

If you had a million or two...



What percent of people do you think would keep working?

What would you do?

If you had a million or two...



70% would keep working

60% would change jobs for “more meaningful work”. Money, affiliation, and meaning. The latter being the key to productivity.

How do we, as managers, put this into play to increase productivity in our workplace?

Employee Engagement

The benefits:

- more productive workforce
- decreased turnover
- better quality job applicants



Sustainability and your mission

“In my 51 years in business, I’ve never seen an issue galvanize people in a company like sustainability.”

*–Ray Anderson,
former CEO, Interface*

“I have never ever seen anything else unifying 5,000 people...the engagement was total.”

*–Kerstin Goransson,
CFO, Scandic Hotels*

“It was fantastic. Everyone loves taking care of the world.”

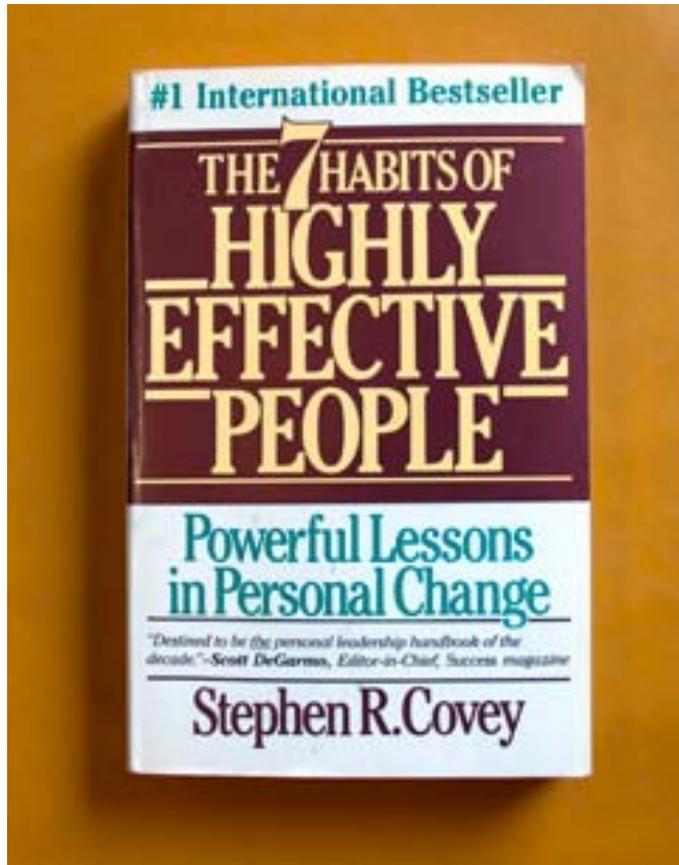
*–Roland Nilsson,
CEO, Scandic Hotels*

\$300 Billion in productivity is squandered annually within the US workforce due to disengaged employees.

Organizations with an engaged workforce have 2.6 times the earnings per share growth rate compared to others in their industry with a less engaged workforce.

–Gallup

EMPLOYEE MINDSET--PRODUCTIVITY



People who are positively inspired...for something they believe in...are 5,000+% more effective.

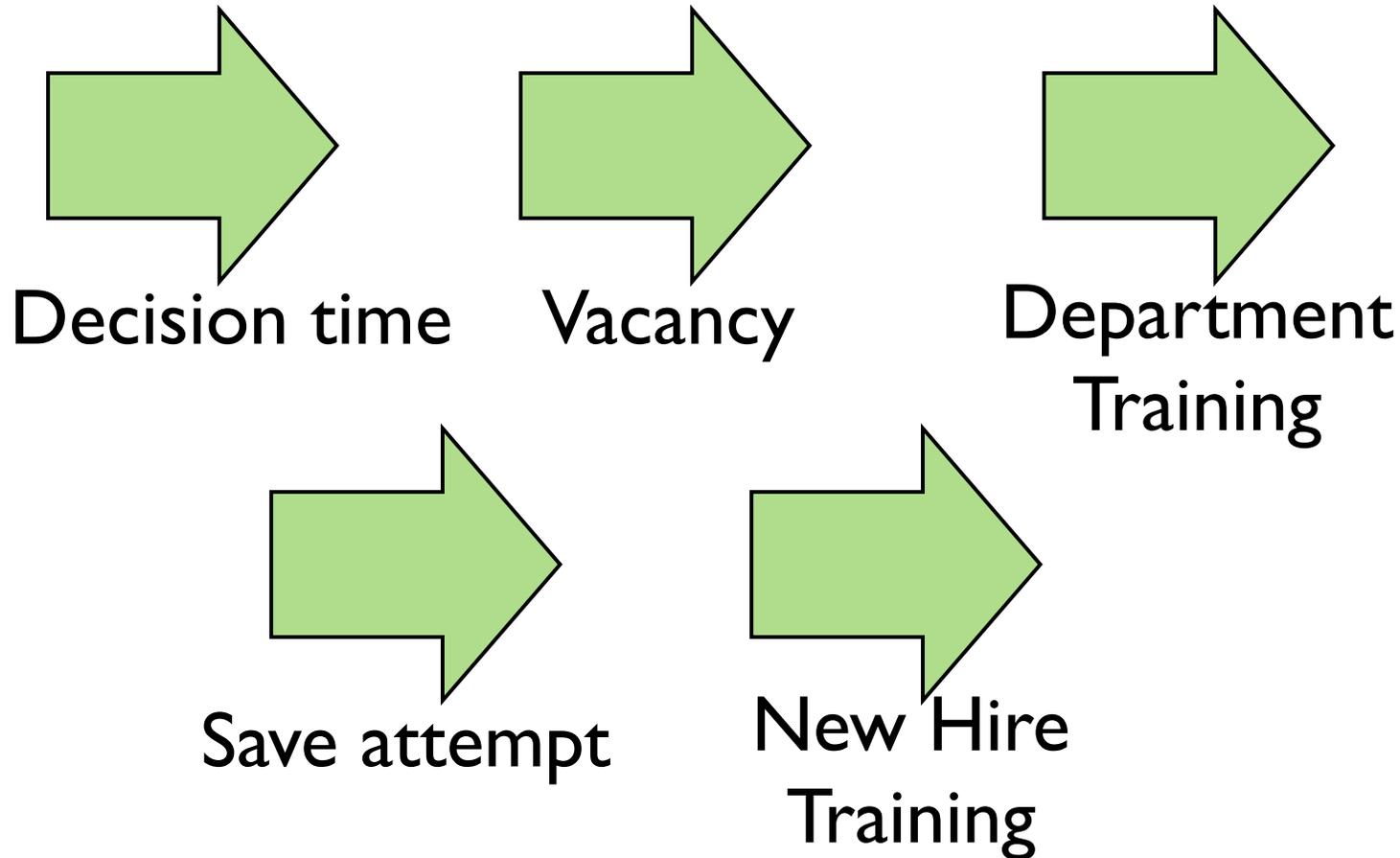
Sustainability Strategy

Employees as gatekeepers



Darryl Meyers, Wal-Mart
Associate, Burlington, NC

Cost of a lost employee



Cost of lost productivity can easily run into the six figures. HR managers often use a rule of thumb: a cost of replacement is 2-3x the person's annual salary.

Why employees stay:

- when they feel valued
- when they feel empowered
- when they feel they have growth and career opportunities
- when they feel the company respects work/life balance
- when they feel they are doing something worthwhile



Turnover rate half the
average for biotech
companies
(2012: ranked world's most
sustainable company)

HOW TO DO IT

Employee engagement--the key elements

- * **Buy-in & participation from outset**
- * **Clear expectations**
- * **Open communications**
- * Making it relevant & personal
- * Aligning incentives and rewards



HOW TO DO IT



Benefits of a Mission Statement

1. Branding tool
2. Focuses your energy
3. **Engenders loyalty among stakeholders**

From Built to Last:

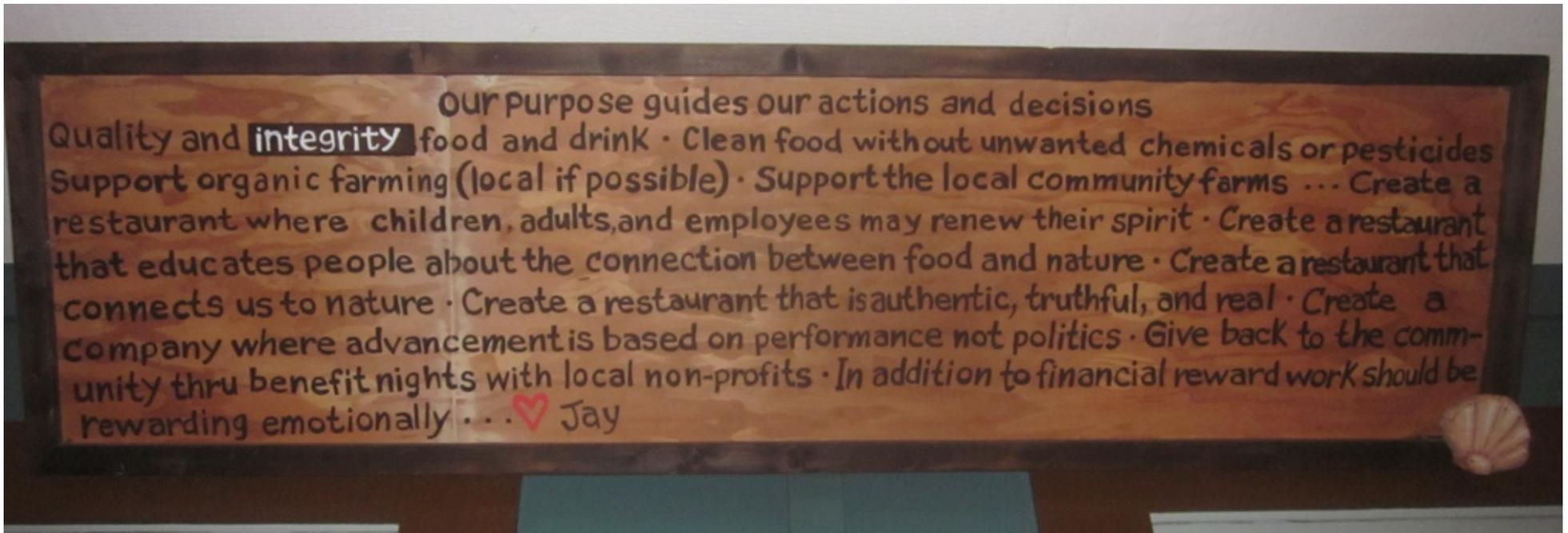
Profit and core values go together in the long term. Money and awards will appeal to extrinsic motivation. The purpose and meaning will appeal to their intrinsic motivation. Usually, companies awaken these higher, intrinsic motivations through their vision and mission statements.

From The Fifth Discipline:

“Few, if any, forces in human affairs are as powerful as a shared vision.” (witness the Arab Spring)

Vision and Mission Statement

Flatbread Pizza, Paia, Maui



HOW TO MAKE IT STICK



Employee engagement--the key elements

- * Buy-in & participation from outset
- * Clear expectations
- * Open communications
- * **Making it relevant**
- * **Aligning incentives and rewards**

Waste

The “Rucksack”

A gold ring has a 1:350,000 product to waste ratio

Ecological Rucksack ✕



Computer: 1:40,000
Semiconductor: 1:100,000
Newspaper: 1:22
Orange Juice: 1:100

Waste



AT&T saved 15% of its paper costs just by switching default printing setting on their copiers to duplex.

Sunny Delight Goes Zero Waste

By [GreenBiz Staff](#)

Published August 18, 2010

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CINCINNATI, OH — Sunny Delight's six manufacturing plants in the U.S. and Spain went zero waste earlier this year, meeting the juice maker's 2013 waste and recycling goal three years early.

The Ohio-based company also made strides in other environmental goals, Sunny Delight explained in its 2009 Sustainability Report ([PDF](#)) released this week, which spans several areas of its operation, including transportation and logistics, packaging, energy and water use, and waste.

Sunny Delight made the most gains in reducing and eliminating landfill waste. The company went from sending 1,140 tons of waste to landfills in 2007 to 418 tons in 2009 when half of its manufacturing facilities fulfilled its goal. By early 2010, the remaining plants had met the zero waste goal, helped along by a variety of efforts, such as going paperless for all accounts payable and expense reporting functions, and allowing vendors to file invoices and payments electronically.

Saves company
\$1.3M annually...

0.2% of total
revenues, 5% of
profits

Water



Water wasted:

- We use 127% more water than in 1950
- 50% of landscaping water doesn't reach plants
- >25% of all clean, drinkable water in homes is used to flush toilets

Water



40-80% of water utility's peak demand driven by landscape watering...50% reduction easily implemented.



Water

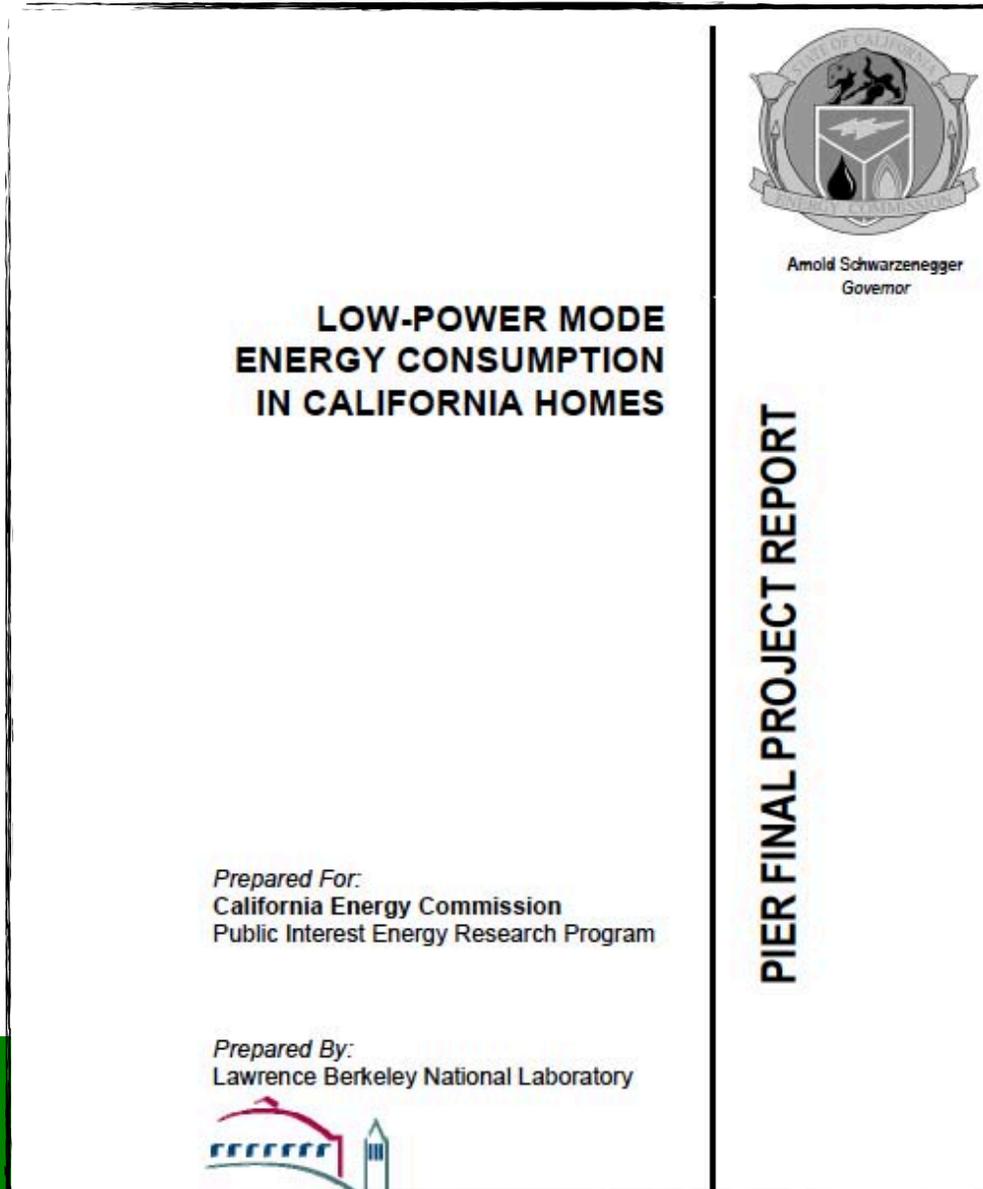


3.8 L per flush vs. 0

Energy

- “More energy in the attics of North American homes than all the oil buried in Alaska”
- “90% reduction possible” -Paul Hawken

- “Every employee is a resource gatekeeper.”
 - Pratt & Whitney saved \$200K per year just asking employees to turn off their monitors at night and weekends.



Vampire power:

13% of a home's
energy

August 10, 2010

LED Lighting Retrofit to Save Hawaii Hospitals \$1.2M

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Hawai'i Pacific Health (HPH), comprised of four nonprofit hospitals and 44 outpatient clinics and service sites, expects to save more than \$1.2 million thanks to a LED lighting retrofit across its facilities.

The switch to LED lighting at its four hospital facilities also will help reduce HPH's carbon emissions by 465,324.65 pounds per year from just the parking garages alone, according to Pacific Eco-Lights, which is supplying the LED lighting.

HPH expects to recover the cost of the conversion through energy bill savings in 15 months due to Eco-Light's Seesmart LED technology, which is said to use 50 percent to 90 percent less electricity than a standard light bulb or compact fluorescent light bulb (CFL). Other benefits include longer life and no hazardous wastes such as mercury and lead, which are found in CFLs.

By retrofitting existing fixtures with LEDs, HPH is projected to save up to \$10,000 to \$12,000 per month from the conversion of just one of its parking garage facilities, which will translate into \$1.2 million in combined annual savings by retrofitting hallways, waiting areas, cafeterias and offices throughout its four hospitals.

Steven Chu Takes on 'Vampire Slayer' Role in Cutting Energy Use

By [Meg Waltner](#)

Published February 11, 2012

Tags: [Computers & Gadgets](#), [Consumer Products](#), [More...](#)

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[Editor's Note: Don't miss [VERGE DC](#) (March 14-16) convening senior executives and thought leaders at the intersection of technologies and services related to energy, information, buildings, and transportation.]

Thanks to new energy efficiency standards proposed last week, DOE Secretary Steven Chu has a new credential on top of his Nobel Prize: he's a vampire slayer -- one that specializes in eliminating "vampire" energy waste while saving consumers billions of dollars.

Look around your kitchen. Chances are there's more than one device telling you what time it is -- your oven, microwave, perhaps a radio or a wall clock. What about the other rooms in your house? Every blinking light, display, or warm device in your home is using energy, even when you're not there. In fact, a [2008 study found](#) that new, unoccupied homes in California used 117 watts *before anyone had even moved in*.

Transport/Travel



Casual Friday for the
Telecommuter

Transport/Travel

No-Left-Turn Software Saves UPS a Bundle

By [Matthew Phenix](#) | December 12, 2007 | 1:17 pm | Categories: Uncategorized

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We all know that sitting in a left-hand-turn lane or waiting to turn across lanes of oncoming traffic can be time-consuming and even treacherous. [The New York Times Magazine](#) has a great [article](#) by Joel Lovell on a highly focused effort by [UPS](#) to eliminate left-hand turns from its drivers' delivery routes. The company is using a "package flow" software program

to pre-plot delivery sequences for its 95,000 vehicles. It may sound comically anal-retentive, but the results are staggering: Lovell reports that UPS lopped off some 28.5 million miles from its delivery routes last year thanks to the software, saving 3 million gallons of fuel and cutting carbon dioxide emissions by close to 69 million

3 million gallons
of gasoline
annually

<http://www.wired.com/autopia/2007/12/no-left-turn-so/>

DIFFERENCE BETWEEN CLASS A-G

Save fuel consumption around 0.5 liters per 100 km

- 0.132 gallon per 62 miles
- 1 gallon per 469 miles

Save 80 liters of fuel per year (based on 10,000 miles per year)

- 21.133 gallons per year
- Based of \$4 a gallon = \$84

Reduce CO₂ emissions by 12g/km

- Up to 4 million tons/year
- Equivalent of removing 1.3 million passenger cars a year