

# Pembroke Organisation Development - Intelligent Solutions for Business

## Intelligent Solutions for Business

A lifetime of study, conversation and reflection has convinced us that we are living at time of greater threat, necessity for action and opportunity than any of our forebears. Challenges of climate change, peak oil, resource depletion are real and upon us, yet unseen and denied by many.

A new focus for business : We advocate that there's no such thing as 'business as usual'; any more, and the sooner we notice the speed of change in the world around us, the faster we'll be able to start building an appropriate, different and sustainable future. Like it or not, organisations need urgently to engage with the realities of our times, and start planning to take some new limits and opportunities into account, or be prepared to live with the consequences. Recurring themes during challenging conversations with colleagues, delegates and stakeholders include:

- The dawning of recognition that our current definition of success is no longer appropriate, and is being replaced by a desire for more time, purpose and peace.
- The likely impact of water shortages; 30% of the world's population will be in water stress within 25 years.
- Energy shortages catalysed by our lack of planning for peak oil demanding structural changes in the way we approach work
- Carbon will become a major currency in coming years as climate change solutions start to bite
- With many clients experiencing energy price rises in excess of 50%, energy costs are of consequence to far more organisations Asking 'what, where, why?'; It's time to stop and think, to check balance and ask the question, 'what does this mean for me, my family and friends? Ponder 'where is my point of greatest leverage as a manager, parent and employee?'; Ask 'knowing what I know, why am I choosing not to do everything within my power to make a difference?'; We don't have all of the answers or a quick fix; we work with the best in the business to create intelligent, collaborative solutions that help organisations move their responsible, sustainable business practice forwards. We help people to see their productivity and resources in sustainable terms, evolving towards preferred futures. We strive to create the best outcomes for individuals and business, teaching with passion and creativity. Recent projects have included:
- Angola : sustainable food production for Compass plc
- China : CSR education programme for CELAP, the Chinese Executive Leadership Academy
- Europe: designing facilitating EH&S best practice workshops for Orange
- UK : facilitating Business & Sustainability programmes at Schumacher College for Jonathan Porritt, Amory Lovins, Janine Benyus, Marjorie Kelly and Fritjof Capra
- UK : contributing to the development of the Sustainable Development Commission's 'Sustainable Consumption'; round table discussions
- UK : facilitating action learning groups for Welsh Assembly on 'Reducing our Global Footprint';