ESD in Leadership & Governance Structures

WHY?
WHERE?
HOW?
WHO?
WHEN?

ESD in Leadership & Governance Structures

WHY?

- **Systems Change** (Culture Change)

- **Wholistic Transformation** (Cross cutting priorities)

- **Support & agency to people to address Sustainability**

- **(UN SDG 4.7.1) National ESD Implementation Plan**

  'HEI Executive Management Teams to consider how ESD / SDGs are integrated into governance, strategy and structures.' (Action 2.1e)

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WHERE?

- **Organisational Strategy & Priorities**

  - TU Dublin Strategic Intent 2030

- **Org. Structures - functional areas, roles, reporting**

  - New areas or reformed/reshaped, or both

- **Frameworks, Policies, Ways of Working**

  - New or revised (TU Dublin UEM, SEDI IA Tool)

- **Organisational level commitment**

  - Resourced, not just comms and social

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HOW?

- ### Key Decision Making Groups (Exec. and local level)

  - New Exec. Groups – TU Dublin USC (Innov Gov)

  - Chairing/Leading existing

  - Member/Working Group – Green Campus, Healthy Campus

  - TORs drive purpose – Sustainability must be present

- ### Cross-functional projects and cross cutting initiatives

- ### Innovation Governance -*can be uncomfortable*

  - disrupts BAU, creates shared responsibilities, breaks down silos

  - Current HE systems/risk monitoring/reporting not designed for this

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WHO?

- **Leadership in every area and at all levels** (Org culture)
  - Top
  - Bottom
  - Middle

- **Visibility of Responsibility**

  - Role Title, Funct. area name, Project/Initiative name

- **Internal Allyship** (influencing in unison from multi-directions)

- **External Partners**

- **Requires Personal Commitment** (congruence)

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WHEN?

- **Now – lots to do between now and 2030**

- **Approach depends on…..(good judgement)**

    - Organisational culture

    - Organisational maturity

    - Volume of visible 'live' active leadership (extent and depth of existing Green Team)

    - Innovation attitude/culture (risk appetite)

    - Opportunity taking and Opportunity making

    - YOU!

THANK YOU