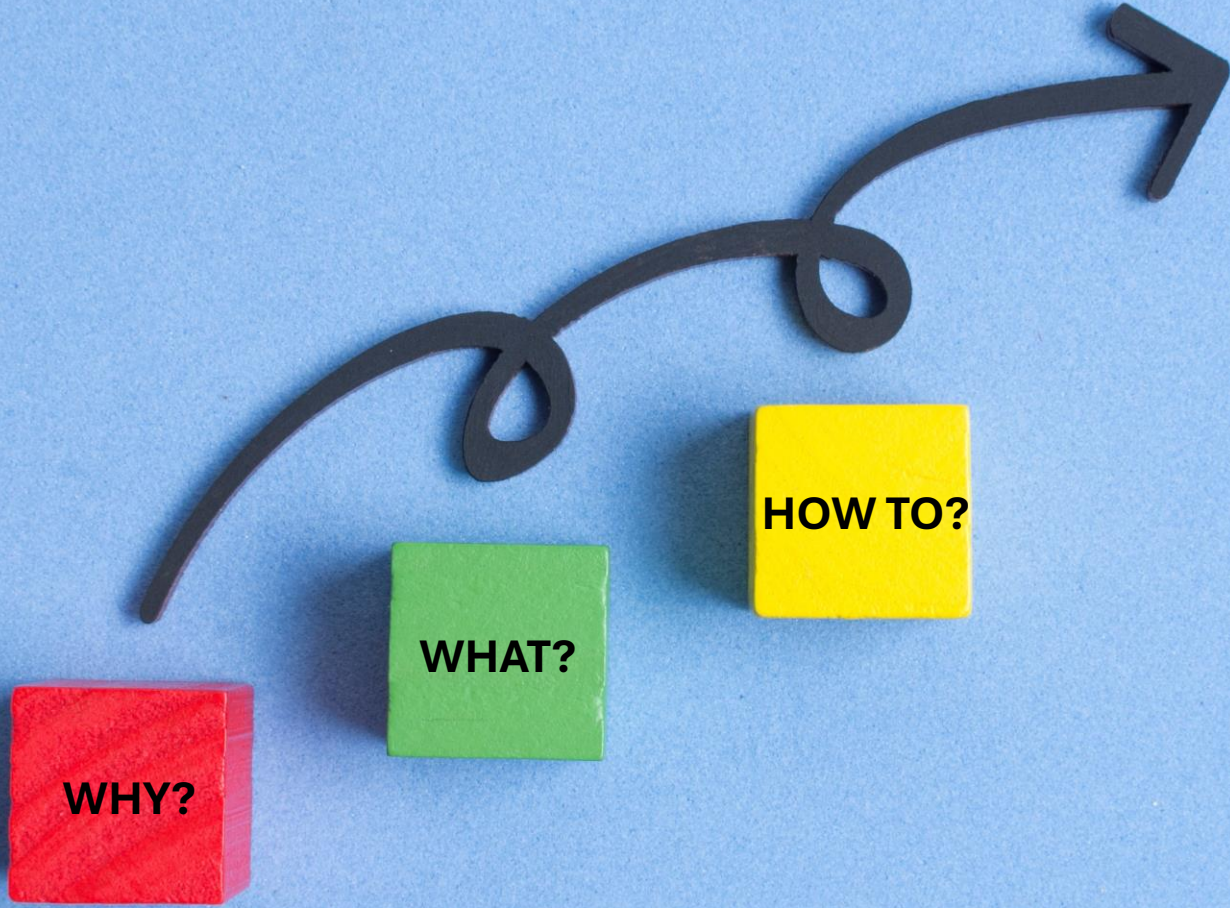
● ● ● In single bottom line...

● ● ● Triple Bottom Line



# ● ● ● Sustainability transformations challenges and dilemmas







●●● CHANGE = PEOPLE

● ● ● The WHY?



Useful tools:

DOUBLE MATERIALITY  
MATRIX

- COMPANY
- PORTFOLIO
- PROJECT



10

Important for your stakeholders

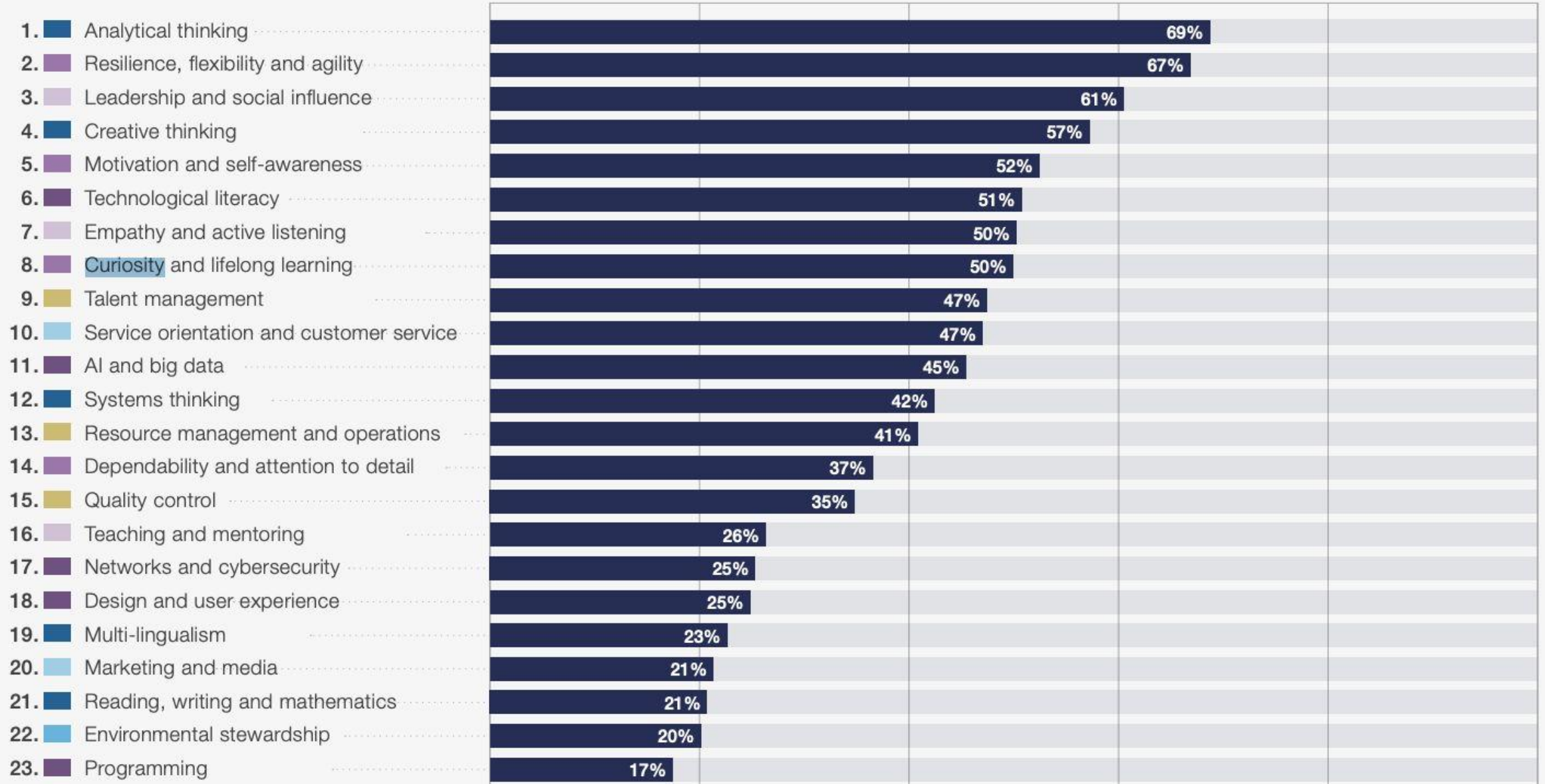
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 less is more

FIGURE 3.3

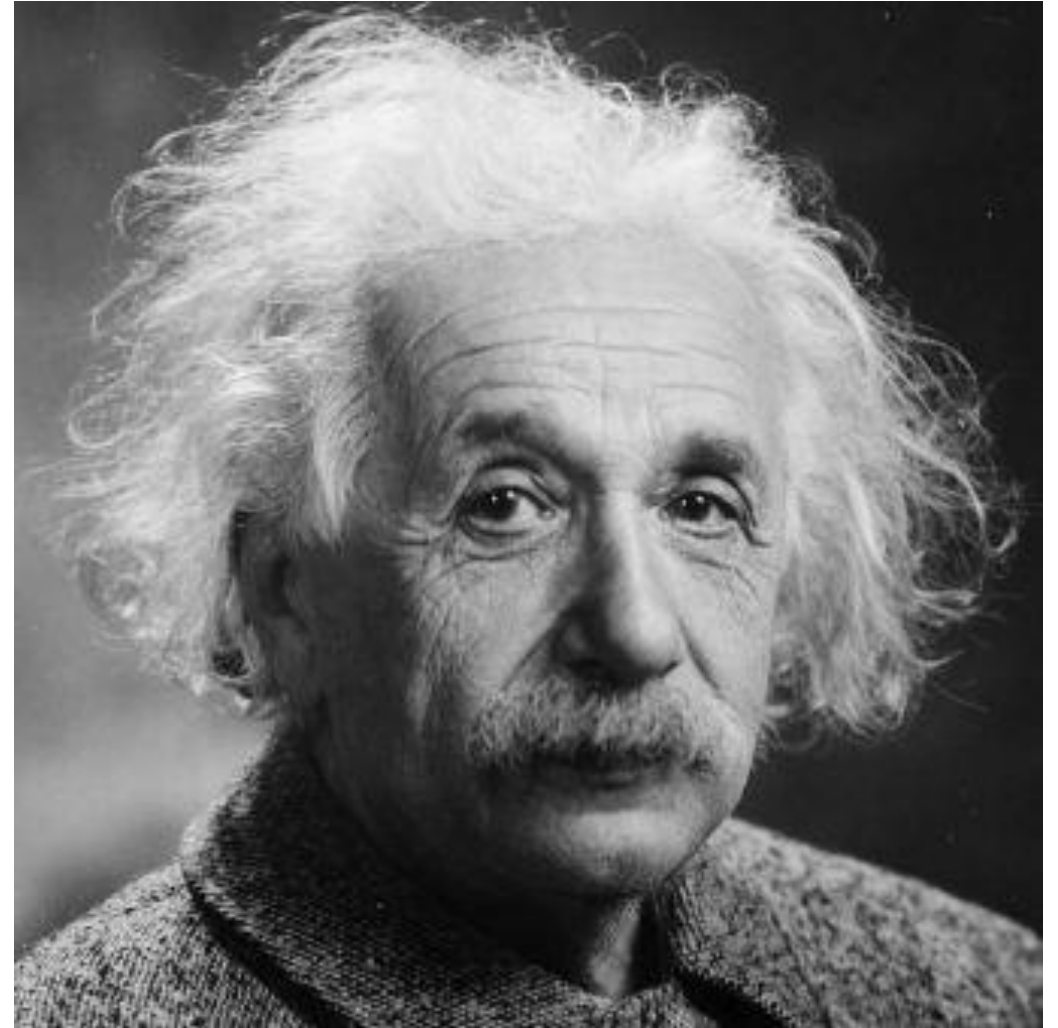
**Core skills in 2025**

Share of employers who consider the stated skills to be core skills for their workforce.



- ● ● If I had 60 minutes to solve a problem, I would think about the problem for 55 minutes and 5 minutes about solutions.

*Albert Einstein*



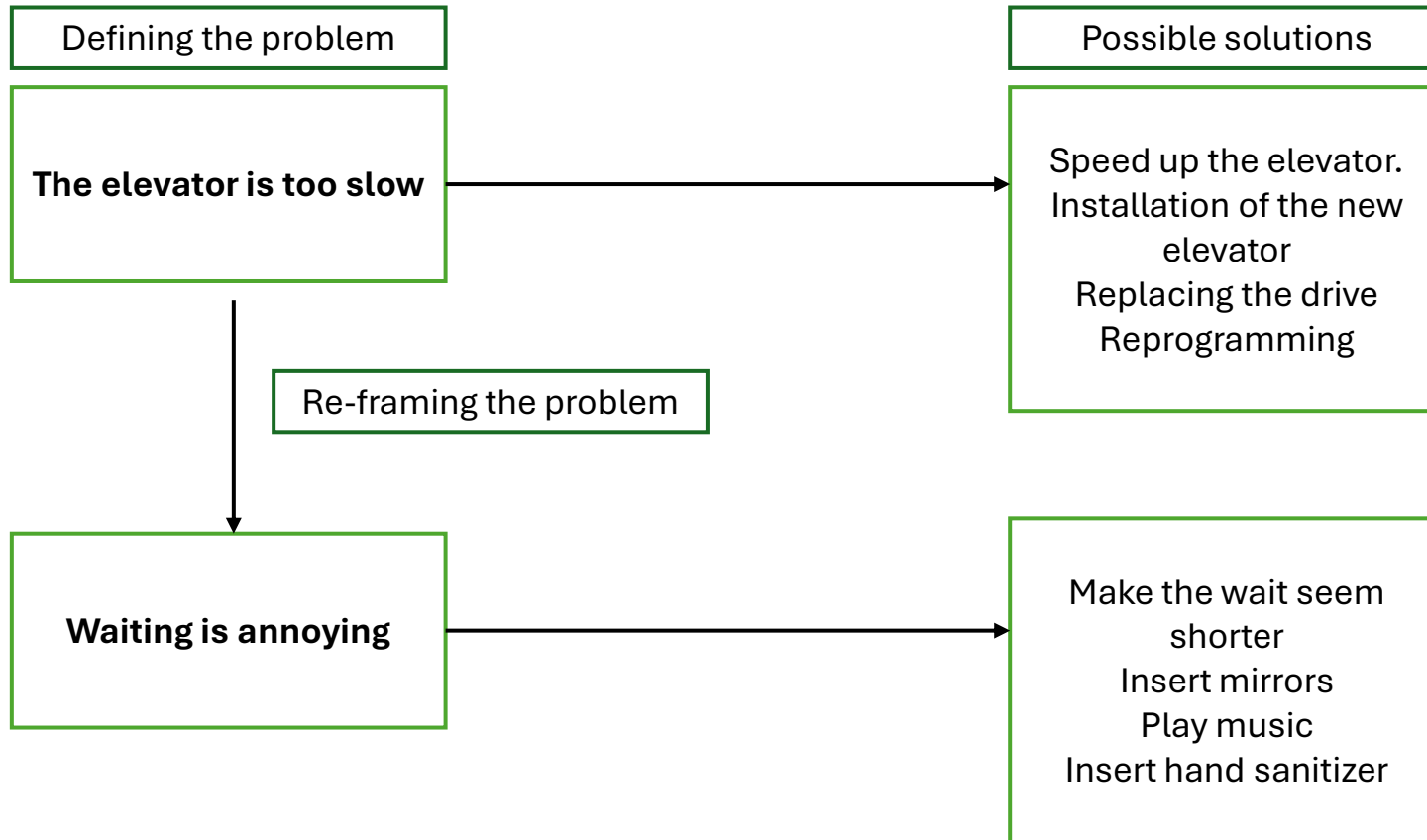
- ● ● Example: Why do I still act unecologically (*i.e. change my mobile too often*) despite climate awareness?



- Event (what do I do?)
- Pattern (how often/in what situations?)
- Structure (what pushes me to do it – environment, habits?)
- Mental models (what do I believe in? what justifies my action?)



# ● ● ● Are we solving the right problem?



● ● ● Re-framing





# Free innovation & creative thinking capabilities



**Problem Statement**  
"User mengalami kendala dalam mengelola pelanggan kamar kosan mereka & tidak ada informasi upto date mengenai kamar kos."

**How Might We**  
"Bagaimana kita bisa membuat sistem pencatatan nama dan nomor kamar yang mudah diakses agar pemilik kos tidak lagi lupa nama orang yang ngekost.."

## Crazy Eights

1 Fitur Register. untuk mencatat pelanggan kosan. • Contoh. Agus sugandi	2	3	4
5	6	7	8

Crazy 8

\*Tujuan dari metode crazy eight yakni menemukan ide sebanyak-banyaknya. Jadi jangan menghabiskan waktu dengan terlalu lama memikirkan ide yang sempurna.

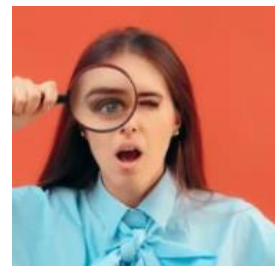


De Bono's

6 Hats

3-5-8

The Disney method



## ● ● ● With ideas on the table

We can analyze them through the prism:

- Effects
- Ease of deployment
- Time
- Effort
- Availability
- ...

	<b>BIG EFFORT</b>	<b>LITTLE EFFORT</b>
<b>BIG EFFECT</b>	Something you should plan and start doing quickly in the second place.	Something you should do right away, because with little effort you will have a big return.
<b>SMALL EFFECT</b>	Let it go	To think about.



Board perspective

Business, Environmental and Social Value Added

ESG strategy & net-zero goals

Go

EBITDA increase

Value chain management

Delivered ESG Goals

• • • **The WHY**  
**The WHAT**  
**The HOW TO**

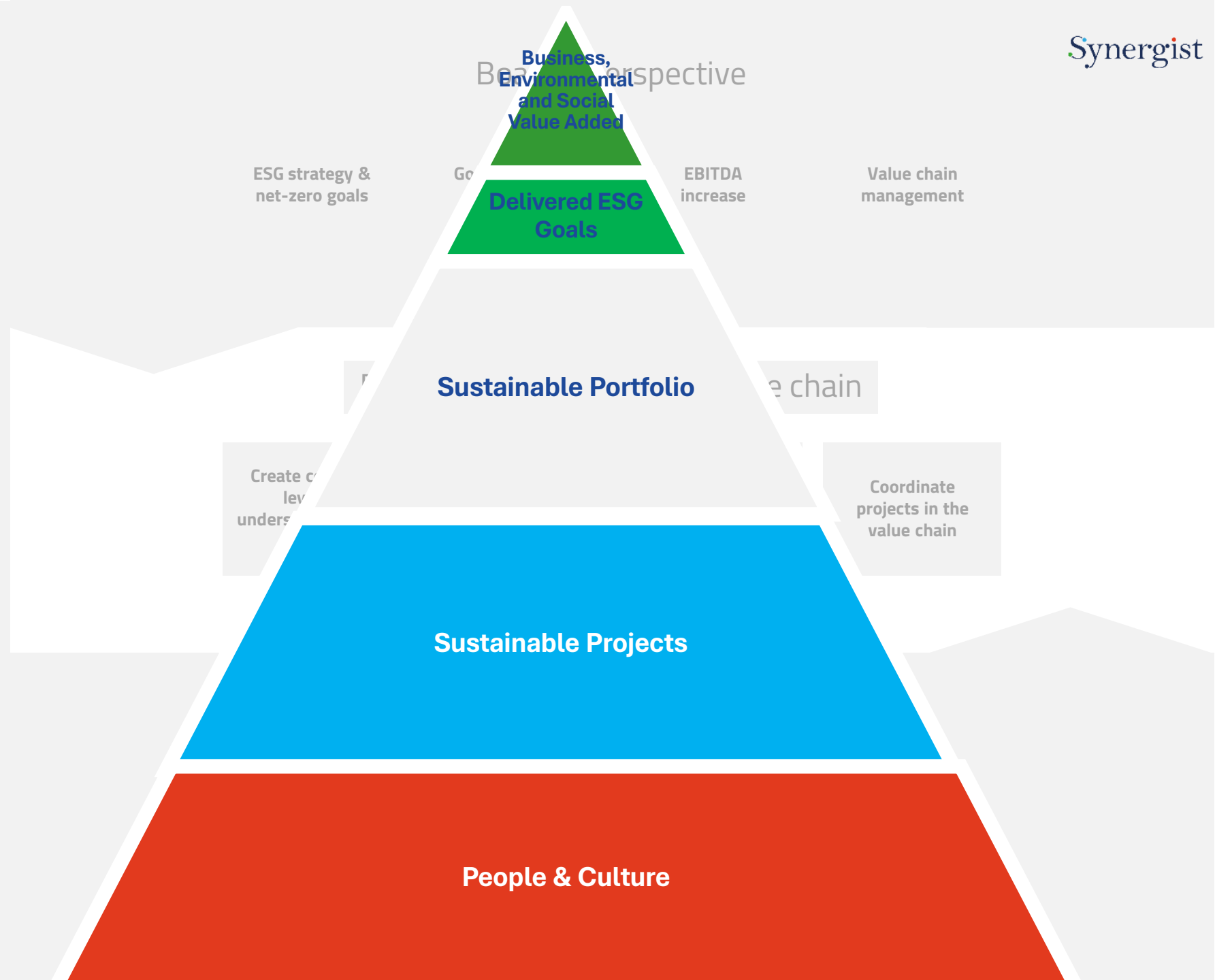
Sustainable Portfolio

Create a level of understanding

Coordinate projects in the value chain

Sustainable Projects

● ● ● **Sustainable transformation through Purpose, People and Culture**



• • • Thank you

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To download the presentation:

