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Sustainability and Impacts at RISE project

Sustainable HRM (human resources management) is a combination of two elements: (1) leveraging HR (human resources) tools and processes to support sustainable business objectives, and (2) performing HR sustainably, that is, in a way which creates an organizational culture that is ethical, respectful and inclusive, invests in the development of employees and empowers them to engage at the maximum level of their capabilities. To this point RISE has succeeded to reach these elements by practice.

The RISE project of HR teams has supported sustainable business and showed the responsibility of HR teams to perform HR sustainably. The learning outcomes of this motion that have been detected during the life span of RISE are:

- The HR department employees at the partner countries of RISE are able to describe how HR supports sustainable business and the connection between HRM and sustainability
- The HR department employees at the partner countries of RISE are able to understand examples of the way HR practices affect society and possible ways to integrate social and environmental considerations into HR processes in order to improve the social and environmental impacts of business
- The HR department employees at the partner countries of RISE are able to know where to find more information and examples of good practice in the area of sustainable HRM
- The HR department employees at the partner countries of RISE be able to understand some of the principles behind having a sustainability mindset

All these competencies were practiced & leaned during the training workshops held at various countries.

The HR at the RISE partner countries were focusing on sustainability which are often viewed more favorably by the public, which can affect the way that employees feel about working for these universities & even the way that customers or clients feel about interacting with these universities. Making an effort to mitigate the negative effects that the university has on the environment in turn makes customers & employees feel like they are making a difference.

Touting sustainability as a core value of the RISE project helps to attract top talent employees. Many of the best & brightest across every academic environment are interested in working for universities that put ethics over profit & work to create a better world. This may enrich the talent pool, helping to raise recruiting standards & build better teams.

RISE has set the momentum for the adoption of more sustainable practices. Since recruitment, onboarding, & training are integral functions of HR, HR employees at the partner countries made sure that sustainability is ingrained into new employees' view of the university from the start. Talking about reducing waste throughout onboarding & training held at different EU countries were helping to set the foundations for more sustainable practices.

RISE has also encouraged sustainable practices throughout employee lifecycles & daily tasks all these were learned through real practice & through training sessions held at various location throughout the RISE life cycle. By helping to set up software that takes care of things like time & attendance tracking, scheduling, succession planning, & goal setting, HR employees at the partner countries were helping to save paper while improving efficiency within the organization.

Besides preaching about sustainability & implementing more sustainable systems, HR departments at the partner countries also helped to engage employees with sustainability by introducing programs or asking





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for employee feedback & ideas, many examples were shown (example, PSUT, Cadi Ayad, & others). When employees are really living sustainability, you can feel comfortable knowing that they are doing their part to minimize waste within the university, as well.

Departments at the RISE consortium at the partner countries practices had a big impact on the sustainability of their universities. By recording employee information electronically into an HR-information system database, paper, supplies, & space can be saved. Depending on the structure of the university itself, it may be possible to use a smaller space & in turn use less energy as a result of the space savings, further progressing sustainability goals.

By working to continuously decrease the amount of resources used in every aspect of HR, HR employees can reduce a university's carbon footprint substantially.

RISE has the impact on the HR departments be developing more sustainable practices which is important to ensure a clean future Earth, healthy & happy employees, & many other touchy-feely issues that some a university top management brush off. However, sustainability is good business at the universities. When the employees truly care about mitigating waste & improving the efficiency of the university, it can pay off in cost.

Sustainability is something that every forward-thinking company should be at least considering when it comes to developing strategies for improvement & growth. Sustainability is truly the future. One of the key features that distinguish sustainable organizations from business-as-usual organizations is that they accept accountability for impacts on people, society & the environment, & a willingness to engage with stakeholders, both internal & external, to ensure both an understanding of their expectations & an assessment of the way business impacts their lives in a range of different ways. In short, sustainable organizations require a different mindset from conventional organizations. Yet what has this to do with HRM? RISE as a pioneer project in the area has argued that one of the fundamental shifts that organizations need to face is for everyone in the organization to have more of a 'sustainability mindset' & it is the role of RISE-HRM to help foster its development. Developing a sustainability mindset is a core aim of RISE, particularly the RISE working groups who were used to develop the sustainability mindset at various partner institution.

One of the central ways in which sustainability that has been achieved at RISE (personal judgment as a coordinator of RISE) has achieved through developing a sustainability mindset. A sustainability mindset was a way of thinking & being that comes from understanding how inter-connected the natural environment is, an ability to be reflexive about our own values & an approach to life that acts in a way that aims to produce outcomes for the greater good of all. There were three elements noticed in this regard at the HR-departments of the RISE partner countries:

1. The Knowing: Becoming eco-literate & using systematic thinking
2. The Being: Seeing themselves as part of a wider eco-system, reflecting on their habits & values, having time for reflection & having a larger sense of purpose
3. The Doing: Being connected with their community, developing social sensitivity & being innovative

To support its development, the RISE team who are working with sustainability issues at the partner countries were developing an initiative connecting learning-teaching-research. The aim was to connect academics & practitioners interested in its development for employees & particularly students. Members of the group take existing research into developing a sustainability mindset & learn about it & how it can be adapted to their context, these competencies of learning were grasped during the training workshops held at various countries during the lifetime of RISE. The aim was to develop a learning community of peer support to enable the members to find better ways of developing a sustainability mindset with the staff, academic & the students.





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RISE has almost succeeded in determining the appropriate business strategies to deliver growth & profit the bottom line, a sustainable mindset demands consideration of both social & environmental needs, in addition to conventional economic needs. Often this requires the active engagement of employees at the HR-departments at the partner countries in transforming how the organization is run, which is why sustainable HR is important. RISE tried to make sustainability integral to the way the organization is run, the mindset & outlook of the employees need to fit within the organizational objectives. This sustainability approach is vital for the university as a whole. RISE sustainability concept was based on fundamental elements of good governance, ethical conduct & compliance with the university law, while going beyond compliance with the law to generate additional opportunities to mitigate business risk, enhance business reputation & take advantage of new business developments. In adopting a sustainability strategy, universities contribute not only to the sustainability of the planet, but also to their own sustainability as businesses. This approach is changing the way businesses develop strategy, take decisions, execute processes, engage with employees, consumers, external pressure groups & communities, & respond to the diverse expectations of all these groups in this fast-moving, transparent age of business. This requires not only a strategy for sustainable business, but also a culture that supports strategy delivery where RISE has focused on.

