

HRDA Vital Importance: Strategy, Innovation and Transformation for Sustainable Growth

Programme Overview

This 18-hour programme – comprising 14 hours of classroom training and 4 hours of inhouse consultation – This programme equips executives and decision-makers with the knowledge and practical tools required to lead sustainability-driven transformation by embedding Environmental, Social, and Governance (ESG) principles into corporate strategy, governance, and organisational culture. As sustainability increasingly shapes competitiveness, innovation, and long-term resilience, leaders must move beyond awareness and adopt structured frameworks that translate ESG into measurable impact and value creation.

Through a practical and interactive workshop, participants develop the skills to design, implement, and monitor sustainability strategies aligned with organisational objectives, regulatory expectations, and stakeholder demands. The programme addresses the growing need for capable leadership that can integrate responsibility, ethical decision-making, and innovation into daily operations, supporting sustainable growth and continuous improvement across the organisation.

Learning Objectives

- Describe the **strategic role of sustainability and ESG principles** in business transformation.
- Identify and clarify **how responsible governance and innovation** support long-term competitiveness.
- Explain how **sustainability frameworks and methodologies** can improve business efficiency and resilience.
- Recognise the **connection between culture, ethics, and sustainable growth**.
- Develop **strategic plans and frameworks** that embed sustainability into core operations.
- Apply **methodologies and analytical tools** to identify and prioritise sustainability opportunities.
- Design **processes that integrate innovation, accountability, and governance** for improved performance.
- Communicate and justify sustainability strategies that drive measurable impact.
- Promote a **culture of responsible innovation and transformation**.
- Motivate teams to **embrace long-term sustainability thinking** over short-term gains.
- Challenge outdated practices and **advocate for continuous improvement**.

- Demonstrate **leadership commitment** to ethical, sustainable, and inclusive growth.

Training Outline

The Strategic Value of Sustainability and ESG

- Defining ESG and its role in corporate strategy
- The evolution of sustainability in finance
- Key drivers: EU Green Deal, Paris Agreement, and SDGs
- Understanding ESG value creation and risk mitigation
- Case study: How ESG transforms business models

Leadership and Governance for Sustainable Change

- Building leadership capability for sustainability-driven transformation
- Governance principles that foster responsibility, innovation, and trust
- Workshop: Assessing your organisation's sustainability readiness

Designing Frameworks and Processes for Sustainability

- Developing internal frameworks that link sustainability to corporate strategy
- Process design and integration across departments
- Group exercise: Mapping a sustainability transformation process and compliance requirements

ESG Risk and Governance Integration

- ESG governance frameworks and best practices
- Identifying and managing ESG risks and opportunities
- Integration of ESG in corporate governance structures
- Case study: ESG risk in investment decision-making
- Workshop: Building an ESG governance roadmap

Strategic Impact and Implementation

- Embedding sustainability into core business operations
- Stakeholder engagement and materiality assessment
- Measuring impact and continuous improvement
- Strategic alignment: Linking ESG with long-term corporate goals

Discussion: Future of ESG in finance and policy

Fostering a Culture of Innovation and Responsibility

- Building a culture of ethical and innovative thinking
- Aligning values, vision, and behaviour for sustainable performance
- Action planning: Defining the next steps for sustainable transformation

ESG Reporting and Disclosure

- Principles of effective sustainability reporting
- Aligning ESG metrics with organisational KPIs
- ESG data collection, validation, and communication
- Avoiding greenwashing: Ensuring accuracy and transparency

Group exercise: Drafting a mini ESG report

Next Steps – Plan for the In-house Training/Advisory Session

Training Style

The programme is interactive in nature. Participants will be actively involved, using their own experiences and challenges to reinforce and adapt the new knowledge and skills to their own reality. The training sessions will combine PowerPoint presentations, open discussions, case studies and audio/visual material.

In-house Training/Advisory Session

Upon completing the 14-hour in-class training programme, participants will engage in a tailored 4-hour in-house session offering focused guidance, advice, and training to address the specific needs and challenges of both the participants and their organisation.

During the 4-hour in-house training session, participants will apply key concepts to their own organisational context, designing customised frameworks for sustainable transformation. They will also explore how the innovative application of governance and compliance processes can support long-term sustainability, competitiveness, and organisational resilience, while fostering a culture of responsibility and continuous improvement.

Finally, after the completion of the in-house session, the trainer will prepare a report outlining the approach followed, the topics examined, key findings, and tailored recommendations for the organisation.

Participant Profile

This programme is designed for professionals and executives responsible for sustainability, governance, and risk management within financial and corporate institutions, including:

- Senior Executives and Board Members (including CEOs, COOs, CFOs)

- Chief Sustainability Officers and Sustainability / ESG Professionals
- Compliance, Risk Management, and Corporate Governance Professionals
- Internal Auditors and CSR Specialists
- Financial, Accounting, and Investment Analysts
- Executives and Senior Professionals in Banking, Insurance, and Investment Firms
- Policymakers, Regulators, and Advisors involved in ESG and sustainability compliance frameworks
- Communications and Marketing Professionals involved in ESG reporting and disclosures
- Human Resources Professionals involved in ESG, governance, and workforce strategy
- Operations and Health & Safety Professionals
- Procurement and Supply Chain Professionals
- Accounting and Finance Department Professionals

Duration

The duration of the programme is 18 hours broken down as follows:

- The total duration of the in-class training is 14 hours
 - The programme is split over two sessions of 7 hours
- The total duration of the In-house Training/Advisory session is 4 hours.

The Trainer

Nicole K. Phinopoulou

Nicole K. Phinopoulou is a qualified lawyer with over 20 years of legal experience with significant and practical expertise in providing legal, consulting and project handling in the areas of (i) Corporate and Commercial Law, (ii) Banking and Financial Law, Services and Transactions, and (iii) Corporate Governance and Compliance, Social Responsibility and Sustainable Development.

Commercial approach and practical knowledge, based on solutions and the application of organisational and team skills with deliverables of projects in her sectoral expertise fields . She has served as Director, being member of the Boards of the Cyprus Securities and Exchange Commission (CySEC) and the University of Cyprus (UCY) (2016-2021).

She is a holder of a law degree from Leicester University and an LL.M (Masters of Law) in Corporate and Commercial Law from University College London (UCL). Holds the Diploma Legal Practice Course (LPC) from City University (London) and a Master's degree in the Mechanics of Project Finance from the International Faculty of Finance, Middlesex University London.

He has been professionally accredited in the practical implementation of programs to achieve Corporate Development, Sustainability and Responsibility (ESG, Sustainable Finance, Corporate Sustainability & Responsibility Reporting, Social Responsibility). As of 2020 is an Accredited ESG Sustainable Finance Expert, member of the Institute for Sustainability Leadership of the University of Cambridge and from 2021 she is also a accredited Expert from the University of Cambridge Judge Business School, on Circular Economy and Sustainability Strategies.

Associate member of the Chartered Institute for Securities & Investment UK (CISI), Representative Member of the National Committees of the International Standardisation Organisation (ISO) (Financial Services TC68 & Sustainable Finance TC322) and certified advisor by the Cyprus Bar Association, AML - Money Laundering Compliance Officer (MLCO).

Since 2003 she is a registered and active member of the Cyprus Bar Association with direct participation in the Companies, Capital Market and Tax Planning Commission (CBA). For the period 2015-2022 acted as representative of the Cyprus Bar Association at the House of Representatives Parliamentary Committees of (i) Finance & Budget and (ii) Energy, Commerce, Industry and Tourism.

Founding member and lawyer of the Cyprus Corporate Sustainability & Reporting Business Association (CSR Cyprus) (www.csrcyprus.org.cy) and legal advisor, secretary of the Non-Profit Organization Foundation of Integrated Residential Units (EOM) (1996) (www.eomfoundation.org). Founding Member of Young BPW

Cyprus of International and European Organisations Business Professional Women (2007-2015) (www.bpwcypus.org.cy) and since 2016 Member of AIPFE Cyprus – Women of Europe (www.aipfe.com). It is also a recognised member of the Rotary Association – Nicosia – Lefkothea.