



Gx3

Green Innovation, Green Organisation, Green Skills

Progetto STAR 10 12 2013 Vega
Gbernardi



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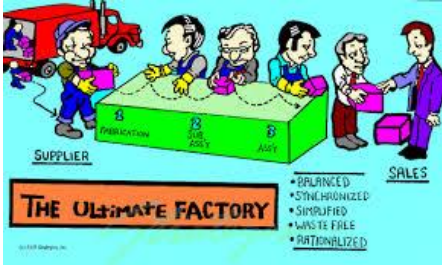
GREEN
INNO



GREEN
organization



GREEN SKILLS



Skills for green economy or for green jobs

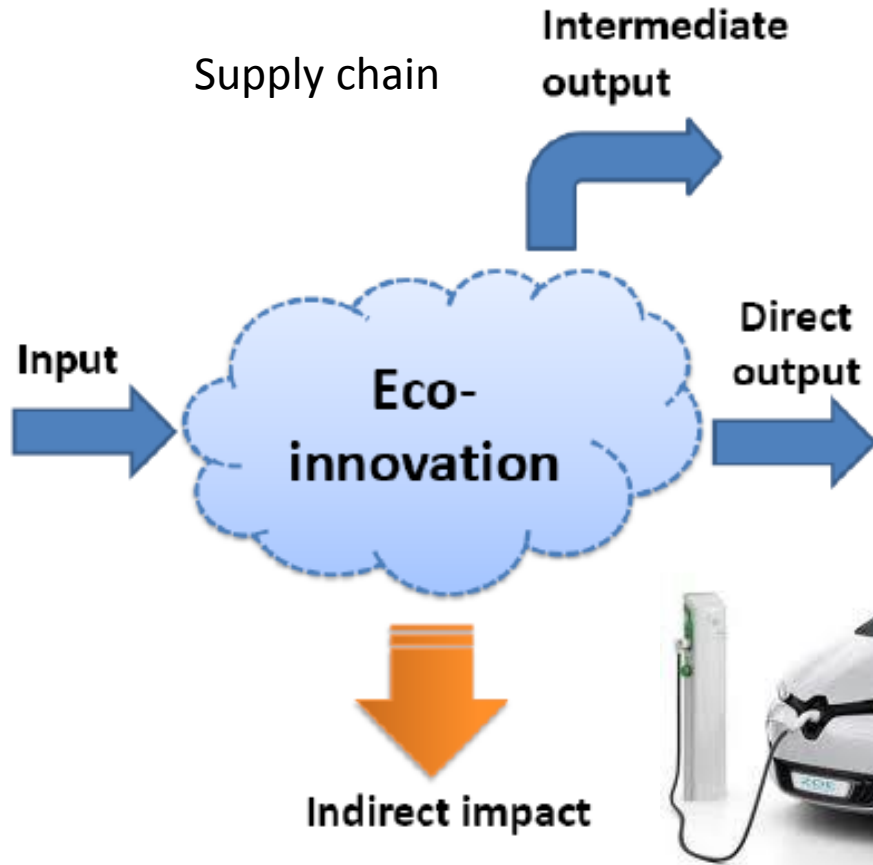


This project explores employment effects, skill requirements and policy implications of the transition towards a greener economy. The main aims are to investigate the expected impact of environmental and climate change policies on future skills demand within and across sectors, and to provide insights for effective training and education policies.

The impact on employment and skill demands of developing a sustainable, green economy is uneven over time, across countries, regions and types of worker and occupation. Consistent regulation, sustained government incentives and the mainstreaming of green economic development across employment and skills policies are important mechanisms to support a smooth transition. Improved provision of guidance on green jobs and forecasting of skill needs are needed to avert bottlenecks and facilitate VET responses.

Green innovation

inno for green green for inno



OEM Final Firm

Product/Consumers

The CONTXET

ECONOMY/FACTORY

GREEN

BROWN

GREEN

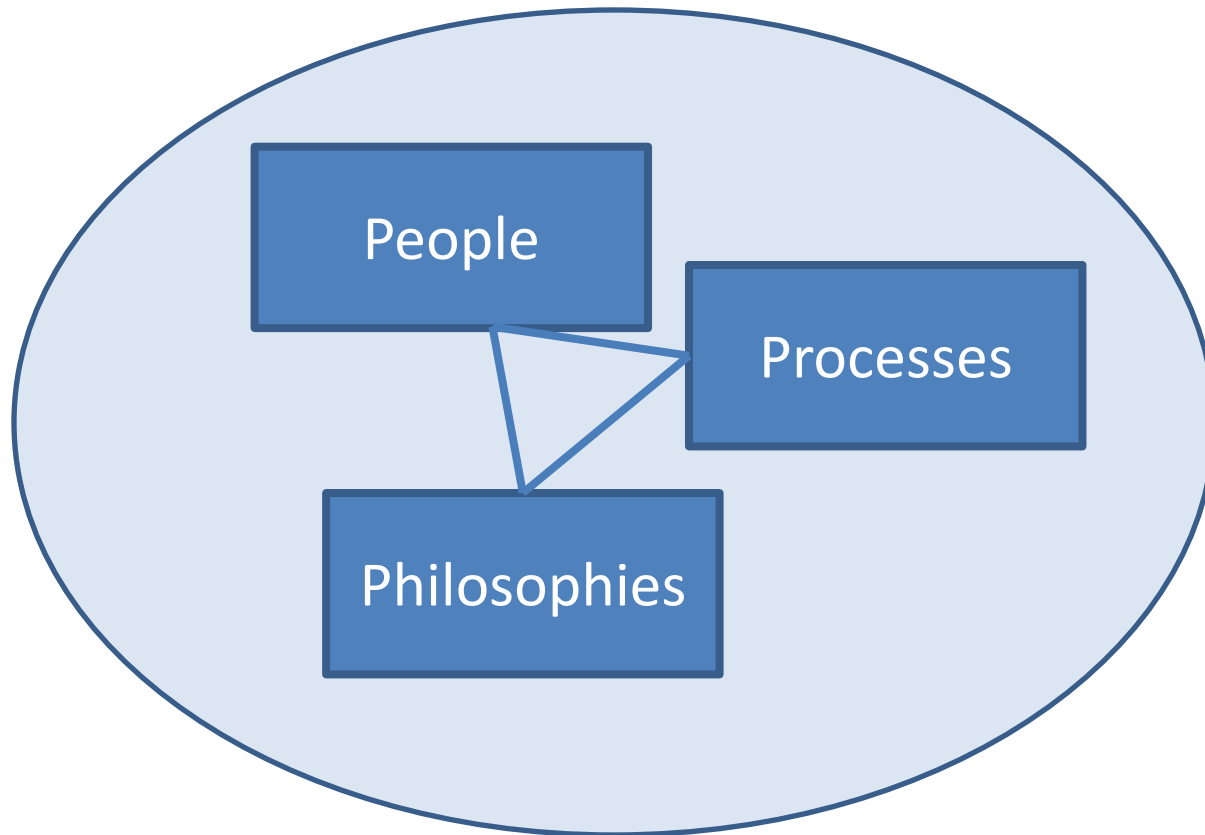


JOBS

BROWN



Dna of organizations/teams



Convergences or conflicts

	Entrepreneurs	
	People	
	Institution	
Green	Supply chain	
Inno	Social	People
Lean	X	Processes
	Skills	Culture
	Competences	
	Individual values orientation	

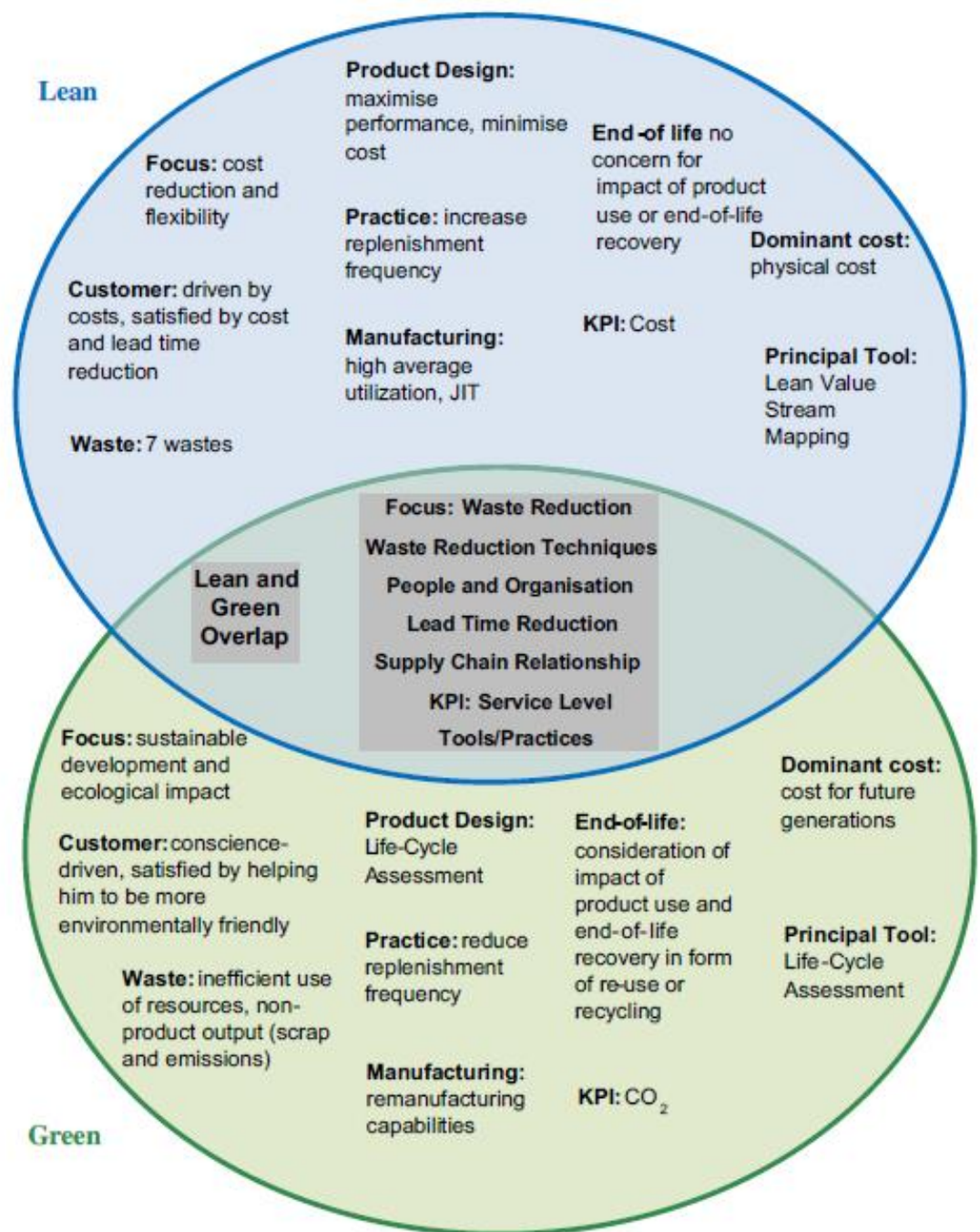
Intergrating 3X

Duse

Separate literature streams have arisen to address issues in green, lean, and global supply chain management, but research has largely neglected the intersection of these three strategies practiced by multinational organizations.

The current research synthesizes the literature addressing the intersections of green, lean, and global supply chain management, and suggests a research agenda to redress gaps in the literature.

LEAN & GREEN



Green factory vs green for customer in use

- - la leadership di Fiat, per il sesto anno consecutivo, tra i principali marchi europei per il più basso livello di emissioni di CO2 delle proprie autovetture (fonte: JATO Dynamics);
- - la riduzione cumulativa delle tonnellate di CO2 emesse dagli stabilimenti del Gruppo negli ultimi 2 anni, paria 600.000 tonnellate, equivalenti alle emissioni medie annuali di una città delle dimensioni di Firenze;
- - il coinvolgimento di più di 60 business partner nell'iniziativa CDP Supply Chain, aumentando la condivisione dei principi e delle best practice di sostenibilità lungo tutta la catena di fornitura.

Il Gruppo Fiat inoltre, dal 2012, è uno dei pochi costruttori di automobili a partecipare attivamente a tutte le iniziative promosse da CDP (CDP Climate Change, CDP Water, CDP Forest e CDP Supply Chain).

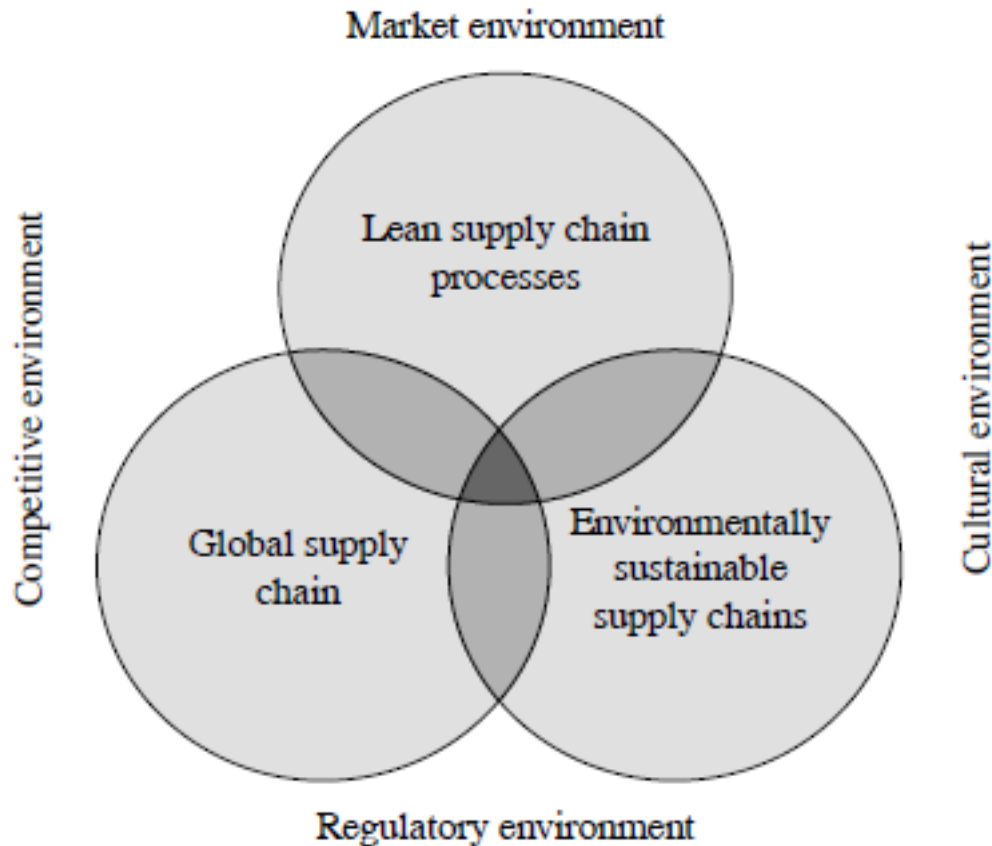
- *Ok but the electric car?*

The integration of lean supply chain processes and environmental practices is driven by both internal and external factors.

Internal pressures include cost reduction and profitability, commodity risk management, and the preservation of a corporate culture .

External drivers include governmental , customer and environmental pressures .

the emerging domain of green, lean, and global supply chain.



It's no more time to wait

Disruptive changes needs disruptive innovation

Disruptive innovation needs disruptive organization

Disruptive organization needs disruptive people

Disruptive people needs new skills!!

i.e. collaborative orientation, creativity at different levels and more (technical) knowledge

Thats means (Leitch report UC GOV😊)

- – Provide a strong science education in Schools
- – **Invest in research in exciting new technologies**
- – **Offer good reward packages**
- Give people chance to share in wealth creation-packages” that reward value creation.
- – **Invest in skills of workers**
- Superior skills are business advantage, an a global competitive necessity
- Political Commitment “Green New Deal” PM compared challenge to Space race as inspiration

- Impacts all companies
- – from brewing to automotive
- All areas of business
- All current skill sets
- And... Skill sets we do not yet identify

BECOME GREEN

- WITH TECHNOLOGY
- *And* CULTURALMIND/HABITS
- BIKE SHARING VS ELECTRICAL MINICAR



