

**Many organisations have been working hard to become more sustainable, but it is apparent that the pace and scale of the change required exceeds the current capacity of most leaders and their teams.**

Many organisations have made strong progress to become increasingly compliant with ESG criteria and are working towards more sustainable and resilient business models. However, their focus has typically been on making the existing system incrementally less bad in the hope that the status quo can be maintained.

Some more progressive organisations have made genuine strides in addressing their operational and supply chain issues. There are becoming the catalysts to bring about evolved cultures that unlock the tension between the current and emerging systems.

However, even those organisations have had a tendency towards short term imperatives and single-issue agendas, for example carbon at the expense of wider ecosystems or social impacts.

**The external and internal drivers for change are increasingly clear, significant, and complex.**

There are multiple, interconnected drivers for change; both within organisations and across wider society. The stark recognition of the impacts of climate change, social inequality and the degradation of nature have now been experienced first-hand by us all. The expectations of investors, customers and colleagues have changed demonstrably in recent years.

The response to Covid was rapid and transformational, proving that business models can change at pace when required. The challenge for boards is to bring the same level of urgency and courageous leadership to the climate and nature emergencies. However, many leaders understand that they may now be increasingly complicit in maintaining the current system and exacerbating the damage that it causes.

**This means that leaders now need to reimagine the way in which they define purpose, evolve strategy and empower their teams.**

Extrapolating from old frames of reference and existing leadership 'orthodoxies' is no longer fit for the required transition. It is impossible to transform a system without changing consciousnesses and inspired leadership has never been more important.

Leadership mindset is critical; there is a lot to unlearn and past experience does not necessarily inform good future judgement. Different attributes and capabilities will be essential to navigate the current challenges and deliver on the necessary transitions for all stakeholders.

Humility, empathy, and inclusion are critical to unlocking the regenerative potential of an organisation. The future is radically open and will be shaped by who we consciously choose to be in the present.

**But the exciting opportunity is for leaders to create a positive vision for the future and set a course for a timely transition towards truly sustainable organisations and regenerative business models – to the benefit of the climate, the ecosystem and all other stakeholders.**

Some organisations are already leading their sectors in the transition whilst others risk being left behind to compete within a system under severe stress. LSP Regenerative Leadership works at the intersection of coaching and board level advisory. Our focus is on leadership, culture, and strategies for sustainability and our mission is to support leadership teams in enabling meaningful change to happen at pace.

We coach leaders and their teams who are committed to change their mindset and accelerate the transition to sustainable organisations and regenerative business models. Our coaching is reinforced by deep credibility in sustainable business and commercial strategy – a true differentiator that allows us frame context and translate technical complexity into actionable insight.

The teams and individuals with whom we work will be able to create a positive vision; one that is purpose driven and impactful. They will be more conscious and aware of the challenges and opportunities that lie ahead and better equipped to address them. They will be able to create greater alignment and engage a more empowered group of colleagues, including the future generation of leadership. And, of course, current leaders will gain greater insight as to the legacy they wish to create during this time of profound change.

***Simon Bailey and Simon Pringle – 8<sup>th</sup> September 2023***