



Talent, Transformation, and the Triple Bottom Line: How Companies Can Leverage Human Resources to Achieve Sustainable Growth

By Andrew W. Savitz, Karl Weber



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HR Professional's guide to creating a strategically sustainable organization

Employees are central to creating sustainable organizations, yet they are left on the sidelines in most sustainability initiatives along with the HR professionals who should be helping to engage and energize them. This book shows business leaders and HR professionals how to: motivate employees to create economic, environmental and social value; facilitate necessary culture, strategic and organizational change; embed sustainability into the employee lifecycle; and strengthen existing capabilities and develop new ones necessary to support the transformation to sustainability.

Talent, Transformation, and the Triple Bottom Line also demonstrates how leading companies are using sustainability to strengthen core HR functions: to win the war for talent, to motivate and empower employees, to increase productivity, and to enliven traditional HR-related efforts such as diversity, health and wellness, community involvement and volunteerism. In combination, these powerful benefits can help drive business growth, performance, and results.

- The book offers strategies, policies, tools and specific action steps that business leaders and HR professionals can use to get into the sustainability game or enhance their efforts dramatically
- Andrew Savitz is an expert in sustainability and has worked extensively with many organizations on sustainability strategy and implementation; he and Karl Weber wrote *The Triple Bottom Line*, one of the most successful books in the field
- Published in partnership with SHRM and with the cooperation of the World Business Council for Sustainable Development
- Forward by Edward Lawler III

This book fills a gaping hole in both the HR and sustainability literature by educating HR professionals about sustainability, sustainability professionals about HR, and business leaders about how to marry the two to accelerate progress on both fronts.

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Editorial Review

From the Inside Flap

To meet the environmental, social, and economic challenges facing us, organizations must become more sustainable. Employees play a central role in that transformation, yet they are vastly underutilized in most company's sustainability initiatives, as are the HR departments and professionals who should be helping to engage them.

Talent, Transformation, and the Triple Bottom Line shows leaders how they can leverage human resources and sustainability to improve business performance. It provides insights and guidance along with strategies, tactics, and tools that business leaders, sustainability specialists, and HR professionals can use to:

- change the organization's culture so that it supports sustainability and drives core business objectives and success
- increase employee engagement through shared values
- measure and enhance the business impact of sustainability, including the value generated by a more engaged workforce
- create organizational capabilities to meet the environmental, social, and economic challenges of today and tomorrow
- embed sustainability into the organization's workforce lifecycle processes
- leverage sustainability to help achieve traditional HR objectives like diversity, health care cost containment, and a more productive workforce

Author Andrew Savitz shows how forward-thinking companies of every size and in every industry are using the unique capabilities of human resources to improve their financial, social, and environmental performance. *Talent, Transformation, and the Triple Bottom Line* is an essential roadmap for HR, sustainability professionals, and business people who seek to lead their organizations into the future.

From the Back Cover

Praise for *Talent, Transformation, and the Triple Bottom Line*

"Sustainability is often a disruptive change that requires companies to abandon or alter traditional business practices. Now we have a book that offers real insight to business leaders about what sustainability means for them and how they can help their organizations plan and innovate to maximize the benefits it promises, both to their organizations and to the society in which they live."

—**Clayton Christensen**, professor, Harvard Business School and author, *The Innovator's Dilemma* and *How Will You Measure Your Life?*

"Andy Savitz shows how to inspire a workforce to promote sustainability. The bonus is that engaged employees will help their organizations to achieve financial, social, and environmental payoffs as well. It's all laid out clearly for readers by a great leadership strategist."

—**Walter Isaacson**, president and CEO, the Aspen Institute and author of the best-selling biography *Steve Jobs*

"I'm delighted that this book, which originated with Andy Savitz's work on sustainability with SHRM, is now available to human resources professionals everywhere. Andy shows how HR departments can support environmental and social initiatives while leveraging sustainability to achieve traditional HR goals including diversity, employee engagement, worker safety, and health care cost control. This is a remarkable and much needed guide for HR professionals and advisors."

—**Sue Messinger**, former CEO, Society for Human Resource Management

"In this breakthrough book for HR leaders, Andy Savitz shows clearly and convincingly how sustainability can help any organization strengthen its ability to attract and retain talent, increase the engagement of its employees, and develop important capabilities for doing business in an interconnected world, all in the service of core business objectives."

—**Lisa G. Bisaccia**, senior vice president and chief human resource officer, CVSCaremark Corporation

"A wholly new point of view on how business leaders can align corporate culture, organizational capacity, and employee engagement with sustainability. Along with a fresh perspective, Savitz provides practical guidance to CEOs, human resource leaders, sustainability professionals, and anyone else trying to advance sustainability within their organization. This is a must read for 21st century business leaders."

—**Tobias Webb**, founder, *Ethical Corporation* magazine

About the Author

Andrew Savitz is a principal of Sustainable Business Strategies and a business advisor with more than thirty years of experience assisting organizations to become more sustainable. He was formerly a lead partner in PricewaterhouseCooper's global sustainability group. With business writer Karl Weber, he authored the bestselling book *The Triple Bottom Line*.

Users Review

From reader reviews:

Galen Dent:

Nowadays reading books be than want or need but also work as a life style. This reading behavior give you lot of advantages. The advantages you got of course the knowledge even the information inside the book in which improve your knowledge and information. The details you get based on what kind of reserve you read, if you want get more knowledge just go with education and learning books but if you want experience happy read one together with theme for entertaining for instance comic or novel. Typically the Talent, Transformation, and the Triple Bottom Line: How Companies Can Leverage Human Resources to Achieve Sustainable Growth is kind of guide which is giving the reader capricious experience.

John Warner:

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