



SUSTAINABLE INTERNAL ENGAGEMENT

**COMMERCIAL GROUP'S GREEN ANGELS
PROGRAMME**



A BUSINESS SERVICES PROVIDER THAT THINKS AND ACTS DIFFERENTLY

- Founded in 1991
- **UK's largest** independent Office Supplies company
- £40m turnover
- 25.62% Growth 2014
- Employing 200+ staff around the UK
- Recognised as a leading Environmental and Ethical Supplier in UK and Europe
- **96% customer** retention
- Just **3% staff turnover**





WHEN OBLIGATION
MEETS OPPORTUNITY



BEING AND REMAINING AUTHENTIC

Commercial's Green Angels Programme

- Formed in 2010 to promote positive change
- Teams of 6 to 8 people across departments
- Transform the business against their chosen commitment
- To date there have been 9 teams involving over 70 people
- The award winning programme has been recognised across the UK and Europe





GREEN ANGELS

seeks ideas and feedback
to unite the team and
maximise involvement

- makes it easy to make change
- provides, clarity, space & support
- makes it personal and fun
- Celebrate the legacy



BEING AND REMAINING **AUTHENTIC**

Green Angels – the benefits that surprised us !

- Breathes life and energy into our organisation
- Allows staff to change the shape of Commercial, leaving a lasting legacy
- Brings staff together and helps to recruit like-minded people
- Promotes an atmosphere where it's healthy to question
- Allows members to strengthen their leadership skillset
- Promotes investment and commitment at all levels





GREEN ANGELS

Past Commercial Green Angels Teams and their Projects





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- 1. 75% Reduction in carbon emissions in under four years
 - 2. First real time biodiesel blending system in Europe
 - 3. Launch & continuation of our award winning Green Angels Programme
 - 4. Zero Waste Achievement
 - 5. Construction of our living wall
 - 6. Hydrogen



EMOTIONAL CONNECTION DRIVES ACTION





BEING AND REMAINING **AUTHENTIC**

Green Angels for our customers

- Commercial are now mentoring customers through the launch of their own programmes
- They provide the following:
 - ✓ All branding free and products at cost
 - ✓ Our simple framework for you to follow throughout the project
 - ✓ Two mentors to guide your team through each process

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PROJECT PLAN

The Next Steps

Phase 1 2-3 Weeks / 3-4 Meetings	Phase 2 3-5 Weeks / 3-5 Meetings		Phase 3 3-5 Weeks / 3-5 Meetings		Phase 4	Phase 5 2 Weeks
Define the project	Plan the Project		Implement the plan		Complete Project	Evaluate Project
Choose your commitment	Start the project plan – brainstorm your ideas	Create your proposal	Assign tasks	Prepare launch	Mark the occasion	Assess what went well and what, if anything requires further explanation Conduct a hand-over
Define project objectives	Identify actions and areas to research	Confirm a launch date	Implement actions	Assign tasks and complete		
Assign project roles			Start the project plan – brainstorm your ideas			

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IF YOU WOULD LIKE TO ROLE OUT YOUR OWN PROGRAMME

We need you to...

- ✓ Select your commitments
- ✓ Select your team – We are happy to host the first meeting at Commercial
- ✓ Decide upon your chosen commitment
- ✓ Brainstorm ideas for your project
- ✓ Choose your roles
- ✓ Follow the project plan
- ✓ Deliver your transformation – and communicate through media





WHAT COULD YOU ACHIEVE?

Potential Projects

