

SUSTAINABLE
DEVELOPMENT

AIMto
SUSTAIN

2010

ANNUAL
ACTIVITY
REVIEW



Australian
Institute of
Management
SOUTH AUSTRALIA

Better Managers & Leaders **Better Society**

ENVIRONMENTAL PERFORMANCE SNAPSHOT

We Keep Improving

Following a number of recommendations put forward during AIM SA's eco-efficiency audit conducted in 2009, a number of building improvements aimed at reducing our carbon footprint were implemented during 2010.

The audit, conducted through Zero Waste SA's Resource Efficiency Assistance Program (REAP), measured AIM SA's eco-profile including an annual estimate of carbon emissions equal to 262 tonnes.

Whilst this was a reasonable result for AIM SA, a number of improvements were identified and actioned to reduce our carbon emissions even further. Including:

- Air conditioning schedules reviewed, resulting in temperature and timing adjustments.
- Building lighting management improved, incorporating IRC low voltage lights and timer controls.
- Electronic courseware and on-line communities introduced where possible.
- Waste and recycling collection reviewed and improved, including the introduction of organic waste to our commercial kitchen.

QUALIFICATION IN SUSTAINABLE DEVELOPMENT

Graduate Certificate in Sustainable Development

In 2010, AIM SA was successful in accrediting the Graduate Certificate in Sustainable Development for the Graduate School of Business. The Graduate Certificate in Sustainable Development prepares participants to provide strategic leadership to develop and nurture a culture of innovation that will enable them to lead their organisations and the community into a sustainable future.

ON-LINE COMMUNITY

Graduate School of Business On-Line Community

An on-line learning community was introduced during 2010 to support students of the Graduate School of Business. The community provides a place to exchange ideas, conduct group work, access course materials, post assessments and keep up-to-date with news and key dates. The introduction of the on-line community has enabled the Graduate School of Business to eliminate the need to print all courseware.

MANAGEMENT STRUCTURE STRENGTHENED

Sustainability Management Structure Strengthened

Cornerstone to AIM SA's drive for sustainable development are our business practices. Over the year we introduced a number of different initiatives designed to integrate sustainable economic, social and environmental considerations into how we do business. Including:

- The employment of a Sustainability Manager to oversee and coordinate all sustainable development business activity.
- Sustainability Policy developed and endorsed by the AIM SA Board
- The introduction of Sustainable Development key performance indicators that link the strategic and business plan activity to all AIM SA employees.
- Establishment of a committee to coordinate activities that support AIM SA's community partners, giving us an avenue through which to raise money for a variety of charities and community organisations.

GIVING BACK TO THE COMMUNITY

AIM SA Giving Back to the Community

During 2010, AIM SA proudly raised over \$10,000 to donate to our community partners. These partners are not for profit organisations that provide vital services to individuals most at risk in our community. In 2010, our community partners were:

- SCOSA, supported through AIM SA Women in Management Christmas raffle, AIM SA casual day donations and other fund raising activities.
- Lifeline, supported through AIM SA's annual Quiz Night for staff and family, casual day donations and Stress Down Day activities.

Other organisations supported include:

- The Leukaemia Foundation, supported through the 'Be Brave and Shave' campaign.
- Habitats for Humanity, supported by staff member Travis Sutter, who spent a week in the Philippines building houses through their Global Village Program.

AIM SA SUPPORTS COAG

AIM SA Supports COAG Green Skills Agreement

The Council of Australia Governments' (COAG) 'Green Skills Agreement' exists primarily to build capacity of the Vocational Education Training (VET) sector to manage and deliver sustainable skills and knowledge within a national standards framework. In 2010, AIM SA worked on a number of different initiatives to support COAG's 'Green Skills Agreement', including:

- Initiating a process to review and rework AIM SA's Vocational courseware to include skills for sustainability.
- Training package units focused around sustainability were reviewed to be incorporated into our qualification pathways.
- 'Training for Sustainability' was introduced as a new program designed for trainers, HR specialists, managers and leaders to analyse and apply sustainability skills to their own learning programs.

ACPET & ZERO WASTE SA FUNDED PILOT

ACPET & ZERO Waste SA Funded Pilot – Building Sustainability Leadership Capabilities

Funded through a joint initiative by the Australian Council for Private Education & Training (ACPET) and Zero Waste SA, a brand new program for managers and leaders of Registered Training Organisations (RTOs), wishing to improve their sustainability performance, was launched. The program which commenced in September, focused around the benefits of taking a sustainable development approach and supported participants to develop a Sustainability Action Plan (SAP). The program is now available for organisations in other industries to build sustainability leadership capabilities.

DASHBOARD PILOT

Zero Waste SA Dashboard Pilot

During 2010 we moved to the next phase of improving our environmental performance by participating in a pilot program funded through Zero Waste SA. The program has been designed to develop a management system that involves a web-based interface that tracks and reports on key sustainability targets and indicators. The technology used within the system will allow us to:

- Further develop our environmental management system to accurately measure and monitor key sustainability parameters.
- Add sophistication and greater accuracy to identify efficiency gains and operational efficiency improvements.
- Clearly demonstrate resource efficiency gains and operational efficiency improvements to our stakeholders.
- Become a model for best practice and provide transferable learning to organisations with a similar ethos.



AIM to Sustain Executive Committee

John Stokes FAIM CPMgr
Chief Executive Officer

Kelly Bramhill AIMM CPMgr
Sustainability Manager

Stephanie Eglinton-Warner AIMM
Manager Curriculum & Compliance

Environmental Committee

Kelly Bramhill – Chairman

Stephanie Eglinton-Warner

Denis Gale

Becky Ratcliff

Emma Silvy

Social Committee

Stephanie Eglinton-Warner – Chairman

Kelly Bramhill

Jayne Egarr

Helene Giles

Kelly Staveley

Travis Sutter

AIM SA would like to thank the following companies

Zero Waste SA for their support and advice throughout 2010

ZERO WASTE SA

ACPET for their encouragement and support throughout 2010



During 2010 AIM SA worked in partnership with:

Lifeline

SCOSA



Australian
Institute of
Management
SOUTH AUSTRALIA

The Australian Institute of Management SA Centre for Management Development

180 Port Road Hindmarsh South Australia 5007
Phone 08 8241 8000 Fax 08 8241 8080
aimsa@aimsa.com.au www.aimsa.com.au

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