

TAKING THE LEAD



PEOPLE

ACTIONABLE STEPS

Unleash your impact potential
towards sustainability and
regeneration

TEAM WELLBEING

1. Offer training and personal development opportunities to your team

Support your employees with technical skills, soft skills, and communication skills training. Host team-building exercise co-animated by employees and enabling everyone to show up with their own unique attributes.

2. Host co-creation sessions

Secure space for your team to self-organise workshops and brainstorming sessions unleashing their collective creativity. Facilitate peer support and development for team members to contribute to your company's activities.

3. Consult and survey employees

Design anonymous surveys and consultations for employees to share feedback. Host a safe space and act upon the results to improve working and collaborative conditions. Encourage employees to share feedback with their peers recognising their positive contributions while expressing their concerns.

4. Prioritise work-life balance for your employees

Prioritize the wellbeing of your team ensuring that they get enough time to spend with their families and for leisure. Do not make overtime compulsory and compensate your employees if they overwork. Be flexible with working hours allowing your employees to self-manage their schedule. Adapt to each employee based on the needs they are invited to express.

5. Promote good environmental stewardship

Engage your employees with the purpose of your company making them accountable for the collective work your team does. Incentivise employees to save resources (water, energy, paper...) and contribute to projects making an impact in their community (NGOs, associations, local groups...).

FAIR & EXECUTIVE PAY

1. Pay all your employees above the living wage

Review all the salaries of your employees and make sure they are paid above the living wage. Offer a just remuneration for their work valuing their skills and what they bring to the company.

2. Provide equal pay for equal work

Ensure that there are no disparities between employees. All your employees occupying similar roles and having similar responsibilities should be paid equally.

3. Offer flexible working and/or shorter working weeks

Be supportive of your employees by offering them flexible hours and shorter working weeks. Encourage them to adapt their schedule based on their workload.

4. Ensure there is equity between the highest-paid and the lowest-paid employees

Review the salaries of the highest and lowest paid employees of the company and make sure the difference is not above a multiple of 6. Be transparent with your employees about the salaries of the senior leadership encouraging employees to feel part of the company and being rewarded for it.

5. Offer greater financial and health benefits than required by legislation

Payment and benefits are essential to retaining talents. Make sure that you set up supportive frameworks for all employees to benefit from greater financial and health benefits than required by legislation. Do your best to create the best advantages for them based on their needs.

6. Represent employees on the board alongside investors and owners

Employees are running the daily activities of your business and have precious expertise to help your company develop. Invite one or more of your employees to join the board giving them a key decision-making position to co-shape the future of the company.

EMPOWERMENT

1. Give equal opportunities to underrepresented people

Provide underrepresented individuals with equal opportunities for personal and professional development within your company. Enable them to take responsibilities and grow within their role acquiring strong leadership skills. This applies to interns.

2. Give your employees a stake in decision making

Provide space and support for employees to be part of the decision-making processes within your company. Attribute roles and responsibilities for them to take ownership of the future of your organisation. Promote self-management and autonomy for your employees to lead.

3. Create innovative organisational structures

Use decentralised approaches to create a living system within your organisation. Explore holocratic and teal approaches to foster collaboration internally.

4. Create a culture of transparency and safety

Design internal processes to share information transparently with your team. Develop open feedback methodologies to respond to individual needs and improve group dynamics. Host safe spaces for employees to be able to share their concerns and emotions.

5. Embrace new models of co-ownership

Experiment with new structures and push against the limits of existing legal frameworks to ensure fairness and participation. Explore opportunities to give a stake to your employees.

DIVERSE TEAMS

1. Get to know your people

Understand what may trigger someone in your team. Welcome and honour them for their own unique attributes respecting their culture, opinions, and allowing their creativity to be unleashed. Invest time in understanding their realities to better respond to their needs at work.

2. Ensure women, youth and underrepresented individuals hold leadership positions

Give responsibilities to underrepresented groups and individuals within your company. Make sure they access leadership positions where they can have an influence on shaping the company's strategy and operations.

3. Actively seek out diverse talents

Foster cognitive diversity by hiring diverse talents from various backgrounds. Make sure your team covers the full scope of diversity to foster creativity, drive progress, and allow greater impact to be co-created. Rethink your job adverts, diversify the channels where your post, and implement blind interviews.

4. Empower changemakers

Provide your employees with the skills, opportunities and trust they need to lead change. Give them support on the journey enabling them to unleash their full potential. Create a stronger sense of belonging for them to identify with the company.

5. Elevate empathy

Ensure vulnerability and empathy are recognized within your company giving space for your teams to deeply connect. Create safe and trustworthy environments where people can show up and be seen through the lens of intersectionality. Make sure your team can be empathetic towards themselves as much as they are towards others. Invite them to see vulnerability as a hub for innovation.

6. Set diversity and inclusion objectives

Develop strong standards for diversity and inclusion with clear objectives to be reached. Involve your team in setting up a roadmap and actions to improve the commitment of your company. Focus not only on what they achieve but how they achieve it, a lot of the work done around DEI you will find in the process, the way of doing and saying things.

7. Communicate your D&I commitment to your audience

Use inclusive advertising and marketing to transparently report on your commitment to diversity. Make sure people feel you understand them and do the necessary effort to meet their needs. Be sincere about your failures and progress. Ask for help and support!

MEASURE YOUR IMPACT

The Compass includes more than 100 data points that will help you assess your practices and move closer to regenerative impact. Explore your impact with the compass: <https://www.makeapositiveimpact.co/positive-compass>



THE POSITIVE COMPASS®
Planet, People, Partners, Places, Purpose

KEY



PURPOSE

*Mission at the Core
Engagement
Culture
Governance*



PLANET

*Zero Waste
Net Zero & Beyond
Good Materials
Circular Models*



PEOPLE

*Team Wellbeing
Fair Pay & Executive Pay
Empowerment
Diverse Teams*



PARTNERS

*Slavery Free
Good tech
Fair Value
Healthy Supply Webs*



PLACES

*Community Impact
Marketplace Ethics
Biodiversity
Fair Tax*

MOVING FORWARD

Contribute to improving the Compass methodology

The Compass is a dynamic methodology. If you have any insight on how we might be able to improve it, please get in touch. All of us have a stake in co-creating a regenerative future. You can get in touch at contact@makeapositiveimpact.co

Receive support and guidance to apply the Compass methodology

If you would like any support to review your business' impact and receive guidance on how to transform your business, please reach out using the email below contact@makeapositiveimpact.co

Discover our toolkits and roadmaps to foster your impact

The navigation tools are developed over several months within the Regen Futures Lab in collaboration with by experts, academics, business leaders, and reviewers. All the toolkits are aligned with the five principles of the Positive Compass empowering you to move towards Regeneration. Download them for free on our website: <https://www.makeapositiveimpact.co/changemaker-resources>



Positive

POSITIVE

www.makeapositiveimpact.co

@PositiveRegen