



Breaking the Busy Cycle: Reclaiming Time for Impactful Work

Inspired by the insights from *The No Club: Putting a Stop to Women's Dead-End Work*, this workshop addresses the pervasive issue of "non-promotable tasks" (NPTs) that disproportionately affect certain groups in the workplace. These tasks, while necessary, often hinder career progression and perpetuate workplace inequities.

Aligned with Environmental, Social, and Governance (ESG) principles, the workshop emphasizes the **social** pillar by promoting equity and inclusion in task distribution. Participants will:

1. **Identify and analyze** non-promotable tasks that create hidden barriers to professional growth.
2. **Develop strategies** to advocate for fair task allocation, fostering an inclusive and balanced work environment.
3. **Explore how equity-driven practices** strengthen organizational sustainability and align with ESG commitments.

By empowering individuals to prioritize impactful work and advocating for systemic fairness, this workshop supports organizations in creating equitable and sustainable workplaces that drive both individual and collective success.

This workshop supports ESG goals by:

1. **Advancing Equity and Inclusion (Social Pillar):**
Promotes fair task distribution and challenges systemic biases, fostering a more inclusive workplace where all individuals have equal opportunities for advancement.
2. **Enhancing Employee Well-Being and Productivity (Social Pillar):**
Equips participants with strategies to reduce burnout from unbalanced workloads, contributing to a healthier, more engaged workforce.
3. **Driving Organizational Sustainability (Governance Pillar):**
Encourages leaders to adopt equitable practices and transparent policies, aligning task allocation with principles of fairness and efficiency, which strengthens organizational governance.

4. **Attracting and Retaining Talent (Social and Governance Pillars):**

Builds a culture that values diversity and respect, making organizations more attractive to socially conscious employees and leaders.

By addressing the hidden inequities in workplace dynamics, this workshop helps organizations align their internal practices with broader ESG commitments, ensuring long-term social and operational sustainability.