# **Embedding Energy Management skills survey**

## Skills matrix and ongoing development plan for the xxxx Site Leadership Team (SLT)

The purpose of this plan to expose the current status of the leadership team’s development in “embedding energy management skills” so that they can continue their own up-skilling to support the roll out of their sustainability plans.

**Importance of this skill being applied at our site:** High Medium Low

**Skills rating for the Site Leadership Team (SLT):** (Low) 1 2 3 4 5 (High)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| SLT training participant | Module | Skill sets | Comment | Development activities & evidence of skills |
|  |  | **Rating before** | **Rating after** |  |  |
| * General Manager operations
* Production Manager
 | **M1 Energy and business planning** |
| Inform business and management planning of the business drivers for better energy management  | **Eg Medium** | **Eg 4** | **Eg High** | **Eg 5** |   | * Research, deliver global trends presentation to SLT identify impacts (presentation & run sheet)
* Facilitate impacts into bus plans and review goals (run sheet, minutes)
* .Resource use goals in business plans
* Resource use goals management plan/action plans
* SLT meeting minutes addressing these agenda items
 |
| Communicate business drivers and engage site operations and management to progress high level energy plans |   |  |  |  |   |
| Understanding energy use so that business goals can be established / refined  |  |  |  |  |   |
| Recognize high level opportunities and risks to be integrated into plans (that require further investigation)  |  |  |  |  |   |
| Facilitate implementation of changes to business plans |  |  |  |  |   |
| Monitor and investigate performance against plans and communicate outcomes  |  |  |  |  |   |
| * General Manager
* Production Manager
* Engineering
* QA Manager
 |  **M2 Carbon inventory and supply chain impacts**  |
| Inform business planning using detailed carbon inventories and reports  |  |  |  |  |  | * Facilitate impacts into bus plans and review goals (run sheet, minutes)
* GIMs completed reported to SLT
* GIMs completed.opps reported to REO team
* Carbon management plan
* Supply chain management system improvement plan endorsed by SLT
* SLT & REO team minutes
 |
| Communicate and investigate with engaged stakeholders to develop carbon inventories and reports  |  |  |  |  |  |
| Use carbon inventories and report to better understand resource and energy use |  |  |  |  |  |
| Identify opportunities and risks within the supply chain  |  |  |  |  |  |
| Facilitate implementation of carbon planning outcomes  |  |  |  |  |   |
| Monitor and investigate progress of plans |  |  |  |  |  |
| * Engineering
* Finance
* Accounting
 |  **M3 Energy procurement** |
| Use energy market and price trends to Inform business planning   |  |  |  |  |   | * Research, deliver energy market trends presentation to SLT identify impacts (presentation & run sheet)
* Facilitate impacts into budgets (run sheet, minutes)
* Facilitate impacts into budgets
* Adjustments to peak load and contracts & management plans
* Resource use goals management plan/action plans
* SLT meeting minutes
 |
| Communicate and investigate contracts and market intelligence with engaged stakeholders |  |  |  |  |  |
| Understand energy use and price impacts  |  |  |  |  |   |
| Identify opportunities to reduce costs  |  |  |  |  |   |
| Facilitate implementation of cost reduction opportunities  |  |  |  |  |   |
|  |   |  |  |  |   |
| Monitor and investigate implementation of energy procurement practices and changes in the market |  |  |  |  |   |
| * Engineering
* Production Manager
 |  **M4 Energy Efficiency Opportunities** |
| Inform business planning of energy efficiency opportunities  |  |  |  |  |  | * High level baseline presentation with links to business goals
* Facilitated session to identify opportunities run sheet & minutes
* Detailed baseline with EMB graphs
* Resource Efficiency opportunity Xcel workbook completed.
* business case for one strategic opportunity (steam peeler) submitted to SLT for endorsement
* adjustments to budgets and or verified savings in reports
 |
| Communicate and investigate energy efficiency opportunities with engaged stakeholders  |  |  |  |  |  |
|  Understand energy use  |  |  |  |  |  |
| Identify energy efficiency opportunities  |  |  |  |  |   |
| Facilitate implementation of energy efficiency opportunities  |  |  |  |  |  |
| Measurement and verification of energy efficiency opportunities |  |  |  |  |  |
| * General Manager site operations
* Production Manager
* QA Manager
* HR Manager
 | **M5 Energy management systems** |
| Inform business planning of a systems approach to energy efficiency  |  |  |  |  |  | * Presentation of systems response to resource efficiency inc Benchmarking report
* Management systems diagnostic and report gaps to SLT
* System improvement plan endorsed by SLT eg QA, Energy KPI, Training
* Follow up diagnostic and benchmarking - improvement plans (briefs) for other management systems eg QA Energy KPI’s Training project plans, Accountabilities - see appendices
 |
| Communicate and investigate enhancements to energy related management systems with engaged stakeholders |  |  |  |  |  |
| Improve management systems to better understand and progress efficiency opportunities |  |  |  |  |  |
| Facilitate implementation of improvements to management and energy use monitoring systems   |  |  |  |  |  |
| Monitor and benchmark performance of energy management systems and promote ongoing improvements |  |  |  |  |  |