



Use SCALA™ to integrate sustainability into your business to support and enhance ongoing and long-term success.



Recent research shows that sustainable companies – those with strong environmental, social and governance (ESG) policies and practices – perform better than others. No matter what the measure – financial, engagement, innovation – the sustainable companies outshine the others. SCALA will help reveal the real strengths and areas of concern within your organization. Armed with this validated information, you can develop and then execute your sustainability strategies.



### What is SCALA?

SCALA (Sustainable Culture And Leadership Assessment) is an assessment instrument that will highlight your organization's current capacity for executing sustainability strategies. SCALA has a proven track record of differentiating how the cultures of the leading companies in sustainability differ from their counterparts.

For more information, please contact Kathy Miller Perkins at [kathy@millerconsultants.com](mailto:kathy@millerconsultants.com) or +1 502 452 1751.



*The SCALA helped me point my client to what they needed to do to ensure that everyone was on board with their sustainability strategy.*



## How Will SCALA Benefit Your Organization?

### SCALA will:

- show how your culture stacks up with the best
- identify areas of particular strength that can be leveraged to meet sustainability goals
- detect areas of possible concern that should be addressed to support sustainability goals
- assess the understanding and capabilities of various parts of your company; e.g. urban vs. rural, facility location, functions, departments
- isolate where and how to improve your messaging
- assess levels of change readiness to support sustainability
- measure levels of agreement and variation in perceptions across stakeholder groups

### Your SCALA report will contain data in the following six categories:

1. **Organizational Leadership** Those who are in formal positions of authority from the executives through the management and supervisory ranks.
2. **Organizational Structure** How decisions are made and work flows throughout the enterprise.
3. **Organizational Climate** Internal environment as experienced by its members and described with sets of characteristics such as ability to collaborate, or levels of trust.
4. **Change Readiness** Organization's ability to implement and sustain change.
5. **Internal Stakeholders** Groups or individuals within the bounds of the organization who can affect or are affected by the achievement of the organization's objectives.
6. **External Stakeholders** Groups or individuals outside of the bounds of the organization who can affect or are affected by the achievement of the organization's objectives.

### SCALA: Licensing and Certifying Consultants

We offer a licensing and Webinar-based certification process that enables other sustainability consultants to administer SCALA to their clients. You provide your clients with the service and we administer the instrument online and provide you with the reports. You then use these reports to give your clients

valuable information about the readiness of their organization to support their sustainability strategies.

To learn more about how to become a licensed administrator of SCALA, contact Kathy Miller Perkins at [kathy@millerconsultants.com](mailto:kathy@millerconsultants.com) or +1 502 452 1751

