



ENVIRONMENT, SOCIAL AND GOVERNANCE

People & Transformation

Business leaders, transformation offices, communications functions and HR teams partner with us to enable change.

Drawing on our decades of experience across industries and in every major geographic market, we assess current and future situations, analyze the stakeholder impacts, and use these inputs to develop successful transformation programs.

What we do

We partner with organizations to secure their license to operate, manage change and engage their people in ESG programs and related initiatives, helping to deliver meaningful, sustainable results and to embed a values-driven organizational culture.

Companies today face an ever-expanding list of environmental, social and governance risks and opportunities, as well as increasing demand for enhanced disclosures and reporting. As a result, leaders must embed non-financial performance measures into their decision-making processes and wider organizational priorities as they seek to create value over the long term.

Culture, behaviors and attitudes may need to change to sustainably anchor ESG initiatives in the organization. From a talent perspective, that will require employees to be substantially more vigilant and conscious of their employer's stances on numerous sustainability issues. Research suggests that having clearly articulated policies and priorities around ESG initiatives is critical to attracting and retaining top talent.

As companies face smarter scrutiny of their ESG activities from outside parties and regulators, their leadership team and employees will need to walk the talk. Our role is to help organizations to translate and implement their ESG objectives through the actions and behaviors of their people.

Our work includes:



Comprehensive ESG program development

We develop holistic “standing start” ESG programs that are authentic, grounded in data, aligned with your company's needs and the needs of key stakeholders.



Cultural transformation

We work closely with leadership teams to help integrate ESG programs across the organization so that there is awareness, understanding and buy-in to the behavior, process and procedure changes that may be necessary.

What people say...

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“How do I bring my workforce along on our company’s ESG journey?””

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“We want to transform our culture to truly integrate ESG across our organization.””

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“We need a new EVP to reflect the work we are doing in the field of sustainability.””

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“How can we best communicate our reporting targets and benchmark against competitors in the marketplace?””

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“Our stakeholders don’t understand why diversity makes us a stronger company — how can I communicate the business case with impact?””



Targeted interventions across different ESG components depending on maturity of human capital initiatives, including:

- Purpose, values, vision development
- Employee value proposition/ employer brand programs
- Diversity and inclusion support: benchmarking of best practices, leadership and staff awareness and action initiatives, training
- Leadership development for high-performing professional women
- Gender pay gap reporting and remediation
- Workforce engagement, training and development

Meet our people



Lucy Phillips has 20+ years of communications and change management experience in public and private companies ranging from start-ups to the Fortune 10, and she is Prosci®

certified in change management.

Recent engagements include the D&I audit and strategy of a global asset manager, and the scoping of ESG reporting principles for a global software provider.



Camilla Westlake has 10 years of change management, L&D and communications experience, and is Prosci® certified in change management.

She is experienced at leading change, internal communications and organizational development solutions for global businesses in a range of sectors and is currently leading the roll-out of a global cultural transformation program — primarily focusing on change management and communications workstreams — to establish behavioral and organizational culture change.



Carolin Dietz, is an expert for change management and change communications and a certified Prosci® change manager. She is experienced in developing and implementing global

change and people engagement concepts. One of her areas of passion is ESG.

Carolin brings to the table many years of strategic and tactical employee engagement and manager enablement experience across various industries. This background helps her to assess ESG strategies and what this means for internal stakeholders and their ways of leading and working. Key to an ESG strategy is its roll-out and adoption by employees to fully integrate into corporate processes, culture and daily operations.



Angie Gorman, Managing Director, has provided communications counsel for more than 30 years to clients across multiple industry sectors.

She addresses critical issues impacting their enterprise value and corporate reputation, including corporate branding, digital assets (e.g., intranets, social media, websites), executive communication, issues management, media relations, mergers and acquisitions, performance improvement, reward and recognition programs, strategic transformation and change, sustainability positioning, and vision and values



Darius Johnson, Managing Director, has more than 20 years of experience and a successful track record across multiple industry sectors, including telecommunications, media, energy,

manufacturing, life sciences and public sector. He has led change in the context of culture transformations, acquisitions, carve-outs, integrations, process improvement, technology rollouts and strategy refreshes.

EXPERTS WITH IMPACT™

About FTI Consulting

FTI Consulting is an independent global business advisory firm dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, reputational and transactional. FTI Consulting professionals, located in all major business centers throughout the world, work closely with clients to anticipate, illuminate and overcome complex business challenges and opportunities. For more information, visit www.fticonsulting.com and connect with us on Twitter (@FTIConsulting), Facebook and LinkedIn.

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