

Accelerating SDG Achievement Through Sustainability Capacity Building



Accelerating SDG Achievement is the theme of the talk delivered by Jun Roy, the OD Consulting Head and Principal Consultant of Nomura Research Institute (Manila Branch), during the Organization Development (OD) Lab attended by 80+ participants and organized by OD Philippine Network (ODPN), which was held in Bohol last December 1-2, 2022.

What are the Inner Development Goals?

In his OD Lab session, Jun shared insights about the Inner Development Goals or IDGs, which is a Competency framework designed to accelerate sustainability. The IDGs consist of five (5) Competency Dimensions and 23 Skills and Qualities (see Figure 1).

Fig. 1 Inner Development Goals (Source: IDG Team)



The IDGs are the product of the research and consultation done by the IDG Project, a non-profit organization based in Sweden, from 2019 to 2020 involving CEOs, scholars, consultants, researchers, academicians, and leaders from both the public and private sectors.

(Photo credits: ODPN)

How Might We accelerate the achievement of the 17 Sustainability Development Goals (SDGs)? The relevance of such question is amplified by the 2022 Sustainable Development Goals Report which shows slow progress in most and reversal in some of the Sustainability Development Goals. In the latest SDG Global Ranking by Cambridge University, Philippines has 9 out of 17 SDGs in red category (i.e. major challenges) and only one in green (SDG achieved) and has dropped from 85th to 103rd place below Myan Mar and Cambodia. Clearly, there is a need to accelerate the achievement of the Sustainability Development Goals.

They cover both inner and external dimensions starting from the core of our being, to how we interact with others, and up to the way we drive change.

Why IDGs?

Achieving the 17 SDGs require transformation within organizations, societies, and nations. However, transformation at those levels can be enabled by personal transformation, which is the focus of the IDGs. A Sustainability Competency framework helps in guiding the efforts of organizations towards capacity building. SDGs provide a clear framework on the abilities which are critical in empowering people to become sustainability champions and leaders. Through a holistic capacity building, those who are working in various sustainability programs can become more effective in driving sustainability in their respective spheres of influence. A sustainability competency framework can also enable the promotion of Sustainability Culture since culture building requires certain skills to be collectively practiced by people.

How Will Organizations Implement IDGs

Since the IDGs are considered open-source, organizations can fully adopt the framework to guide their curriculum development and training programs. As shown by Jun in the OD Lab, companies can also develop their own Sustainability Competency Framework using IDG as input in addition to other sustainability competency frameworks such as the EU's GreenComp and UK's Institute of Corporate Responsibility and Sustainability (ICRS) Competency Framework.

Towards the end of his talk, Jun Roy encouraged the participants to identify IDG skills which they want to learn more. *“OD professionals play a key role in helping organizations build strong sustainability culture and strengthen sustainability capability using the Inner Development Goals,”* he exhorted them. Lastly, Jun capped the session by sharing the title of the book written by Nobel Peace Prize laureate Karen O'Brien which eloquently captures what each of us can do in building a sustainable world, *You Matter More than You Think!*

References

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Capacity Building for SDGs by United Nations

<https://sustainabledevelopment.un.org/topics/capacity-building>

About the Contributor



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Jun Roy is the OD Consulting Head of Nomura Research Institute – Manila Branch. NRI is a leading global private think tank, systems integrator, and management consulting from Japan with branches in the world's major cities.

He is also Immediate Past President of the Philippine Society for Talent Development (PSTD) which is the premier organization of Talent Development and L&D professionals in the Philippines.

Jun's expertise is in HR and Talent Development, Agile Practices, Design Thinking, Quality Management and Corporate Performance Management.

Jun has extensive hands-on leadership experience in diverse disciplines which include HR, OD, Quality Management, Risk Management, Strategy, and Corporate Performance Management, which he gained from his 28+ years of working in various companies locally and abroad.



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