



# Sustainability Leadership Programme

Sustainable  
Business Council 

 Global  
Network

*Catapult*

Past participants say



95%

I formed valuable connections with other sustainability leaders



95%

I am more equipped to advance the sustainability agenda of my organisation



95%

I am more able to diagnose sustainability challenges

## A Call to Lead: The Power of Sustainability in Business

The landscape of business is shifting. Climate change, social inequality, and a growing focus on responsible practices are demanding a new kind of leader. **Leaders who can not only understand the challenges, but translate that understanding into real, impactful action.**

**The evidence is clear:** sustainable businesses outperform their less sustainable counterparts. Studies show a direct link between strong environmental and social performance and increased profitability, brand loyalty, employee attraction, and investor confidence. Companies that embed sustainability into operations are 75% more likely to attribute greater improvement in revenue from their sustainability efforts, and are 52% more likely to outperform their peers on profitability ([IBM and Oxford Economics](#)). But beyond the bottom line, embracing sustainability is about **leaving a positive legacy**. It's about creating a future where businesses thrive alongside a healthy planet and a just society.

This is where the Sustainability Leadership Programme (SLP) comes in. Developed by Catapult in partnership with SBC, SLP is more than just another leadership course. **It's a transformative experience** designed to equip you with the **confidence, connections, courage, and practical capabilities** to drive meaningful change within your organisation.

SLP is all about **action**. We translate knowing into doing by providing a platform to tackle real sustainability challenges you face in your business. The programme equips you to **embed sustainability** into strategy, operations, and culture. This is your chance to **work alongside like-minded leaders** and **develop a concrete action plan** for a more sustainable future.

**Ready to lead the way?** Turn the page to discover how the SLP can empower you to create a positive impact for your business, your community, and the planet.



**Mike Burrell**

Executive Director

NZ Sustainable Business Council





**SLP provides a great grounding in sustainability leadership, but more importantly gives you the chance to connect with other sustainability leaders around New Zealand and to learn from and support each other.**

– Emily Townsend, Head of Life Cycle Strategies, thinkstep-anz



# Australasia's most comprehensive sustainability leadership course

The Sustainability Leadership Programme (SLP) is tailored to New Zealand's unique business and public sector landscape.

SLP will give you the connections, skills, confidence and courage to make a measurable impact. You will grow as a leader and create a strategy to achieve your sustainability goals. You will also learn tactics to increase your influence beyond your current role and organisation.

A hands-on, intensive, and enjoyable experience, SLP gives you the time and space to practise and apply new skills. You will gain a network of other sustainability peers to lean on for advice and expertise.



# 100%

endorsement by graduates





A low-angle, upward-looking photograph of several modern skyscrapers with glass facades. The buildings are dark, and some windows are illuminated from within, creating a grid of light and shadow. The sky is a pale, overcast blue. The perspective makes the buildings appear to converge towards the top of the frame.

**The way SLP was structured allowed us to learn new tools and techniques, practise applying them, get feedback from the group. It was very hands-on and practical.**

- Jennifer Evans, Corporate & Government Affairs Manager, Mondelez New Zealand



# What are the benefits of SLP?

## Benefits for participants

- › Develop fellowship with a network of senior sustainability change agents
- › Learn how to diagnose complex sustainability challenges
- › Work on a real sustainability challenge facing your organisation or community
- › Gain customised support and insights from programme peers
- › Develop your systems thinking skills and map the stakeholder system around you
- › Clarify your leadership purpose, values, and vision
- › Learn about your leadership style and how to adapt your approaches to be more influential
- › Build your collaboration skills to engage stakeholders in advancing sustainability
- › Develop game-changing sustainability strategies
- › Enhance your communication and storytelling skills to pitch sustainability to diverse audiences
- › Gain a practical toolkit for leading on sustainability challenges facing your organisation
- › Leave inspired with confidence, courage, and connections to drive progress on sustainability



## Benefits for organisations

Sustainability challenges are often the most complex issues facing organisations. A sole sustainability manager cannot solve these issues. What is needed is a body of leaders across the organisation who have the mindsets and skill sets to drive transformational change.

### SLP develops leaders who are:

- › Significantly upskilled in leadership, strategic thinking, and influencing skills
- › Equipped to advance the sustainability agenda of your organisation and sector
- › Able to bring stakeholders along with collaborative and co-design approaches
- › Connected to a network of New Zealand's senior sustainability leaders and change agents
- › Able to help your organisation to adapt to a changing world

These outcomes are significantly magnified by more than one leader from your organisation attending. Organisational colleagues are able to provide each other with ongoing support using common sustainability tools.

**It is a worthwhile investment in your people and the future of your organisation. The skills and tools that are taught are extremely useful for preparing any organisation for the environmental, social and economic challenges we are facing.**

- Michael Burgess, Group Carbon & Environmental Performance Manager, Fletcher Building



I am feeling much more confident in my role, especially with the tools we have been given during SLP which allow a more systematic approach to complex sustainability challenges.

- Sarah Lei, Trevelyan





# Programme Overview

## FEBRUARY–APRIL GETTING STARTED

- Secure organisational support
- Identify sustainability challenge
- Register before 27 February to get early bird discount or by 20 March
- LeaderScope 360-degree feedback (optional) (April)
- Forming LeaderLabs and first session (early April)
- Completing pre-work for Workshop One (early April)

## ONLINE WORKSHOPS

31 MARCH 10–11AM,  
21 APRIL, 5 & 19 MAY,  
2 & 16 JUNE  
Sensemaking

- Meet & Greet (31 March, 10am – 11am)
1. What is Sustainability Leadership? (21 April)
  2. Futures and Systems Thinking (5 May)
  3. Leadership Backbone, Styles, and Resilience (19 May)
  4. Diagnosing Sustainability Challenges (2 June)
  5. Collaborating (16 June)

## TWO-DAY WORKSHOP WHAREWAKA FUNCTION CENTRE, WELLINGTON

30 JUNE – 1 JULY  
Embedding

- Sustainability strategies
- Leading systems change
- Strategic influencing
- Guest speakers
- Networking function
- Embedding sustainability approaches
- Sustainability storytelling
- Extending your career

## Support

**LEADERLABS** small groups of programme peers work together between workshop sessions. This is like having your own board of advisors supporting you to apply the programme to advance sustainability in your unique situation.

**ENGAGEMENT** Catapult also provides regular support throughout the programme.

**The LeaderLabs  
were a great place to  
help interpret and  
understand better  
the learnings as well  
as make some good  
relationships.**

– Jamie How, Associate Manager - Brand, Marketing, Toyota NZ



## Who should attend?

SLP is for people in a position to influence their organisation's progress on environmental, social and/or economic sustainability. The programme is suitable for entry, mid and senior-level professionals. What's important is having a real sustainability challenge facing your organisation that you'll focus on during the programme. Past participants have held responsibilities relating to sustainability, the environment, climate, health and safety, ESG, people and culture, strategy, operations, marketing and communications.

SLP is a leadership programme. You will learn the skills that surveys show are vital to shift the dial on sustainability in Aotearoa: futures thinking, systems thinking, the ability to diagnose complex sustainability challenges, collaborative leadership, influencing and storytelling. It is not about learning technical skills, which differ depending on context and are covered adequately elsewhere (such as sustainability reporting and measuring carbon emissions).

**Incredible  
opportunity to gain  
confidence and  
capability, context  
and tools while  
building valuable  
connections with  
a diverse group  
of sustainability  
professionals.**

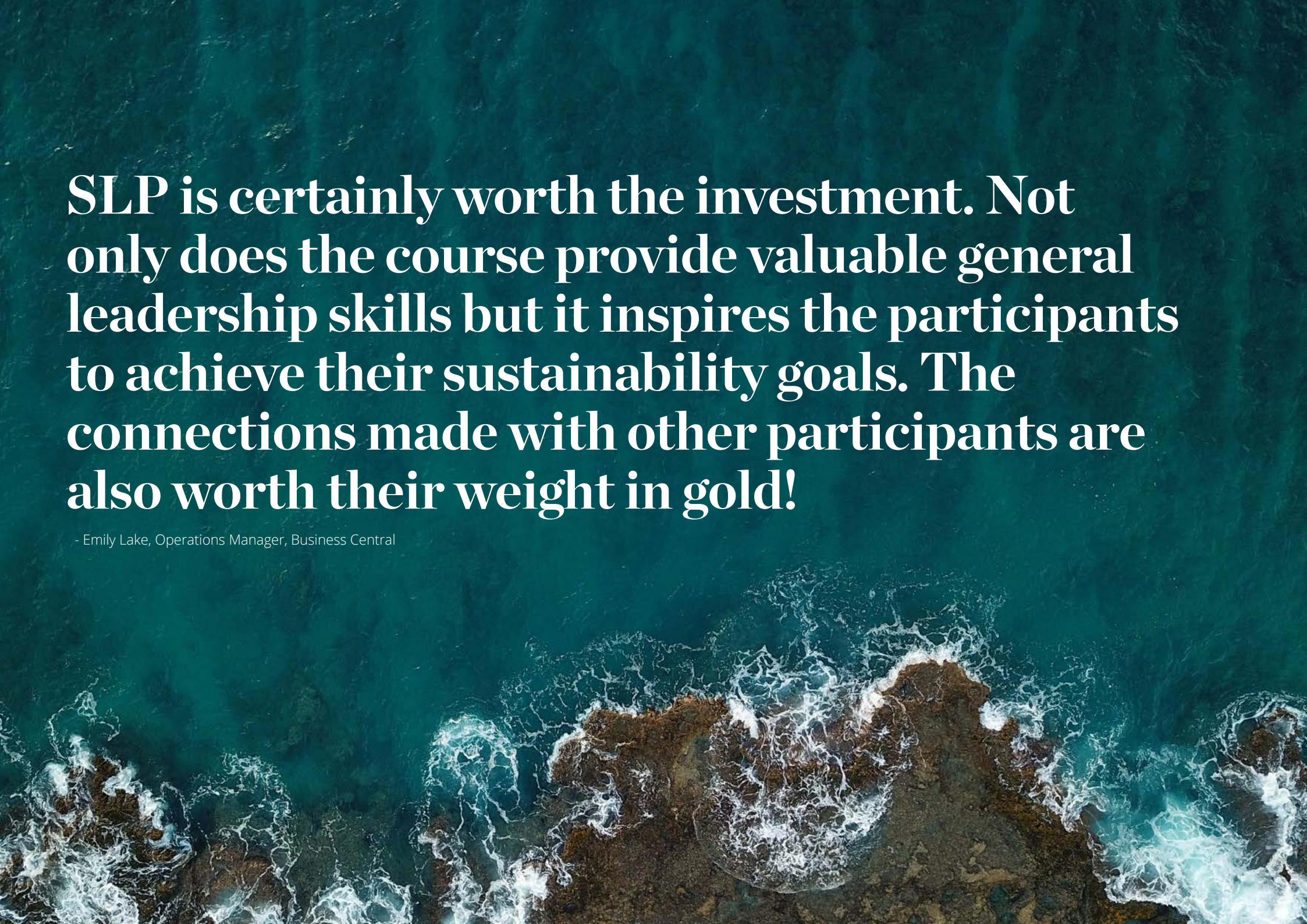
- Megan Williams, Sustainability Lead and Project Director, Tourism Industry Aotearoa



# Some participating organisations





An aerial photograph of a rugged coastline. The top half of the image shows a deep teal, textured sea. The bottom half shows dark, jagged rocks with white foam from crashing waves. The text is overlaid on the upper teal portion.

**SLP is certainly worth the investment. Not only does the course provide valuable general leadership skills but it inspires the participants to achieve their sustainability goals. The connections made with other participants are also worth their weight in gold!**

- Emily Lake, Operations Manager, Business Central



# What does SLP involve?

## Before registering

- › Secure organisational approval.
- › Find an organisational sponsor to support you throughout the programme.
- › Identify a sustainability challenge to focus on in the programme and which UN Sustainable Development Goal the challenge relates to. The [registration form](#) includes a [guide](#) to choosing a sustainability challenge.
- › Work out if you are going to do any of the optional extra elements of the programme, which are:
  - LeaderScope 360-degree feedback: this gives valuable insight into how others view your leadership. A one-on-one debrief will support you to identify leadership development goals for the programme.
  - One-on-one coaching: there is an option to add on three coaching sessions to help you to customise the programme and support application.

## How to register

Register online [here](#).

To receive the early bird discount, register by 27 February 2026.

Registrations close 20 March 2026.

If you have any questions, please contact [andrea@catapult.co.nz](mailto:andrea@catapult.co.nz)

## Before the first online workshop

Here's what happens before the first online workshop:

- › Forming LeaderLab groups: you will be placed into a small group with other programme peers and you're your first forming session (1 hour).
- › DISC behavioural styles self-assessment.
- › Complete readings and watch some short videos.
- › LeaderScope 360: if you select this option, the assessment will take place, you will receive a comprehensive feedback report and development guide, and have a one-on-one debrief to create development goals.

**Time estimate:** 3 hours (more if undertaking LeaderScope 360°)

## Online workshops

Allow around two hours' preparation for each workshop.

1-hour Meet & Greet, March 31, 10am – 11am

5 x 2-hour Zoom workshops, 10am – 12pm on the following Tuesdays:

- › April 21
- › May 5 and 19
- › June 2 and 16

These sessions will be recorded (but not the breakout sessions) in the event that a participant is unable to attend a session.

## Two-day workshop in Wellington

June 30 – July 1

- › 30 June: 8:30am registration; 9am – 7pm including networking event with refreshments
- › 1 July: 8:15am registration; 8:30am – 5pm

If you are travelling in from out of town, we recommend arriving on 29 June and leaving no earlier than 7pm on 1 July.

## LeaderLab group work

Approximately 7 hours of meetings (online or in person) between workshop sessions.

## Application at work

Time will also be involved applying your learning to a real sustainability challenge facing your organisation. In this way, programme work is real work and complements your day job. The time investment will vary according to projects.

**SLP has given me greater confidence, new ways of looking at problems, and ways to collaborate with others. I'm energised to work on regenerating the planet.**

- Helene Pacalin, Senior Sustainability Advisor





I'm able to more clearly  
and confidently articulate  
sustainability strategy  
issues, take a more  
empathetic approach  
to communicating and  
influencing others and  
better appreciate the value  
of storytelling as a tool for  
driving change.

- Jacinda Page, GM Southern Cross Health Trust, Southern Cross Healthcare



# Who runs SLP?

Catapult has been offering SLP in partnership with SBC since 2017. The programmes have received rave reviews.

Catapult has been unleashing leadership, creating leadership cultures, and facilitating strategy since 1998.

Catapult walks the talk, as a member of SBC, certified climate positive, and certified B Corporation (verified by B Lab to achieve high standards of social and environmental performance, transparency and accountability).

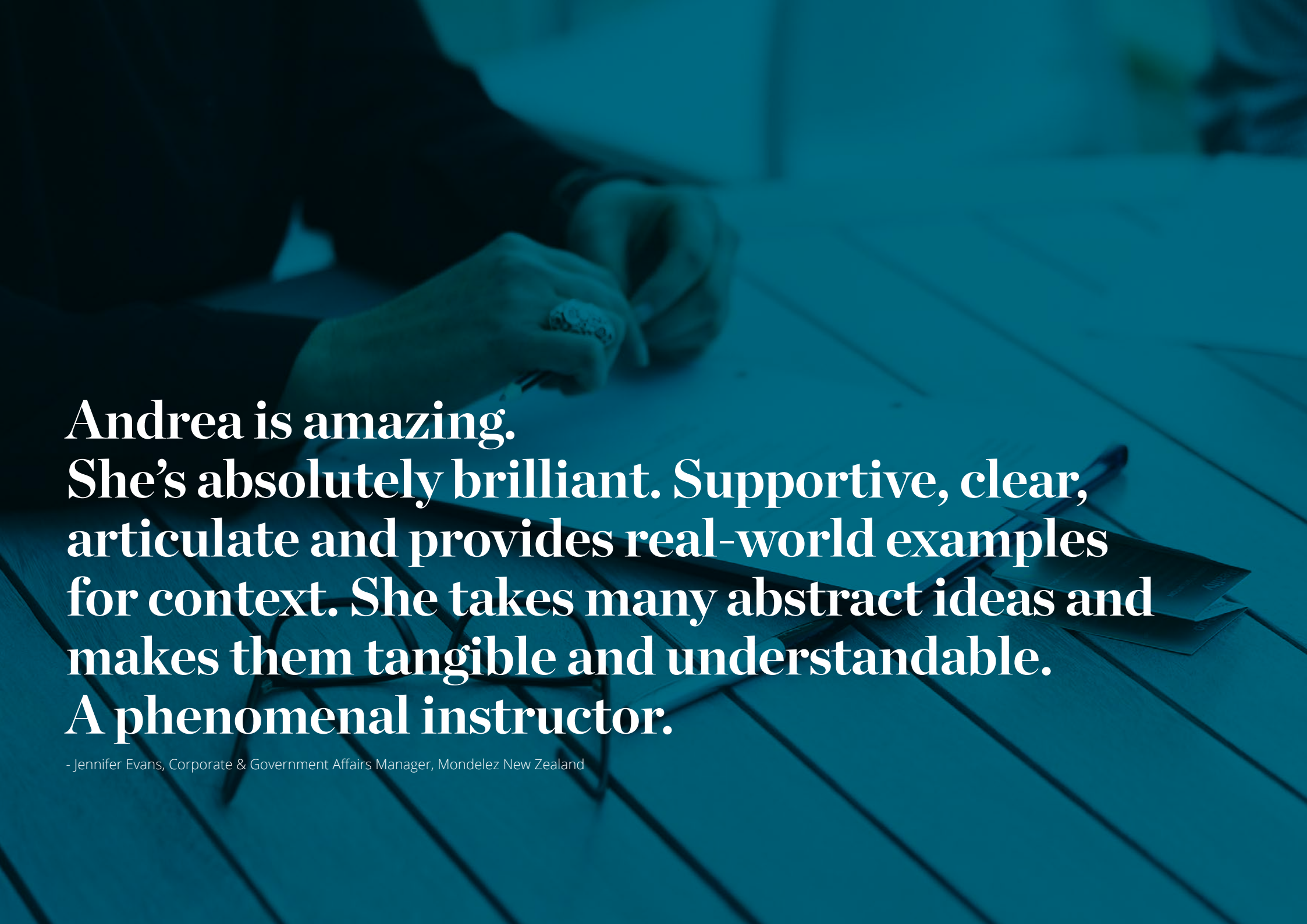
Andrea Thompson is a co-founder of Catapult and the designer and facilitator of SLP. A leadership expert, Andrea has more than 25 years' experience in the design and facilitation of transformational leadership development programmes.

Andrea is a graduate of Harvard Kennedy School (Adaptive Leadership Development), Cambridge Institute for Sustainability Leadership (Business Sustainability Management), Institute for the Future (Futures Thinking), NeuroLeadership Institute (Certificate in the Foundations of NeuroLeadership). She is also a trained Climate Reality Leader (Al Gore).

Andrea has recognised expertise in facilitating multi-stakeholder engagements to advance sustainability. For example, she facilitated the Construction Sector Accord's Environment Roadmap, national hui on climate change and biodiversity, and board climate strategy sessions.







**Andrea is amazing.  
She's absolutely brilliant. Supportive, clear,  
articulate and provides real-world examples  
for context. She takes many abstract ideas and  
makes them tangible and understandable.  
A phenomenal instructor.**

- Jennifer Evans, Corporate & Government Affairs Manager, Mondelez New Zealand

## Fees

### Early bird discount for registrations received by 27 February 2026 (ex GST):

- SBC Members \$3,950
- Non-SBC Members \$4,150

### Registrations received after 27 February (ex GST):

- SBC Members \$4,590
- Non-SBC Members \$4,850

### Optional LeaderScope 360-Degree Feedback

Discover how others see your leadership strengths and identify development focus areas: \$950 (ex-GST)

### Optional One-on-One Coaching

Three one-on-one coaching sessions to support you to apply the programme to your work: \$1,500 (ex-GST)

Fees do not include any flights or accommodation expenses which are participants' responsibility.

## Terms and Conditions

No refunds or transfers to future programmes are possible.

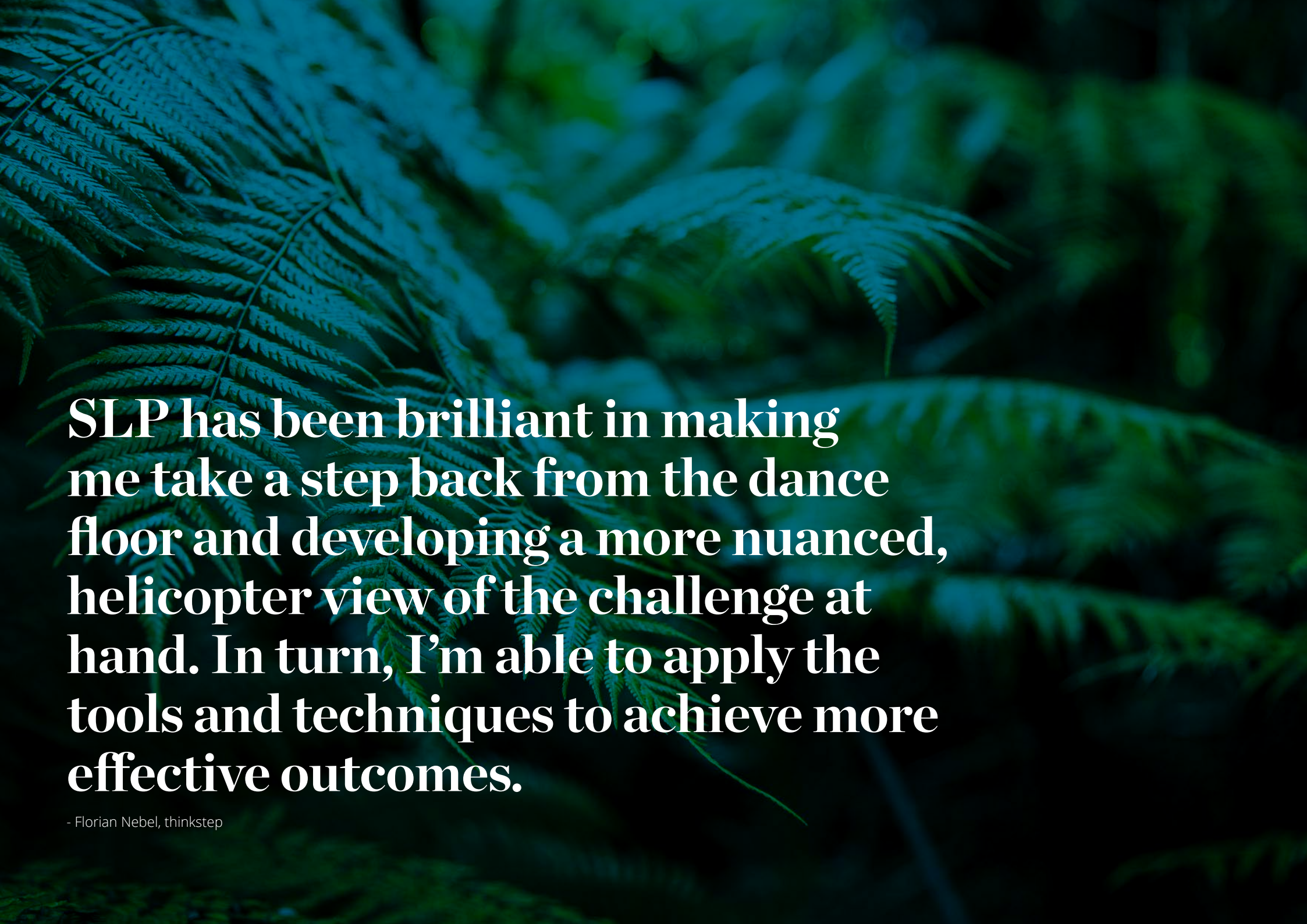
At our discretion, a transfer may be possible to a colleague before the programme starts, provided there is sufficient notice.



SLP provides a  
detailed toolkit  
for implementing  
challenging  
sustainability  
projects and making  
an impact.

- Sam Bridgman, Senior Environment Specialist, NZ Post





**SLP has been brilliant in making me take a step back from the dance floor and developing a more nuanced, helicopter view of the challenge at hand. In turn, I'm able to apply the tools and techniques to achieve more effective outcomes.**

- Florian Nebel, thinkstep

# THANKS!

For enquiries

Email:

[andrea@catapult.co.nz](mailto:andrea@catapult.co.nz)

Websites:

[catapult.co.nz/developing-leaders/sustainability-leadership-programme/](http://catapult.co.nz/developing-leaders/sustainability-leadership-programme/)

[sbc.org.nz/our-work/leadership/sustainability-leadership-programme/](http://sbc.org.nz/our-work/leadership/sustainability-leadership-programme/)

Phone:

**+64 21 767 114**