

TRIPLE VALUE



LEADERSHIP

ESG DEEP DIVE

*TRANSFORMING COMPLIANCE INTO A COMPETITIVE ADVANTAGE and
RENEWED SENSE OF PURPOSE*

From 2025, most companies must comply to CSRD rules that require them to integrate ESG (Environmental, Social and Governance) considerations into their core operations. While for smaller companies the implementation of CSRD rules has been delayed, sooner or later ESG compliance will be an integral part of doing business.

While compliance may seem like an overwhelming burden, it doesn't have to be.

The ESG Deep Dive is designed to **help you turn this challenge into a strategic opportunity for long-term value creation and organizational excellence**, as well as a renewed sense of purpose to motivate your staff and stakeholders.

Why ESG Compliance Matters?

- EU-based companies are supposed to have ESG compliance, requiring responsible actions toward people and the planet.

- Non-compliance can result in financial penalties, reputational risks and increased operational costs; as well as a negative impact on the sustainable growth of conscious workforce.

Current Challenges Faced By Organizations

Complexity & Costs

CSRD compliance involves navigating 71 categories & over 1,200 questions—an expensive task if relying solely on external accountants and consultants.

Limited Impact

External services focus mainly on ticking compliance boxes, leaving a gap between intention and real behaviour change in Organizations

Risk of GreenWashing

Without internal shared ownership, ESG effort risk falls short, leading to reputational damage and compliance failures.

Business Distraction

Treating compliance as a regulatory burden can divert focus from your core business goals.

The Big Opportunity

The ESG Deep Dive is a transformative process that enables you to go beyond compliance and unlock tangible business benefits:

- **Integrated ESG Roadmap:** Develop a tailored, actionable plan that aligns compliance with your strategic objectives, boosting your capacity for long-term value creation.
- **Engaged Leadership & Workforce:** Foster shared ownership of ESG goals across your leadership and employees, creating a culture of accountability and sustainability.
- **Sustainable Behaviors:** Equip your team to turn ESG principles into everyday practices, reducing risks like greenwashing and ensuring alignment with ethical standards.
- **Enhanced Business Outcomes:** Drive employee engagement, improve productivity, reduce turnover, and enhance your brand and reputation as a purpose-driven employer of choice.
- **Improved internal and relationships:** Shared ownership and responsibilities and a desire to build and strengthen relationships in line with the organization's strategy, purpose and values.



The Outcome

By the end of the ESG Deep Dive, your organization will have:

- **A fully integrated ESG roadmap**, including shared objectives, recognising interdependencies with SMART objectives ready for immediate implementation.
- A **clear path to compliance** that strengthens your organizational culture and **boosts business performance**.
- And most importantly, **a renewed sense of purpose for your business** to be an instrument for **positive change**.

The Approach To Make This Happen

- **Pre-Interview Preparation:** Individual interviews with each senior leadership team member to gather insights and tailor the workshop to your company's specific needs.
- **Two-Day Immersive Workshop:** An intensive, off-site workshop designed to facilitate in-depth discussions and strategic planning.
- **Expert Facilitation:** Our experienced facilitators will guide your team through the process, ensuring actionable outcomes and maximum value.

The Team



Sander Tideman is the founding CEO of Triple Value Leadership. As an entrepreneur and executive coach in sustainable leadership, he works with leaders and teams to build flourishing organizations equipped to address the unprecedented challenges of today. After a career in law and finance, he has worked and consulted for leading companies across three continents, with a holistic focus on integrating sustainability into strategy, governance, leadership and culture.



Annemieke van der Werff is a strategic human resources and business executive with deep global experience in the financial services industry. She worked and lived in Europe, Latin America and North America. She is recognized for being a courageous and trusted coach and partner to executive management teams, board of directors and the business as a whole.



Anna Van Remundt helps to keep the team in pace and organized. A strong project manager with decades of experience, Anna has worked in commercial advisory, new business development, and analyst work which drove profitability while ensuring positive human, social and/or environmental outcomes. She has worked in Europe, the Middle East, Asia, Africa, India, and South America, and passionately works on cultivating leadership and awareness skills in Leaders.

The Ask

An Organization/Team that has the aspiration to make a difference and to embed sustainability practices with driving business results.

This investment is about equipping your organization to thrive in a sustainability-focused business landscape; and make compliance an integral part of your culture.

Transform ESG compliance into a catalyst for growth, innovation, and top-tier leadership—become the employer of choice!

☎ +31-629035170 🌐 www.triplevalueleadership.com ✉ info@triplevalueleadership.com