

Green HR Consulting

HR processes contribute to the development of a green organisational culture.

Green HR management covers aspects and practices of personnel management that support the goal of ecological sustainability¹. What does this mean in the context of your organisation? With our Green HR consulting, we help you to clarify this, put it in concrete terms and anchor it. In this way, structures and processes are created, which exactly match your requirements and provide optimal support for your target culture.

The goal:

To develop and anchor your position as a green company in your HR instruments and to take advantage of the initial momentum to coordinate and optimise processes.

Green HRM tip 1:

Scientific studies show: Green training, recruiting and performance management are especially helpful for the further development of your green corporate culture!²

The added value to you:

It certainly pays off: A recent study showed that green HR management has a direct influence on ecologically sustainable behaviour of employees and on the establishment of a productive green working atmosphere.²

Green HRM tip 2:

In some cases, innovation processes that are already on your agenda are the way to go and these can be implemented in accordance with the principles of green HRM (e.g.: digitalisation). You take advantage of the energy invested and, at the same time, you pave the way for the future.

Our support:

Together, we look at your HR processes and instruments in the context of your existing and targeted organisational culture with a focus on ecological sustainability. This way you can identify which measures are likely to have a strong impact on the de-

velopment of a green organisational culture and you can set priorities accordingly. In the next step, we work together to set out in detail how a transformation is to take place, which promotes green corporate culture and, at the same time, improves the process and the instrument.

Here are just two (of many possible) impulses for how green HRM can grow in your company:

You have a talent development program and you would like it to incorporate green HRM?

Together with you, we determine the higher-level objective, we advise you on the integration of green content in the program and also on how you can shape this content in such a way that your young employees can act as ambassadors for green culture and, at the same time, drive your green HRM.

You are extending your competence model in the context of preparing for the future? Excellent!

Take advantage of that to achieve a quick win and consider green competences. We advise you against the background of your organisational culture at the level of competence formulation and we support you with the implementation of this competence in the instruments that reference your competence model. Examples include:

- Selection procedure
- Training courses
- Performance appraisals

¹ Cf. Dron, Müller-Camen and Obereder (2018, p. 44) Green HRM. Personalmanagement: Internationale Perspektiven und Implikationen für die Praxis. Springer Verlag

² Cf. Dumont, Jenny; Shen, Jie and Deng Xin (2017) "Effects of green HRM practices on employee workplace green behavior: The role of psychological green climate and employee green values". Human Resource Management (56 (4), p. 613-627)

³ Cf. Muzammel Shah, (2019). Wiley Blackwell, Edition 28(5), p. 771-785.

