

ManagersForFuture Press Release

Climate Action Day

Managing social and climate justice has to become new management fundamental

At the occasion of the Climate Action Day #FightClimateInjustice on 25 September 2020, **ManagersForFuture calls for speeding up change** in the world of management through a series of measures to be taken at international, national, local and personal level. Not only the climate crisis, but also the global coronavirus pandemic has brutally reminded us of our vulnerability as humans, but also as managers in business and public administration. It's time for mainstreaming sustainability in the world of management and leadership.

Many managers are today put under extreme pressure by contrasting demands from shareholders, workers and civil society at large. Unprecedented levels of burnout and other mental health issues only exacerbate an already unsustainable management model. At the same time, extreme wealth accumulation threatens social mobility and the principle of meritocracy - a principle that unites salaried managers until the present moment. From business schools to executive practice - **we need a paradigm shift** to manage the complex and interrelated challenges the world is facing today.

Unfortunately, there is only little time to ensure the world remains on a warming scenario of less than 1,5°C. Furthermore, extreme levels of social inequality and racial injustice heat up not only public discourse, but also the working reality in companies and organisations. Under these circumstances, **managers need to mobilise, but also be supported to be able to become change agents**. In that respect, MFF welcomes and contributes to the recent initiative aiming to provide [common sustainability metrics](#), endorsed by the World Economic Forum. Sound criteria will furthermore be needed on leadership sustainability, especially regarding inclusive and transparent transition processes.

According to a recent [survey](#), managers place a very high importance on sustainability, but lack a series of resources to put it in practice at work. To support managers become change agents in the transition, ManagersForFuture call upon policy-makers and managers to:

- Align **CEO-bonuses**, and more in general C-suite bonuses, to performance on environmental and social parameters in accordance with the SDGs and the Paris agreement.
- Abolish **fossil fuel** subsidies and investments immediately, according to recent calls by the [World Health Organization](#) and [100+ world-renowned economists](#)*
- Mainstream the publication of transparent **integrated reports** on environmental, social and governance (ESG) indicators, with solid materiality assessments and comparable indicators
- Ensure integrated reports are **audited** by independent bodies
- Incentivise **sustainable behaviours** by adjusting financial parameters (incl. taxes and access to finance) to progress on ESG indicators as reported on in the corporate integrated report
- Incorporate ESG factors in the development of **Artificial Intelligence**

- Create Action Plans on mainstreaming **Sustainable Leadership** in the world of management, including adequate training schemes to train managers and change-makers for the transition

#BeFuture

* Nobel Prize winning Joseph Stiglitz, Jeffrey Sachs, “Doughnut Economics” model deviser Kate Raworth are among them. Similar calls came from the [Vatican](#) and [UN Secretary General Antonio Guterres](#)