

WBCSD Education

→ *Learning
for Impact*

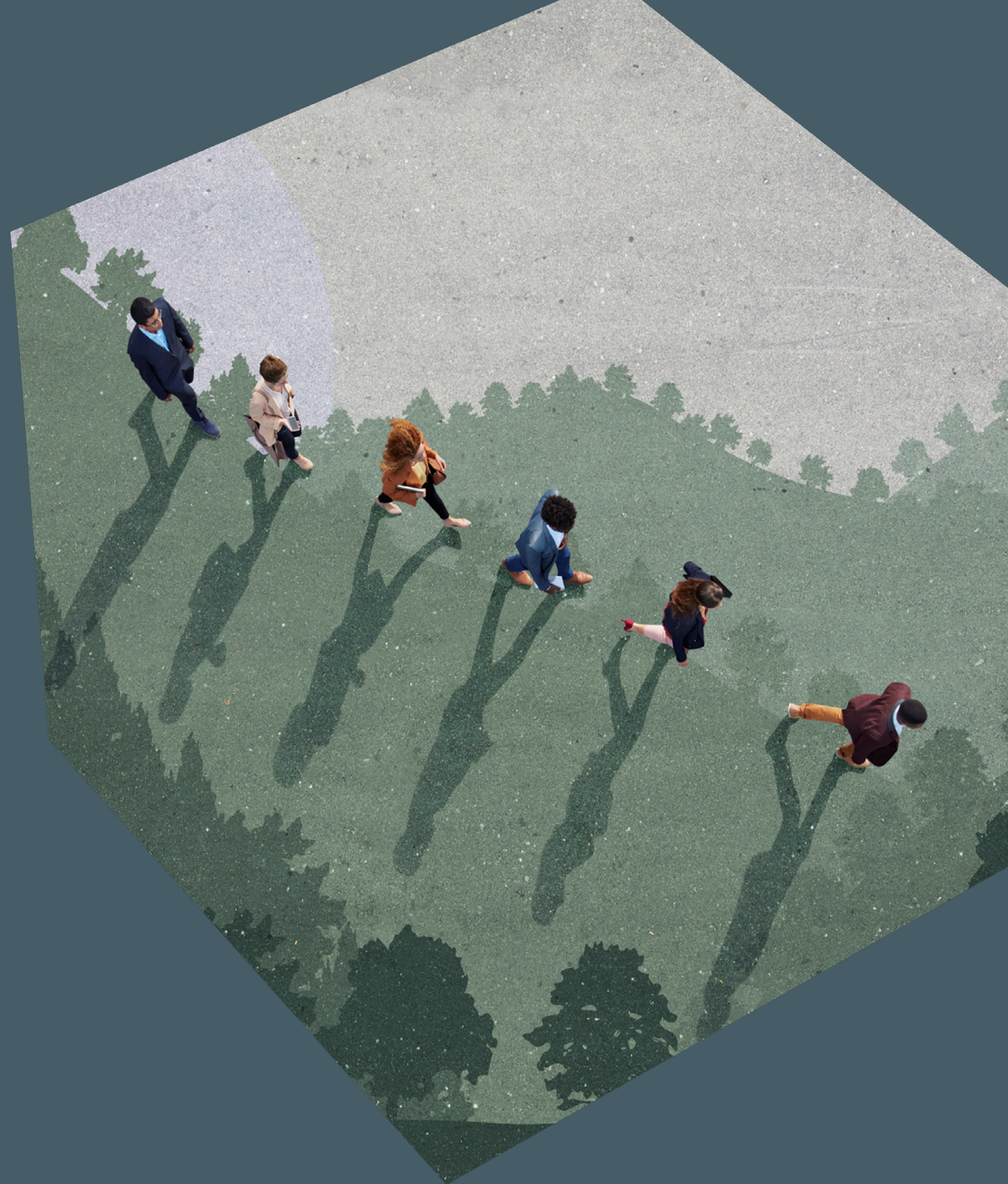


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Foreword

Sustainability has transitioned from a peripheral concern in business to a central force driving strategic decisions and transformative actions. As the world grapples with the challenges posed by climate emergency, nature loss, and mounting inequality, the need for businesses to embrace sustainability has never been more critical and expected by stakeholders ranging from regulators to consumers. Indeed, the world is turning to business for sustainable solutions.

To support this ambition, the World Business Council for Sustainable Development (WBCSD) and its members are committed to accelerating the transformation of businesses and their value chains. Beyond the rhetoric of "why engage," our focus is on the practical "how to" of operationalizing business transformation for a more sustainable future.

Crucially, we aim to highlight the vital role of education and training in driving this transformation. Research by LinkedIn shows demand for sustainability skills outpacing supply by a rate of two to one in 2024. For businesses to navigate the sustainability transformation effectively, leaders must take action to bridge this emerging gap by equipping their people with the skills, knowledge and tools to effect change.

For over two decades, WBCSD Education has worked with subject matter experts and leading academics, providing the necessary training and insights to help business leaders navigate the complexities of sustainability. The success of our executive education programs stems from our philosophy of ensuring business-relevant, meaningful and actionable learning, coupled with strong partnerships with renowned academic institutions, including Yale, ESADE, IMD and Stanford.

WBCSD Education is also continuing to expand its offering to meet the growing demand for sustainability education and training in the business community. Through bespoke programs, digital learning and collaboration with leading organizations and universities, we aim to empower a new generation of leaders who can drive change within their organizations and contribute to a sustainable and equitable world.

This brochure is not just a collection of information; it is a testament to our commitment to build up the business talent and skills needed for a net-zero, nature-positive and equitable future. Join us on our transformative learning journeys to redefine the future of business.



Rodney Irwin

Rodney Irwin

Chief Education Officer,
WBCSD

¹ <https://economicgraph.linkedin.com/content/dam/me/economicgraph/en-us/global-green-skills-report/green-skills-report-2023.pdf>

Our Approach

The mission of WBCSD Education is to provide business leaders and practitioners with relevant, actionable and meaningful learning courses and materials to raise ambition to transform, drive collaborative action and sharpen accountability around sustainability goals. We envision a world in which sustainability is embedded within mainstream business and executive education, training and learning.

Our north star is to build up the business talent and skills needed for a net-zero, nature-positive and equitable future.

In support of this vision, WBCSD Education seeks to deliver learning solutions to the global business community that are pragmatic, credible, agile, and designed for business by business. We also endeavor to employ a human-centric approach designing curricula by putting ourselves in the shoes of different groups of learners, to ensure that our learning formats, experiences and services are engaging, interactive and purpose-driven.

As part of these efforts, we currently deliver education services across three key pillars of activity:



Executive education

A program for every stage of your learning journey - from immersive c-suite experiences to early career development.



Self-paced digital learning

Sustainability learning at scale. Access to an expanding library of online courses across nature, climate, and equity.



Bespoke programs

Co-designed solutions tailored to support your organization's unique sustainability challenges and opportunities.

Chief People Officer Network

WBCSD Education is guided by the Chief People Officer Network, a community of top executives overseeing people and culture within WBCSD's member companies.

The Chief People Officer Network seeks to exchange insights with peers and experts around how the emerging sustainability skills gap can be closed.

It also explores the specific competencies that will deliver the transformative skillsets business leaders and practitioners need to successfully realize their organization's goals related to climate, nature and equity concerns.

In particular, deep dive working groups are currently convening to map pathways around: the effective deployment of green talent strategies; fostering inner development; and creating an enduring corporate culture of sustainability.

In this respect, the CPO Network plays a critical role in shaping and validating WBCSD's thinking and offering in the education space.

Contact James Gomme at gomme@wbcsd.org for more information on the CPO Network.



Key Partners

WBCSD partners with leading academic institutions to develop and deliver our in-person executive education programs.



We work with our project partners to socialize and mainstream sustainability education and related skills development in the business community, including multinationals and small and medium-sized enterprises (SMEs).



"Business leaders today face unprecedented pressure to navigate disruption while delivering sustainable impact. At IMD, we are committed to equipping leaders with the insights and capabilities to embed sustainability into their core activities. Our partnership with WBCSD and its global network of leading companies enables us to accelerate progress—helping organizations not only to adapt, but lead in shaping a more inclusive, prosperous, and sustainable future."



David Bach
President, IMD

"Our partnership exemplifies leadership in sustainability, merging academia and industry expertise. Senior WBCSD staff and Yale faculty cross-teach cutting edge programs, enriching both realms. Yale students gain real-world experience through immersive WBCSD summer internships. Our collaboration is rooted in mutual support and the challenge to elevate training standards, equipping the business community to tackle critical challenges with innovation, joy, and courage. It's a model for future-focused, sustainable education."



Stuart DeCew
Executive Director, Yale Center for Business and the Environment (CBEY) and Lecturer, Yale School of the Environment

"WBCSD's wonderful leadership is providing a crucial link in the chain for lifting private sector's contribution to global sustainability. Bridging the efforts of leading multi-national corporations with those of SMEs will allow both to create more seamless, productive, collective change. Together we can create an engine for building sustainable supply chains through mass accelerated knowledge sharing and partnership potential, powered by AI."



Jacqueline Corbelli
Founder, US Coalition on Sustainability

"When considering sustainability as a technical or external challenge, we underestimate the cultural and psychological shifts necessary to create a sustainable future. Inner Development Goals, a non-profit and open-source initiative, collaborates extensively with WBCSD to address this oversight. Together, we are laying the foundation for a more holistic approach to sustainability, encompassing employee engagement, capacity development and advocacy for good developmental practices in organizations and society."



Jan Artem Henriksson
Executive Director, Inner Development Goals

Our Alumni

200+ companies

40+ countries

20+ sectors

The WBCSD Education alumni community comprises of around 1,000 business leaders and practitioners from over 200 companies who have completed our executive education programs.

This vibrant community of leaders from around the world convene throughout the year both virtually and in-person to exchange insights and experiences of advancing sustainability in their organizations.

All participants of WBCSD's executive education programs are invited to the alumni community upon program completion to create meaningful connections in their journey towards achieving their sustainability goals.



Executive *Education*

Leading Resilient Enterprises *in Our Changing World Program*

Delivered in collaboration with Stanford University, this immersive weeklong program in Palo Alto equips C-suite executives and senior leaders with the mindset and strategies to lead in a rapidly changing world. Attendees will strengthen adaptability, deepen self-awareness, and learn how to integrate sustainability into core business strategy. Through expert-led classroom discussions and real-world excursions, participants will step into fragile ecosystems, engage with impacted communities, and witness sustainability challenges firsthand. By confronting these realities, attendees will gain fresh insights, develop the conviction to drive meaningful change, and position their organizations for long-term success in an uncertain future

The program spans four days on campus at Stanford and three days offsite, exploring critical sustainability issues across California. Participants will examine climate change and marine ecosystems at Monterey Bay, assess physical risk, sustainable agriculture, and equitable livelihoods in Napa, explore the business impacts of inequality in San Francisco, and engage with sustainable AI and infrastructure resilience at local business facilities.

Contact: James Gomme at gomme@wbcsd.org for more information and to nominate participants.

Program at a glance:

Target: C-suite and senior leaders

Delivery: In person (in Palo Alto, California, USA)

Duration: one week

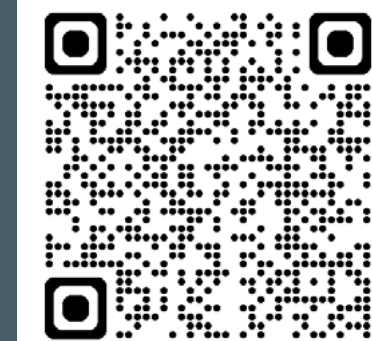
Dates: 2-8 August 2025

Program fee: USD 28,500 (includes accommodation, meals & excursions)

Application deadline: 15 April 2025

Partner: Stanford Doerr School of Sustainability

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Leadership Program

The WBCSD's **Leadership Program** The WBCSD Leadership Program provides leaders with valuable insights into how businesses are innovatively addressing sustainability challenges and opportunities. With over two decades of excellence, the program has built a strong alumni network from more than 150 companies, empowering professionals to drive meaningful change in sustainability.

The program consists of three week-long modules, conducted in collaboration with IMD and Yale University:

Sustainable development in context – IMD, Lausanne, Switzerland

Leading sustainable development – Yale University, New Haven & New York, USA

Sustainable development in action - Sunway University, Malaysia

The program employs various educational formats, including individual and group projects as well as immersive, experiential activities. Participants who complete the program receive certificates from Yale, IMD, Sunway University and WBCSD.

Contact Suzanne Feinmann at feinmann@wbcsd.org for more information and to nominate participants.

Program at a glance:

Target: Professionals with 5+ years of experience from any function

Delivery: In person (meeting in Switzerland, US and Malaysia)

Duration: 9 months

Dates: February – November 2026

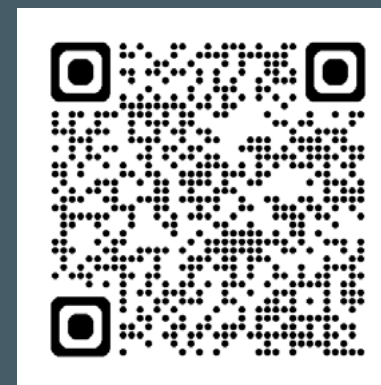
Program fee: CHF 15,000

Application deadline: January 2026

Partners: IMD, Yale, Sunway University



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Leadership Program

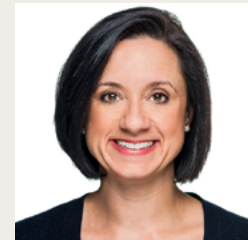
"At Holcim, we send changemakers to the WBCSD Leadership Program every year. It's a unique platform to learn from peers and world class experts, from the United Nations and financial institutions to other companies on the latest sustainability "hot topics". As an alumni, I recommend it as an opportunity to expand sustainability capabilities and leadership to accelerate the transition to a net positive future."



Nollaig Forrest

Chief Sustainability Officer, Holcim
→ Leadership Program Class of 2019

"Through the WBCSD Leadership Program, I expanded my knowledge about critical sustainable development topics and learned actionable strategies to help strengthen my leadership capabilities. At the same time, I gained a wonderful, diverse network of global professionals – their insights and partnership broadened my perspective. I highly recommend the program to any leader committed to advancing change in sustainable development."



Laura Cococcia

Head of HR Strategy, Talent, and Culture, GE
→ Leadership Program Class of 2023



Leap Program

WBCSD's **Leap Program** is designed to empower women executives while ensuring sustainability is ingrained in their leadership approach and company strategy.

Participants undertake a comprehensive one-year training with three in-person week-long modules, conducted in collaboration with ESADE, Yale and the National University of Singapore (NUS):

Innovation and change management – ESADE, Madrid, Spain

Sustainable development in context – Yale School of Management, New Haven and New York, USA

Leading sustainable development – NUS, Singapore

Between modules, participants take part in coaching activities and a cross-mentorship process with C-suite executives. Upon program completion, participants receive certificates from Yale, ESADE and NUS. Women with at least 15 years of experience are eligible to apply.

Contact Gabriela Uriarte at uriarte@wbcsd.org for more information and to nominate participants.

Program at a glance:

Target: Women with 15+ years of experience

Delivery: In person (meeting in Spain, US and Singapore)

Duration: 12 months

Dates: May 2025 - April 2026

Program fee: CHF 15,000

Application deadline: 31 March 2025

Partners: ESADE, Yale, NUS

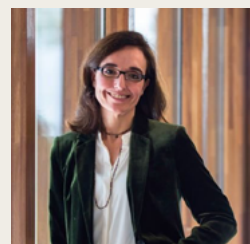


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Leap Program

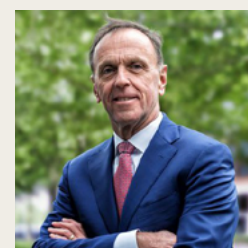
"The opportunity of joining the Leap program from the WBCSD is the chance to become a better version of yourself, both as a person and a professional. Not only you get to learn from peers who are inspiring women from different backgrounds, but you are provided with useful tools, seminars and business cases to learn to think differently. You will have the chance to challenge what you know, to keep what is useful and to go back to your position as a change-maker, capable of creating shared value within your team and outside your company. If you are given the opportunity, don't miss it!"



Ana Gascón

World Without Waste Senior Director – Europe,
The Coca-Cola Company
→ Leap Program Class of 2022

"At Arcadis, we know the power of women in the workforce. Whether it's in our Executive Leadership Team and in other senior roles or the project managers, consultants, and engineers that help us deliver sustainable outcomes for clients, women make our company stronger. But we know we need to do more to promote gender equality, not just because of the many ways it benefits our business, but also because when we empower women, we benefit society as a whole. That's why we have committed to having a workforce that is 40% female by 2023. It's also why I am proud to serve as a mentor in WBCSD's Leap program. We can never have sustainable development without gender equality."



Peter Oosterveer

Former CEO, ARCADIS
→ Leap Program Mentor



Young Professionals Program

The WBCSD **Young Professionals Program**, developed in collaboration with KPMG's Leaders 2050 initiative, empowers business professionals in the early stages of their career with the technical and adaptive skills they need to become sustainability champions and changemakers within their organizations.

Participants undertake a six-week long virtual program with weekly instructor-led sessions and self-directed learning.

The program supports young professionals by enabling them to:

- Gain a deeper understanding of key environmental and social challenges and thereby a greater appreciation of the business case for ambitious sustainability action in their companies
- Create individual action plans for change that help them to explore and outline different avenues through which to begin integrating sustainability in their respective areas of work
- Develop leadership competencies through an exploration of the mindsets and adaptive skillsets needed to become sustainability practitioners

→ Join a community of young professionals committed to creating a net-zero, nature-positive and equitable future.

Contact the team at exec-education@wbcsd.org for more information and to nominate participants.

Program at a glance:

Target: Professionals aged 20-32

Delivery: Live 90-minute online masterclasses

Duration: 6 weeks – one lecture per week

Dates: Cohorts in 2025: 7 April - 16 May and 1 September - 10 October

Program fee: CHF 1,000

Application deadline: Open until full

Partner: KPMG Leaders 2050

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WBCSD *Online Academy*

WBCSD EDUCATION
→ Learning for impact

World Business Council
for Sustainable Development



WBCSD Online Academy

About the WBCSD Academy

A comprehensive online learning platform designed to equip professionals with the knowledge and skills needed to navigate today's evolving sustainability landscape. Built for business, by business, the Academy offers high-quality, self-paced courses co-developed with industry experts.

Courses

The Academy offers courses from three key perspectives: Foundational to build broad awareness, Technical to explore best practice for sustainability and functional teams, and Leadership courses provide strategic guidance for business leaders.

With a growing library of courses on climate, nature, and equity, the WBCSD Academy helps organizations build fluency, drive impact, and accelerate transformation on their sustainability journey.

Why choose the WBCSD Academy?

Holistic & Expert-Led Learning

A trusted source offering industry leading courses to equip employees with the knowledge and skills to drive sustainability across organizations.

Always Up-to-Date & Business Relevant

Continuously refreshed content keeps pace with evolving regulations, trends and business challenges.

Designed for Every Learner

A diverse catalogue tailored to different industries, roles and experience levels – making sustainability learning accessible to all.

Practical & Impact-Driven

Featuring real-world case studies and best practices, and insights from WBCSD members to ensure relevant and actionable learning.

Seamless & Flexible Access

Easily integrate with your Learning Management System (LMS), load up a SCORM file or provide learners access via Single Sign-On (SSO)

Pricing

Annual subscription with unlimited access to all courses.

→ WBCSD members: CHF 15,000

→ Non-members: CHF 25,000

Contact Maarten Dirks at dirks@wbcsd.org for more information and to subscribe.

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Bespoke *Education*

Bespoke Education

At WBCSD we also understand that every organization's learning journey, when it comes to the strategic integration of sustainability, is unique. As a result, we also offer bespoke learning programs to WBCSD members and prospects, on request. The curriculum for these programs is co-developed with the company and an expert team of faculty members is assembled to deliver the program.

WBCSD's bespoke education program can support a variety of learning objectives, such as:

Inspiring and informing business leaders by engaging boards of directors on the subjects of climate, nature and equity action.

Operationalizing sustainability by equipping business leaders with the knowledge, tools and frameworks to operationalize sustainability across a wide range of topics.

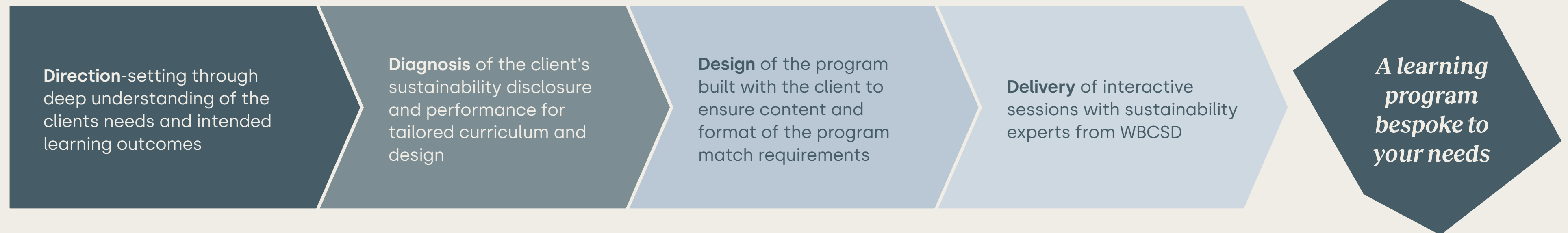
Fostering purpose-led collaboration through an examination of team thinking and communication styles and exploration of the inner development and people skills required to deliver sustainable transformation.

Embedding ESG in risk management by outlining how ESG-related topics can be integrated into enterprise risk management, then practicing these skills with a business simulation.

Contact Gabriela Uriarte at uriarte@wbcscd.org and Laurel Chamberlain at chamberlain@wbcscd.org for more information.



We put the client at the center of everything we do.



Bespoke Education

"Envisioning an end-to-end ESG strategy is paramount, however, not sufficient if not properly embraced by top management; we therefore partnered with the WBCSD to further raise awareness on the sustainability imperative and amplify the leadership dimensions required to effectively drive change within the organization."

Maxence de Royer

Vice President Strategy, Business Development
& Sustainability Zone Latam, Nestlé

"PETRONAS Leadership Centre collaborated with WBCSD in designing and delivering Sustainability Excellence Programme, aimed to support our Top Leaders in driving inspirational Sustainability leadership in the organization. Throughout the process, WBCSD's team exhibited exemplary professionalism, consistently going above and beyond to ensure the success of the program. We are thrilled to be working with them in this transformative journey."

Ruslan Islahudin

Vice President & Group Chief Human Resource Officer,
PETRONAS

"We appreciate the WBCSD Education Program's support during PMI's Operations Sustainability 2024 Spring Functional Meeting. In our experience, the WBCSD Education team's facilitated training merges business acumen with sustainability knowledge, providing learners with practical insights. Further, WBCSD's approach focused on boosting inclusivity and diversity of thought. In a world where corporate social and environmental performance is increasingly important, such courses are especially useful. While numerous corporate trainings exist, WBCSD's offering has been valuable and distinct because of its ability to speak to business and sustainability professionals alike. "

Oleksiy Lomeyko

Vice President Operations Sustainability, PMI

"[WBCSD's risk management simulation] provided a valuable opportunity to explore risk management from various perspectives. It allowed us to grapple with the challenges of shaping our company's sustainability strategy and understand its profound impact on our company's future. The game effectively integrated sustainability principles with critical business decision-making, and it was a great lesson to learn how to collaborate with various stakeholders. The insightful and practical simulation was a valuable experience during our in-house training for high-potential leaders."

Mari Wada

Manager, Global Leadership Development Group,
Hitachi Academy Co., Ltd.

"Bolton engaged the WBCSD to design a thought-leadership program for its Group Leadership Team and Board. It has been a path rich of insights and fruitful conversations, focused on scenarios evolution, governance models, risk management systems and sustainability skills for talents. We grew together with a honest and deep knowledge sharing process and bringing our executives at the same level of understanding of current ESG trends."

Ylenia Tommasato

Group Sustainable Development Director, Bolton Group

Our People

Education at WBCSD is led and coordinated by the Education team, with a combined 90+ years of professional experience in advancing sustainable development, as well as learning and development.

Get in touch with us at exec-education@wbcsd.org to learn more about how you can engage in WBCSD's education programs.



Rodney Irwin
Chief Education Officer



Maarten Dirks
Director, Education
(Digital)



Suzanne Feinmann
Director, Education
(Leadership Program)



James Gomme
Senior Director, Education
& Knowledge Management



Gabriela Uriarte
Director, Education
(Leap & Bespoke)



Laurel Chamberlain
Manager, Education



Hélène Servais
Associate, Education

About WBCSD Education

The mission of WBCSD Education is to provide business leaders and practitioners with relevant, actionable and meaningful learning to raise ambition, drive action and sharpen accountability around sustainability goals. We envision a world in which sustainability is embedded within mainstream business and executive education, training and learning. Our north star is to build up the business talent and skills needed for a net-zero, nature-positive and equitable future.

Get in touch with us at: [**exec-education@wbcsd.org**](mailto:exec-education@wbcsd.org)

About WBCSD

The World Business Council for Sustainable Development (WBCSD) is a global community of over 220 of the world's leading businesses, representing a combined revenue of more than USD \$8.5 trillion and 19 million employees. Together, we transform the systems we work in to limit the impact of the climate crisis, restore nature and tackle inequality.

We accelerate value chain transformation across key sectors and reshape the financial system to reward sustainable leadership and action through a lower cost of capital. Through the exchange of best practices, improving performance, accessing education, forming partnerships, and shaping the policy agenda, we drive progress in businesses and sharpen the accountability of their performance.

Follow us on [**LinkedIn**](#).

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