

LPPDE VIRTUAL SUMMIT

Sustainable Cultural Transformation Practices That You Can Act On Today

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Director Lean Product and Process Development

Who am I?



Billy Ingram

- CISR SOFAIR Expert and Mentor
 - AKA Socially Responsible Lean Six Sigma Master Black Belt
- 30 year Lean Six Sigma practitioner
- 25 year career at Interface
- Areas of research and practice:
 - Innovation, Social Responsibility, Sustainability, Cultural Transformation, Lean Six Sigma
- Want to learn more? Connect with me on LinkedIn
 - <https://www.linkedin.com/in/williamoingram/>

What is Interface?

- Sustainability leader and global flooring product manufacturer
- 1994 – Ray Anderson sets organizational sustainability expectations
- 1996 – Mission Zero created
- 2016 – CISR® pilot launched in Product Development
- 2018 – Product Development SR cultural transformation
- 2019 – Mission Zero complete, All products produced carbon neutral
- 2021 – First carbon negative products introduced
- 2023 – Celebrating 50 years as a global sustainability leader
- 2030 – Science-Based Targets reduce absolute emissions by 50%
- 2040 – Carbon negative enterprise

What we produce

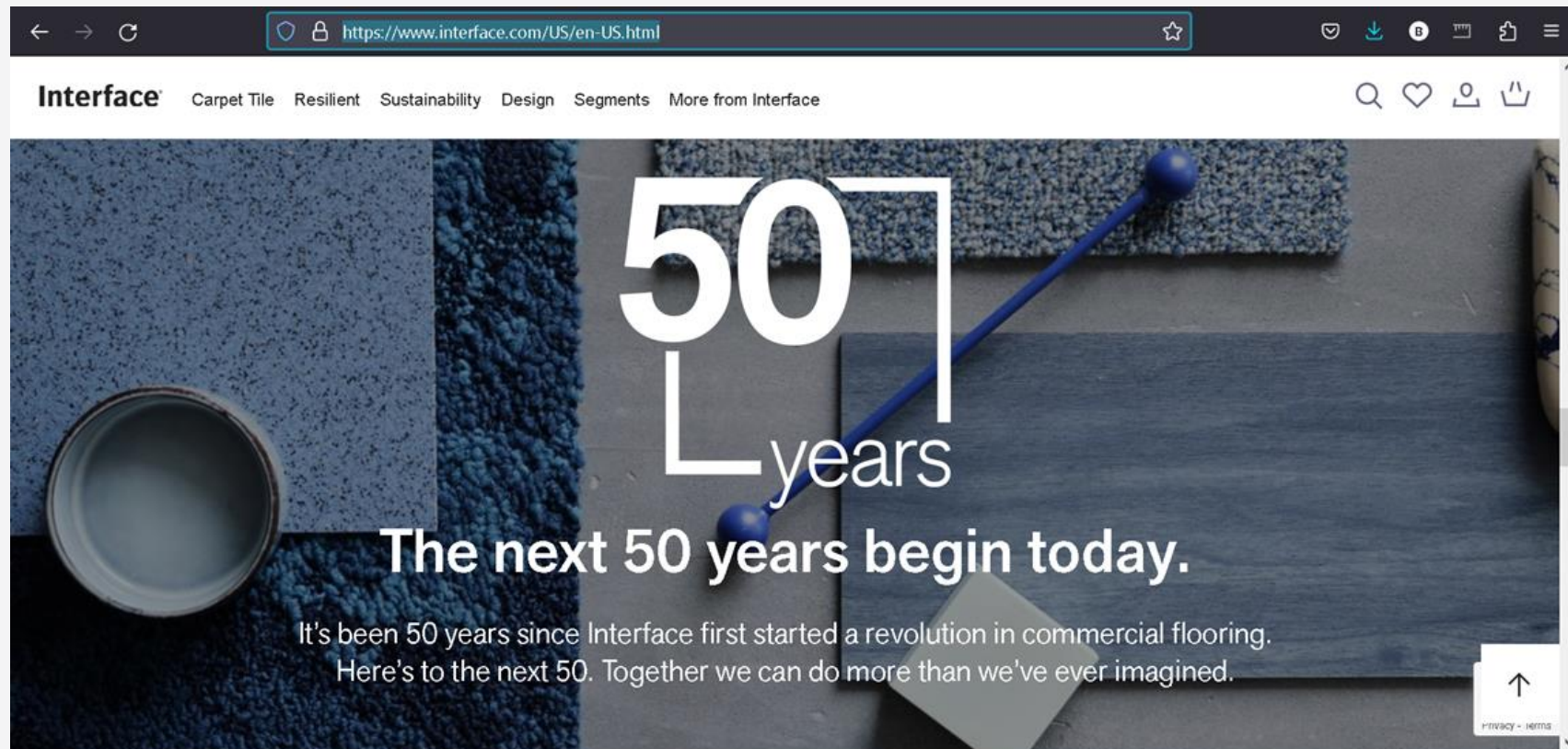


Why should you listen?

- We have the same problems and opportunities
- I practice what I preach
- I'm sharing what's worked for me, it could work for you
- Learn why social responsibility is crucial to cultural transformation
- Learn methods I use to create and maintain a great culture
- Learn methods I use to positively address organizational social issues
- Learn methods I use to encourage inclusion and unlock innovation
- Learn how socially responsible Lean Six Sigma enables ideas

What is sustainability?

- Meeting the needs of the present without compromising the ability of future generations to meet their own needs
- Socially, environmentally, and economically viable

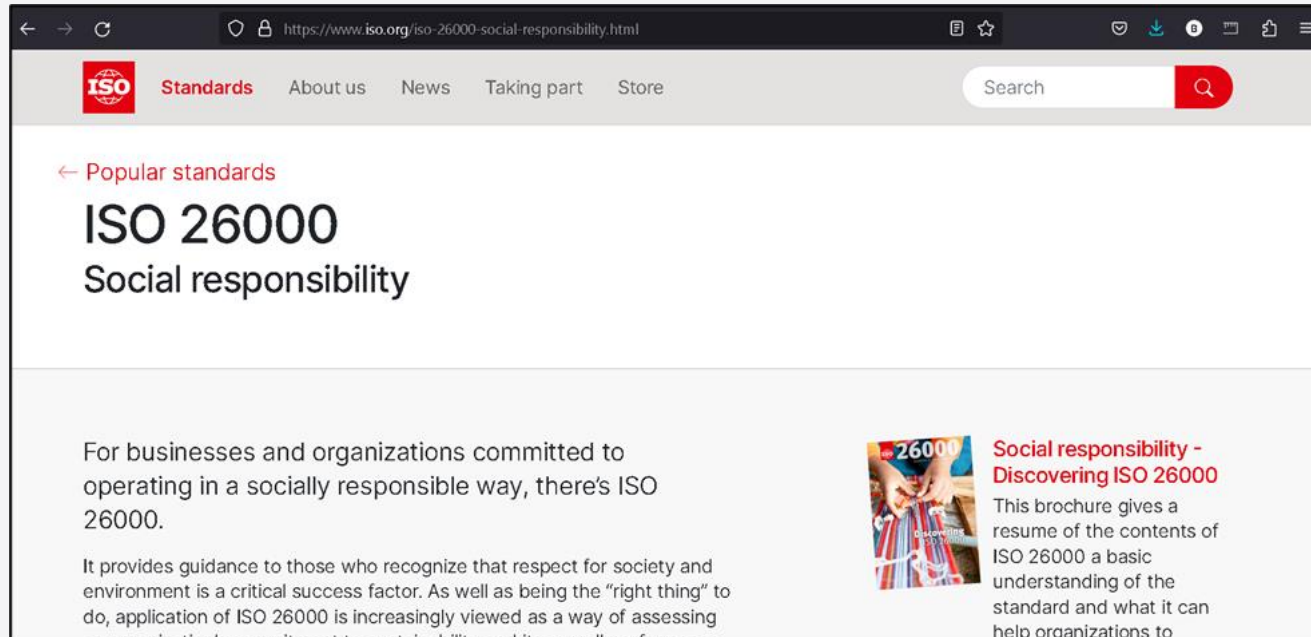


What is social responsibility?

- The most direct path to sustainability
- Defined by the ISO 26000 guidelines

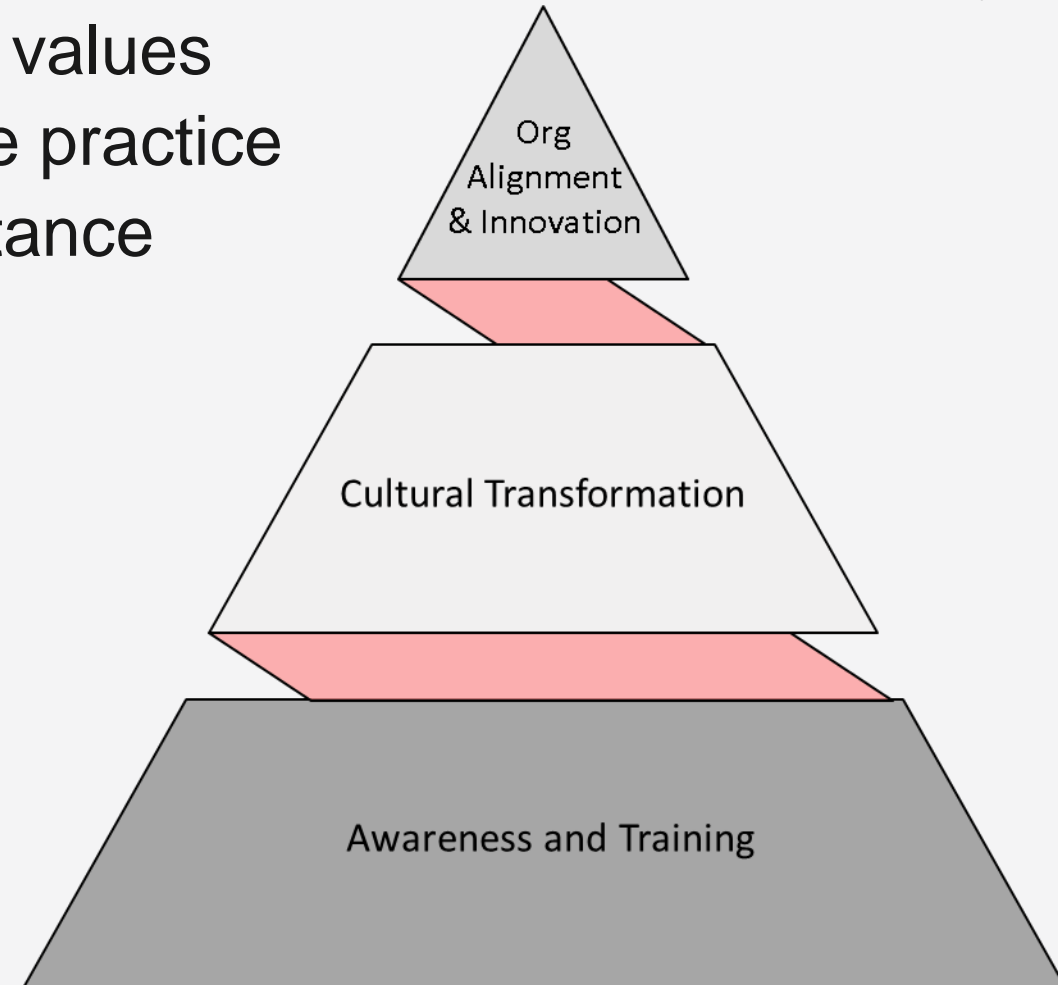
Comprised of seven principles

- Accountability
- Transparency
- Ethical behavior
- Respect for stakeholder interests
- Respect for the rule of law
- Respect for international norms of behavior
- Respect for human rights



Interface Product Development journey

- 2023 – Individuals act on org mission and values
- 2021 - Build confidence through deliberate practice
- 2020 - Reduce organizational social resistance
- 2019 - Social investment = Employee Retention/Attraction
- 2019 - Purposeful cultural transformation
- 2018 - Predictable project success
- 2017 - Increased levels of social dialog
- 2016 - Learn and validate CISR® SOFAIR
- 2016 - Identify solution, CISR® SOFAIR
- 2015 - Awareness of social skill set gap



Sustainable cultural transformation practices that you can act on today

- Social responsibility principles enable organizational missions and values and align with most personal belief systems
- Purposefully create positive influence
 - Allow for choice, demonstrate sacrifice, and create direct experiences
- Purposefully create opportunities for learning and growth
- Include everyone who wants to participate, but not spectators
- Understand stakeholder attitudes and social risks first
- End goal: Every individual doing their best work every day

Questions?

Thank you for your time and attention!

Want to continue the conversation?

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