



READING RESOURCES FOR THE IEMA FULL MEMBERSHIP GRADE 2023

FMAG FEBRUARY 2023

PURPOSE

The following resources are suggestions that members may wish to use to help prepare for the IEMA Full membership grade. The list is not intended to be seen as a prescribed reading list. **Part 1** contains predominantly IEMA-related resources, from the IEMA Reading Room. **Part 2** lists books that have been recommended by Full IEMA Members.

PART 1

Full Member Competencies	Reference
Application of Core Knowledge:	
1. Explain the implications of global trends for the environment, for society, for the economy and for organisations	<p>Megatrends https://www.iema.net/policy/environmental-management/environmental-megatrends-2017 2017 IEMA Reading Room “Future Megatrends: How to identify and Integrate These into Your Environmental Systems 2017” IEMA - Electrification to Net Zero: Global macro trends explored with a case study on British Columbia’s potential 2020 This webinar explored the global macro trends as they relate to climate change, sustainability and low carbon technology</p> <p>SDG’s https://sustainabledevelopment.un.org/sdgs UN Sustainable Development Goals Transform IEMA Series on SDGs https://transform.iema.net/article/global-purpose-part-1 Part I: A global purpose, part 1 https://transform.iema.net/article/global-purpose-part-2-people SDGs Part II: A global purpose: part 2 - people https://transform.iema.net/article/sdg-3-resources-and-consumption SDGs Part III: Resources and consumption https://transform.iema.net/article/sdgs-protecting-earths-life-support-systems SDGs Part IV: Protecting the earth’s life-support systems</p>

Sustainable Capitals

<https://www.forumforthefuture.org/project/five-capitals/overview>

The Five Capitals Forum for the Future

<https://www.iema.net/event-reports/2017/05/30/an-introduction-to-capitals-social-capital-and-social-value/>

An Introduction to 'Capitals': Social Capital and Social Value 9:50 mins – overview of capitals

<https://www.iema.net/event-reports/2017/11/09/an-introduction-to-capitals-relationship-capital/>

An Introduction to 'Capitals': Relationship Capital

Planetary Boundaries

<http://www.stockholmresilience.org/research/planetary-boundaries.html>

Planetary Boundaries

[IEMA - Yorkshire & Humberside: Threshold breach; an introduction to planetary boundaries](#)

2022 This event helped to explain the planetary boundaries framework and its usefulness by looking at examples of where humanity has breached these thresholds and consider possible solutions that can help rectify these breaches

Brundtland Report

[IEMA - IEMA Book Club – Our Common Future](#)

2020 Our Common Future' or The Brundtland Report is often referred to as a landmark publication for sustainability and this webinar provided insights into the origins of sustainability and how this report framed the sustainability debate for future decades

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2. Explain common sustainable business/governance models, their underlying principles, and their relationship with organisations, products and services

Doughnut Economics

https://www.oxfam.org/sites/www.oxfam.org/files/file_attachments/dp-a-safe-and-just-space-for-humanity-130212-en_5.pdf

A safe and just space for humanity: Can we live within the doughnut?

[IEMA - Yorkshire & Humberside: Embedding Doughnut Economics](#)

2022 Yorkshire & Humberside Embedding Doughnut Economics. Rewatch this webinar to hear how The Cornwall Council have implemented Doughnut Economics in their decision-making processes as a Local Authority, and how this is also being used for the local community

<https://www.kateraworth.com/doughnut/>

IEMA Book club "Doughnut Economics"

Corporate Sustainability ESG & Greenwashing

[IEMA - Corporate Sustainability – Deepening our understanding of organisations and purpose](#)

This webinar provided a deeper understanding of organisations and their context for transition. Many useful frameworks of sustainability/ corporate responsibility maturity exist that help us to think about impact. This session considered factors underlying those models that structure existing organisational decision-making

https://hbr.org/2017/10/the-6-ways-business-leaders-talk-about-sustainability?utm_campaign=hbr&utm_source=facebook&utm_medium=social

The 6 Ways Business Leaders Talk About Sustainability. John Elkington, Harvard Business Review, October 17, 2017

[IEMA - The associated risk to businesses from Greenwashing](#)

2022 This webinar discussed what Greenwashing is and the associated risks for businesses. The ESG team at law firm Weightmans reviewed several reported greenwashing cases.

[IEMA - Top ESG Data Challenges Keeping Sustainability Professionals up at Night](#)

2022 This webinar discusses the importance of ESG data, key challenges, best practices and how technology can help overcome key challenges.

[IEMA - A day in the Life of a full member working in Corporate Sustainability](#)

The webinar digitally shadowed two full members who work in Corporate Sustainability.

[IEMA - Corporate Sustainability: Making the choice for Ethical Resilience](#)

2020 IEMA webinar Corporate sustainability making the choice for ethical resilience

[How to: Understand the language of finance \(iema.net\)](#)

For those who have ever needed to present a business case but don't have a strong knowledge of accounting, featured Richard Carter, Lecturer in Accounting, Finance and Sustainability at West Suffolk College

Circular Economy

[IEMA - Circular Economy plan for major infrastructure projects](#)

2022 case studies for the application of circular economy approaches to the design and delivery of major infrastructure projects

[IEMA - Extended Resource Ownership \(ERO\) Model for the construction sector](#)

2022 The webinar strips back and simplifies circular economy approaches for the construction sector so that more and more people can understand and apply them in their business

[IEMA - Circular economy in practice: How to Integrate CE Principles into Highways Maintenance & road infrastructure projects](#)

2021 This webinar provided an insight into some of the treatment and recycling operations which have been implemented and trialled to produce usable materials and close the loop on highways waste

[IEMA - Circular Economy in Practice: IEMA Online Resource - Launch of the Extended Resource Ownership model](#)

2020 The webinar reviewed the new online tool: The Extended Resource Ownership (ERO) model, created by the IEMA Circular Economy Network steering group for circular economy practitioners to access a practical decision matrix to increase circularity of materials

Cradle to cradle

[The big mistake of environmentalists: Michael Braungart at TEDx Amazonia - Bing video](#)

Green Economy

[IEMA - IEMA and Deloitte: A blueprint for green workforce transformation](#)

2022 The webinar explored the blueprint report with a panel discussion on embedding green skills in the workforce

Application of Technical Knowledge:

3. Demonstrate understanding of environmental or socio-economic principles and their relationship with organisations, products and services

[IEMA - IEMA's Biodiversity and Natural Capital Buzzword Guide - December 2022](#)

A quick tool to help understand commonly used words and phrases

[IEMA - IEMA Climate Change Adaptation Practitioner Guidance](#)

IEMA guidance on adaptation written by Kit England and Ellie Murtagh

[IEMA - Yorkshire & Humberside: 2 Years On – Local Government and the Climate Emergency](#)

2021 we took a look at the challenges and the opportunities that have been encountered by public sector organisations in leading climate emergency response at local level

[IEMA - Carbon Offsetting - Net-Zero developments and the Oxford Principles](#)

2021, Carbon Offsetting net zero developments and the Oxford Principles

[IEMA - Diversity in Marine Development: Exploring the weird and the wonderful in UK Coastal Waters](#)

2021 Diversity in Marine Development exploring the weird and the wonderful in UK Coastal Waters

[IEMA - Impact of Social Value: British Standard 8950: Recommendations on how sustainability professionals can enhance social value](#)

2020 this webinar looked at an overview of the BS8950 Standard with key tools & assessment methods for social value & recommendations on the challenges

[IEMA - IEMA Book Club: Seeds of Science by Mark Lynas](#)

2021 the author approaches the topic of GMO from a unique perspective

[IEMA - The local socio-economic impacts of offshore wind farms](#)

2021 This webinar explored the local socio-economic impacts of offshore wind farms on local communities, and provided guidance to their better assessment and enhancement, drawing on OWF case studies from the UK North Sea coast

[IEMA - World Environment Day: The changing economy of trees](#)

2020 overview of the Woodland Carbon Code, Pat Snowdon Scottish Forestry

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4. Evaluate major policy and legislation in your field, describe their implications for organisations, products and services

Environment Act

[IEMA - Environment Act - Government Proposals for Setting Legally Binding Targets](#)

2022 This webinar outlined the Government's proposals for long-term legally-binding environmental targets for resource efficiency and waste, air quality, water and biodiversity

[IEMA - Yorkshire & Humberside The Environment Bill: A New Framework](#)

2021 Martin Baxter reviewed the key changes and implications of the Environment Bill for local authorities, consultants and professionals working in business and how this will impact local areas

[IEMA - Environment Bill Series: Office for Environmental Protection...a new 'green watchdog'](#)

2020 Our webinar heard from leading legal experts on the Environment Bill establishing the Office for Environmental Protection (OEP) as a new 'green watchdog'

Climate Act

[IEMA - The UK Climate Change Risk Assessment and Next Steps for Adaptation](#)

2022 This webinar outlined the key messages from the UK Climate Change Risk Assessment (CCRA3) and the Climate Change Committee's latest Progress Report

Extended Producer Responsibility

[IEMA - Yorkshire & Humberside: Extended Producer Responsibility - Living within Planetary Boundaries](#)

2022 This Webinar explored the concept of EPR, why it is being implemented in the UK and what its impacts will be on businesses and consumers

Biodiversity Net Gain

[IEMA - Biodiversity Net Gain: One year on and one year to go](#)

2022 This webinar aims to help stakeholders get up to speed with developments and practicalities of implementation

TNFD

[IEMA - TNFD Nature-Related Management and Disclosure Framework – an Introduction](#)

2022 This webinar spoke about the first version of TNFD’s nature-related disclosure Framework. Following this, businesses shared their impressions of the new Framework.

COP27

[IEMA - COP27 – Key outcomes and the impact on climate policy presented by Pledge to Net Zero](#)

Overview of the key decisions made at COP27 and the practical impact for business, organisations and Pledge To Net Zero members

EU Due Diligence Directive

[IEMA - EU Corporate Sustainability Due Diligence Directive](#)

2022 webinar outlined EU proposals for a Corporate Sustainability Due Diligence directive and considered the potential implications for businesses

EU Green Deal and sustainable finance disclosure regulations

[IEMA - Focus on Sustainable Finance: Demystifying the impact of the EU Green Deal and sustainable finance regulations \(Part 2\)](#)

2021 an overview of the impact of the Sustainable Finance Disclosure Regulation and the Taxonomy Regulations on corporate organisations.

[IEMA - SEEBEYOND](#)

2022 This webinar focused on the outputs of the project (standardised environmental metrics) the methodologies for creating them and how the potential

for the use of incentives within regulation, to improve performance beyond legislative compliance.

5. Identify major and relevant tools, techniques, systems and practices that drive development of sustainable products and services, and to create sustainable businesses

ISO Standards

[IEMA - IEMA Connect 2022: How can ISO management system standards help us reach sustainability goals?](#)

[IEMA - North West: Carbon Management and ISO50001](#)

Featured speakers discussed the topic of Carbon Management and ISO50001 and the work they are currently doing.

[IEMA - Impact of Social Value: British Standard 8950: Recommendations on how sustainability professionals can enhance social value](#)

2020 This webinar looked at an overview of the BS8950 Standard and key tools & assessment methods for social value

EIA

[IEMA - Interactions and Cumulative Effects in EIA](#)

The webinar explored the practice of assessing cumulative effects and interactions within EIA.

[IEMA - EIA Back to Basics](#)

2022 The webinar focused on avoiding common pitfalls and tips on what to do and what not to do.

[IEMA - Screening and Scoping in EIA](#)

2022 This Webinar introduced the basics of Screening and Scoping for EIA, along with practical tips on pitfalls to avoid and good practice

[IEMA - Digital Environmental Impact Assessment \(EIA\): Benefits, Opportunities and Challenges for Nigeria](#)

2022 The webinar highlighted the potential benefits, opportunities and challenges for digital EIA in Nigeria

[IEMA - EIA as a Design Tool: Creating Better Alternatives](#)

2022 Looked at the different stages that EIA can influence the design, providing tips and advice

[IEMA - Stakeholder Engagement and Public Participation in EIA](#)

2022 The session presented different aspects of public participation and explored common pitfalls in stakeholder engagement for impact assessment, and also criticised many practices including the NTS

[IEMA - Scotland's EIA Conference 2021 Session 3: Digital Transformation & EIA](#)

As part of a webinar series 10/11/12/13 May 2021 Scotland's EIA Conference

Auditing

[The Value of Environmental Auditing Launch 2021 \(iema.net\)](#)

2021 an introduction to the benefits from effective audit programmes and the importance of both internal and external auditing

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6. Understand the role of innovation in creating sustainable solutions and developing sustainable products and services

[IEMA - NatureTech: how new technologies can support the transition to Nature Positive](#)

2022 This webinar showcased a range of different biodiversity-related innovations that can benefit UK businesses, ranging from game-changing on-site monitoring tools to innovative nature-positive carbon offsetting solutions

<http://www.yesyoucaninnovate.com>

<http://www.6-i-innovation.com/about-the-6-is/>

Disruptive technologies

[IEMA - IEMA Publication Launch: Fellows Thought Piece on Disruptive Technologies & Sustainability](#)

IEMA Fellows working group “Thought piece on Disruptive Technologies”

Application of Skills for Sustainable Leadership:

7. Synthesising information and using data to support the strategic decision-making process

[IEMA - SEEBEYOND](#)

This webinar focused on the outputs of the project (standardised environmental metrics) the methodologies for creating them and how the potential for the use of incentives within regulation, to improve performance beyond legislative compliance.

[IEMA - IEMA Guide: Assessing Greenhouse Gas Emissions and Evaluating their Significance](#)

IEMA Guide to help assess GHG emissions in Impact Assessments

[IEMA - Carbon Offsetting - Net-Zero developments and the Oxford Principles](#)

Carbon Offsetting – net zero developments and the Oxford Principles

[IEMA - Race to Zero – Lessons learned and best practice from Pledge to Net Zero participants](#)

2021 Presentations from WSP, IEMA and a selection of leading scheme participants, sharing their most impactful actions to cut carbon which can be applied across all sectors

[IEMA - Calculating homeworking emissions](#)

2021 EcoAct explained the fundamentals of the methodology of calculating homeworking emissions

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8. Develop and deliver innovative and sustainable products and services

[IEMA - Reducing emissions and air quality impacts in construction](#)

2021 The session detailed key innovations across the HS2 programme, highlighting how these innovations are reducing carbon emissions and localised air quality impacts, leaving a legacy for future construction

[IEMA - The Role of Smart Living in Decarbonisation and Sustainability –Advance findings & case study insights](#)

2020 previewed the thought piece on smart living which considers energy, smart agriculture, sustainable transport and infrastructure from the IEMA Fellows Network

[IEMA - #BuildBackBetter - The Role of Blockchain in supporting business resilience and the transformation to sustainability](#)

2020 Case study examples of using this technology to improve resilience and sustainable best practice

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9. Engage stakeholders to adopt improved sustainable practice and performance

[IEMA - Climate Change Series: Communicating Climate Change](#)

2020 A panel of three expert practitioners who use a range of tactics to get the message across

[IEMA - How To: Promote positive change - optimising culture and diversity](#)

2021 In this 'How to' session Lou Chiu, culture and relationships coach discussed the principles of allyship, what to do in different scenarios, and how to have difficult conversations

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10. Build collaborative networks and relationships to advance sustainability

[IEMA - IEMA Futures - How to Connect](#)

Two speakers shared their insights, hints and tips on networking and how to build and nurture connections

[IEMA - How To: Create a Green Champions Network](#)

This session provided an insight from an IEMA member into establishing a 'green champions' network

11. Improve resilience through continual improvement, by managing risks, and by maximising opportunities

[IEMA - Practical carbon saving ideas from Pledge To Net Zero members](#)

2022 The webinar discussed practical actions which have been taken , with case studies of practical action

[IEMA - A day in the Life of a Full member working on Environmental Impact Assessment](#)

2021 The session looked at skills and competencies you will need to do this type of job, the challenges you may face at a full level

[IEMA - Environmental Auditing: the core competencies of planning, scoping and resourcing](#)

2021 The webinar panel provided an overview of their experiences whilst planning audits, the pitfalls, successes and titbits that will help you to develop and improve your own planning skills for successful audits

[IEMA - A day in the Life of a Full member working in Environmental Auditing](#)

2022 The session looked at what is like to work in Environmental Auditing and what roles this career can lead into

12. Manage and deliver a suite of programmes and projects that achieve performance improvement

[IEMA - How to: Project Management](#)

2021 The session explored the key elements from delegating, setting deliverables and milestones, budgeting, managing expectations and liaising with your project team in a digital vs face-to-face situation

[IEMA - How To: Be an effective mentor](#)

2021 In this session, we explored mentoring as one of the many tools to support professional and personal development

13. Lead a process of change and transformation

[IEMA - How to: Tell stories that stir hearts, move minds and make a lasting impact](#)

2021 This session was designed to equip sustainability professionals with the skills and confidence needed to make a powerful case for sustainability beyond data alone.

[IEMA - How To: Write a Marketing Plan](#)

2021 The session gave an insight into how marketing can work. And the role marketing has in the world of sustainability and the environment, with a focus on the use of environmental claims

[IEMA - How To: Create a Green Champions Network](#)

2021 This session provided an insight from one of our IEMA members into establishing a 'green champions' network in your organisation

[IEMA - Guide 2 - Sustainability: Engaging with Drivers for Change](#)

Written by IEMA Fellow CEnv Paul Reeve, the IEMA guides outlines core concepts and issues that will help you to get to grips with managing sustainability and CSR.

[IEMA - How to: Host a good meeting \(virtually\)](#)

2021 The session explored what it takes to prepare meetings effectively, deliver efficiently and follow-up with purpose

[IEMA - How to: Presentation Skills](#)

2021 The session looked at upskilling in the area of giving effective presentations

[How to: Understand the language of finance \(iema.net\)](#)

2021 The session covered accounting basics: accountancy vs cash; investment vs expenses; financial statements, the business case, the project benefits in economic terms

[IEMA - How To: Emotional Fitness: How to stop anxiety in its tracks and access your peak performance](#)

2021 The session looked at practical ways to deliver when under pressure and strategies for long term wellbeing

[IEMA - A day in the Life of a full member working in Corporate Sustainability](#)

2021 the webinar digitally shadowed two full members who work in Corporate Sustainability

Commitment to CPD

[IEMA - IEMA Connect 2022: IEMA CPD Process](#)

2022 The session covered the purpose of CPD and CPD requirements of our membership levels

[IEMA - Scotland West: Career Development and Continual Professional Development \(CPD\)](#)

2021 In this session, we looked at helpful tips and guidance on career development, with a focus on the importance of CPD

PART 2

The following books are recommendations from IEMA Full Members.

Title	Author
Affluenza: How Overconsumption is Killing Us and How to Fight Back	De Graaf, Wann and Naylor
Around the World in 80 Trees	Jonathan Drori
Beyond Growth: The Economics of Sustainable Development	Herman E Daly
Biomimicry: Innovation Inspired by Nature	Janine M Benyus
Change by Design	Tim Brown
Collapse: How Societies Choose to Fail or Survive	Jared Diamond
Cradle to Cradle: Remaking the Way We Make Things	Michael Braungart
Deep Adaptation: Navigating the Realities of Climate Chaos	Jem Bendell, Rupert Read
Doughnut Economics: Seven ways to think like a 21st Century Economist	Kate Raworth
Eco-Economy Building an Economy for the Earth	Lester R. Brown
Feral: Rewilding the Land, Sea and Human Life	George Monbiot
Happy City	Charles Montgomery
How Change Happens	Duncan Green
Nudge: Improving Decisions about Health, Wealth and Happiness	Richard H. Thaler
Prosperity Without Growth	Tim Jackson
Requiem for a Species	Clive Hamilton
Sharing Nature's Interest: Ecological Footprints as an Indicator of Sustainability	Nicky Chambers
Silent Spring	Rachel Carson
Small is Beautiful: A Study of Economics as if People Mattered	E. F. Schumacher
Soil Soul Society A New Trinity for Our Time	Satish Kumar
Sustainable Energy- Without the Hot Air Volume 2	David J C MacKay
Tackling Wicked Problems : Through the transdisciplinary imagination	John Harris, Valerie A Brown
The Blue Economy: 10 Years 100 Innovations 100 Million Jobs	Gunter Pauli
The Circular Economy: A Users Guide	Walter R Stahel
The Climate Book	Greta Thunberg
The Hidden Life of Trees	Peter Wohlleben
The Long Emergency: Surviving the End of Oil, Climate Change and Other Converging Catastrophes of the Twenty-First Century	James Howard Kunstler
The Lost Rainforests of Britain	Guy Shrubsole

The Ministry for the Future	Kim Stanley Robinson
The Re-Use Atlas: A Designer's Guide Towards the Circular Economy	Duncan Baker-Brown
The Skeptical Environmentalist: Measuring the Real State of the World	Njorn Lomborg
The Third Chimpanzee: On the Evolution and Future of the Human Animal	Jared Diamond
The World We Made	Jonathon Porritt
The World Without Us	Alan Weisman
This Changes Everything: Capitalism v The Climate	Naomi Klein
Transformative Innovation: A guide to practice and policy for a system transition	Graham Leicester and Jennifer Williams
What has Nature Ever Done for Us?	Tony Jupiter
Wilding	Isabella Tree
Yellow Dirt	Judy Pastemak
Yes You Can Innovate	Natalie Turner