

# SUPPORTING MATERIAL FOR THE TEACHING FORMAT "ENGAGING FOR SUSTAINABILITY"

Silke Bustamante, Hochschule für Wirtschaft und Recht Berlin, 2022



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### Module Description

Study Program Business Administration – Service Management (Bachelor of Arts)

#### Engaging for Sustainability

Туре	Frequency	Semester
Mandatory	Every year	3
Length	Examination Format(s)	Group Size
12 weeks	30 % Reflection tasks	30
	70 % Project documentation	
ECTS-Credits	Hours per week	Workload (presence hours and self-study
		hours)
6	6	presence: 66
(2 combined modules with 5 and		self-study: 144
1 ECTS respectively)		total: 210
Language	Responsible of Module	Lecturer(s)
German/ English	Prof. Dr. Silke Bustamante	Prof. Dr. Silke Bustamante/ Prof. Dr. Thomas Afflerbach

Requirements	
Learning Objectives	<b>Cognitive</b> ( <i>"comprises knowledge and thinking skills"*; problem and solution based knowledge</i> )
<ul> <li>Cognitive*</li> <li>Socio-emotional (including social skills as</li> </ul>	Students increase their awareness for sustainability challenges and understand the role of individual, NGO and corporate engagement.
<ul> <li>well as self-reflection</li> <li>skills, values, attitudes &amp;</li> <li>motivation)*</li> <li>Behavioral (action</li> </ul>	Students know about creativity and innovation methods, and are familiar with the methodology and procedure of service design / design thinking.
competencies)*	<b>Socio-emotional</b> ( <i>"includes social skills that enable learners to collaborate, negotiate and communicate as well as self-reflection skills, values, attitudes and motivations that enable learners to develop themselves</i> "*)
	Students learn to critically assess the role of different actors (companies, politics, the third sector, and individual citizens) for sustainable development (> critical thinking / complex systems).
	They develop their competency to understand viewpoints and needs of others.
	Students critically reflect their responsibility for the achievement of sustainability goals set in the Agenda 2030 as individual person and as employee of a company.
	They define and reassess their attitudes, beliefs and individual core values and question and change the ways they see and think about the world.
	They develop communication, presentation and teambuilding skills.





	Behavioral ("describes action competencies"*)
	Students apply their knowledge of sustainability and the service design method to solve a specific sustainability challenge.
	They are able to take decisions in a participatory and collaborative way.
	Students are activated to contribute to achieving the sustainability goals set in the Agenda 2030.
<b>Content</b> (Which are the main topics covered in the course?)	<ul> <li>Overview over sustainability challenges and Sustainable Development Goals (SDGs)</li> <li>Individual and corporate responsibility</li> <li>Creativity and innovation methods, service design methodology</li> <li>Project work on specific sustainability challenge</li> </ul>
Which SDGs does the course	All goals in short, in particular
address?	Goal 12: Responsible consumption and production
	Goal 17: Partnerships for the goals
	Further Goals depending on the challenges brought in by external partners (non-profit organisations and companies)
Brief Course Structure/Outline	The course is a combination between a key competency class (responsibility, ethics and sustainability) and a class on service design. Within the key competency class students learn, discuss and reflect about sustainability and their role in enabling sustainable development. In the service design part students learn about the service design methodology and are guided through project work targeted at contributing to society from a methodological viewpoint. Reflection tasks of the first part also deal with the contribution of their project work to sustainability.
<ul> <li>Pedagogical approaches ("guiding principles of designing learning processes"*) e.g.:</li> <li>Lecture-based learning</li> <li>Experiential learning (experience via projects, internships, community work, field trips)</li> <li>Collaborative learning</li> <li>Active learning (passive role of teacher)</li> <li>Self-directed learning</li> <li>Inter-/transdisciplinary learning</li> <li>Creative learning</li> <li>Other</li> </ul>	<ol> <li>Lecture-based learning: Short inputs to provide knowledge about sustainability, ethical conceptions, parties involved, service design methodology</li> <li>Experiential learning: Students are involved in a project (brought in by an NGO or company), reflect on the process and outcome and try to drive general concepts from this experience, which they are able to apply in other situations.</li> <li>Collaborative learning: Students work in teams, supported by project partners</li> <li>Active learning: Teacher as facilitator within the service design as well as the self-reflection process</li> </ol>
<ul> <li>Teaching methods ("specific methods in line with" teaching approaches*), e.g.:</li> <li>Lecture</li> <li>Group discussion</li> <li>Debate</li> <li>In-class role play</li> </ul>	<ul> <li>Lecture (see "pedagogical approaches")</li> <li>Group discussion: Discussions are motivated throughout the class and a means to identify user-centered solutions for the service design project</li> <li>Role-Play: Use of role play in order to empathize with persona in service design project</li> </ul>





<ul> <li>Virtual reality simulation</li> <li>Case study</li> <li>Service-learning project (for community)</li> <li>Sustainability-related consulting project (e.g. for NGOs)</li> <li>Sustainability-related research project</li> <li>Self-reflection task/exercise</li> <li>Interdisciplinary team teaching</li> <li>Vision-building exercise (e.g. future workshop, scenario analysis, forecasting and backcasting)</li> <li>Field trip</li> <li>Outdoor, nature-related experience</li> <li>Gamification (e.g. LEGO game)</li> <li>Arts-based teaching and learning method (e.g. theatre, drawing exercise, music-based exercise)</li> <li>Peer-teaching (e.g. student- led lecture)</li> <li>Flipped classroom</li> <li>Other</li> </ul>	<ul> <li>Service design project integrating the following teaching methods:         <ul> <li>Service learning project: the project solves a community need; students observe and interact with stakeholders and users</li> <li>Sustainability-related consulting: the solution should help the NGO/company to improve its service/products and/or processes</li> <li>Field trip: students are asked to work in the field to better understand the problem and stakeholder needs</li> </ul> </li> <li>Interdisciplinary team teaching: Involvement of a teacher for sustainability and ethics as well as a teacher for service design</li> <li>Gamification: an SDG game is used to get an awareness for the sustainability challenges</li> </ul>
Teaching Characteristics (none, low, medium, high)	
Degree of student     participation / activeness	High
Degree of student     collaboration / group work	High
Degree of student     emotional involvement	Medium
Degree of inter-/ transdisciplinarity	Medium
Degree of student (self-)     reflection	Medium to high
Degree of experience of real-life situations	Medium to high
Degree of nature-related     experiences	Low
Degree of stakeholder     integration	Medium
Degree of integration     between theory and practice	High





How does the course foster the fol	lowing (if applicable for each, otherwise put n/a):	
Systems Thinking Competency**	Students understand the role of different actors for sustainability challenges.	
Anticipatory Competency**	Students are able to assess the consequences of their actions on selected SDGs.	
Normative Competency**	Students understand and reflect on normative principles that ask for engagement for social and environmental issues.	
Strategic Competency**	Students are able to apply innovation methods and to sketch a path from problem definition to the implementation of potential solutions that contribute to sustainable development.	
Collaboration Competency**	Students are able to collaborate in a team setting, listening to others and being sensitive for the needs of third parties.	
Critical Thinking Competency**	Students learn to critically assess corporate CSR measures as well as the outcomes of their own work.	
Self-Awareness Competency**	Students are reflecting their role in the local community and (global) society, and reflecting about their engagement and the feelings they have related to it.	
Integrated Problem Solving Competency**	Student know how to apply user-centered design techniques to contribute to the solution of sustainability related challenges.	
Literature & Resources (selection)	<ul> <li>Literature</li> <li>Calabrese, A., Costa, R., Levialdi Ghiron, N., &amp; Menichini, T. (2019). Materiality analysis in sustainability reporting: a tool for directing corporate sustainability towards emerging economic, environmental and social opportunities. Technological and Economic Development of Economy, 25(5), 1016-1038. https://doi.org/10.3846/tede.2019.10550</li> <li>Crane &amp; Matten, D. (2019). Business ethics: Managing corporate citizenship and sustainability in the age of globalization. Oxford University Press, New York.</li> <li>Ferragina, E. (2012). Social Capital in Europe. Edward Elgar, Cheltenham/ Northhampton.</li> <li>International Council For Science. (2017). A guide to SDG interactions: from science to implementation. https://doi.org/10.24948/2017.01</li> <li>Leal Filho, W., Tripathi, S. K., Andrade Guerra, J. B. S. O. D., Giné-Garriga, R., Orlovic Lovren, V., &amp; Willats, J. (2019). Using the sustainable development goals towards a better understanding of sustainability challenges. International Journal of Sustainable Development &amp; World Ecology, 26(2), 179–190. https://doi.org/10.1080/13504509.2018.150 5674</li> <li>Mulgan G., Tucker S., Rushanara A., &amp; Sanders B. (2007). Social innovation. What it is, why it matters and how it can be accelerated. The Young Foundation, London.</li> <li>Kibert, C. J., Thiele, L., Peterson, A., &amp; Monroe, M. (2012). The ethics of sustainability. Retrieved on September, 26, 2017.</li> <li>Rasche, A., Morsing, M., &amp; Moon, J. (2017). Corporate social responsibility: Strategy, communication, governance. Oxford University Press, New York.</li> <li>United Nations (2021). The 17 goals. https://sdgs.un.org/goals/, accessed 17.03.2021.</li> </ul>	





	<ul> <li>https://www.youtube.com/watch?v=NkAv9L1_r1M&amp;t=190s</li> <li>Have we really lost our minds: https://better-future.com/</li> </ul>		
	Other		
	UN Global Compact Dilemma Game		
*UNESCO (2017). Education for Sustainable Development Goals. Learning Objectives.			
https://www.unesco.de/sites/default/files/2018-08/unesco_education_for_sustainable_development_goals.pdf			
** Rieckmann, M. (2018). Learning to transform the world: Key competencies in Education for Sustainable Development. Issues and Trends in Education for Sustainable Development, 39, 39–59.			

### Course Outline

## (combination of core competency and service design class)

Semester Outline		<b>Session Focus</b> (Specific exercises of the sessions can be found below)	Homework to next Session
Week 1	Session 1 (2 h)	Sustainability challenges and SDGs, Reflection 1 (personal situation related to sustainability issue)	Get acquainted with one of the SDGs (Description and indicators Germany) Reflection 1: Own experience with sustainability issue
	Session 2 (5 h)	Intro User-Centered Innovation Management, Project Kick-Off, Teaming	Get acquainted with the project challenge
	Session 3 (2 h)	SDG Game / Discussion about SDGs	
Week 2	Session 4 (5 h)	1st phase Service Design: "Discover" - Understand, Preparation Observe	Plan observation phase
Week 3	Session 5 (2 h)	Responsible parties for sustainable development, idea of responsibility	Reflection 2: Own responsibility and motivations for contributing to sustainability issue described in first session; Individual sustainability challenge
	Session 6 (5 h)	1. Phase Service Design: "Discover": Observe	Plan observation phase
Week 4	Session 7 (2 h)	Ethical theories - overview	Individual sustainability challenge
WEEK 4	Session 8 (5 h)	2nd phase Service Design: "Define"	





Week 5	Session 9 (2 h)	Responsibility as individual (e.g. consumer) - CO2 challenge	Individual sustainability challenge
Week 5	Session 10 (5 h)	3rd phase Service Design: "Develop"	
	Session 11 (2 h)	The role of NGOs for sustainable development	
Week 6	Session 12 (5 h)	4th phase of Service Design: "Deliver" ; Interim Presentations	Reflection 3: How could Service Design solution contribute to SDGs; Impact of solution on other stakeholders
Week 7	Session 13 (2 h)	Sustainable innovation/social business	
	Session 14 (5 h)	4th phase of Service Design: Iteration based upon testing	Preparation of final presentation
Week 8	Session 15 (2 h)	Corporate Social Responsibility: Issue analysis and implementation	Reflection 4: Corporate responsibility for sustainability issue described in first session
	Session 16 (2h)	Corporate Social Responsibility (II): Greenwashing vs. CSR	Individual sustainability challenge
	Session 17 (5 h)	Pitching of project results	
Week 9	Session 18 (2 h)	Discussion: Sustainability impact, trade-offs, risks of solution	



Core competency course

Service Design Course





### Description of Underlying Approaches, Methods and Applied <u>Exercises<sup>1</sup></u>

Underlying Teaching Approaches

#### **Experiential learning**

The dominant teaching approach of the module is experiential learning. Students work on a project brought in by an external partner, connect project work with theoretical contents and reflect on the process and the impact of project work on stakeholders, sustainability issues and SDGs.

Collaborative learning

Students work in teams on the project and supported by lecturers and project partners.

#### Active learning

Throughout the project work and the self-reflection process, teacher act as facilitators and motivate students to organize their work by themselves, hence making them co-responsible for learning outcomes.

#### Lecture-based learning

Short inputs to provide knowledge about sustainability, responsibility, ethical conceptions, parties involved, social entrepreneurship and service design methodology.

#### **Applied Teaching Methods**

Project work with elements of sustainability-related consulting and service learning

Project task about a sustainability related challenge faced by an NGO / a company, which is designed to contribute to community. The task is thematically linked to the curriculum; reflection tasks emphasize those links.

Service design method

Double-diamond process followed in order to find a solution for the challenge brought in by the external partner.

#### Group discussion

Discussions are motivated throughout the class and a means to identify user-centered solutions for the service design project.

#### **Role-Play**

Use of role play within the project work (service design process) in order to empathize with persona in service design project.

#### Field trip

Students are asked to work in the field to better understand the problem and stakeholder needs.

<sup>&</sup>lt;sup>1</sup> Definitions for teaching approaches and methods can be found here: Bustamante, S., Martinovic, M. & Shaman, K. (2022). Fundamental Insights about Teaching Formats in the Area of Sustainability and Responsibility. In S. Bustamante, E. Saltevo, M. Schmitz, & M. Martinovic, Shaping a Sustainable Future. Innovative Teaching Practices for Educating Responsible Leader (pp. 31-49). Nomos.





#### Interdisciplinary team-teaching

Involvement of a teacher for sustainability and ethics and a teacher for service design. Gamification

Use of an SDG game to get an awareness for the sustainability challenges.

#### Exercises used in the Course

Exercise:	Reflections about a sustainability-related experience		
Used in which	First and other sessions		
part/ session of			
the course:			
Main goal of the	Get emotionally involved, activate values and norms and motivate to		
exercise:	engage personally		
Best used with:	For all class sizes; in groups of 2-3		
A series of reflection	s based on a sustainability-related experience, which personally		
	reflection will be the basis for other reflections later in the course, e.g. dually contribute to sustainability issues touched by the experience		
(see below).	dually contribute to sustainability issues touched by the experience		
Reflection 1: Studen	its are asked to reflect about a sustainability-related experience, which		
personally touched t	hem and identify the sustainability issues / SDGs that are involved.		
The results should b	e written down, recorded in a video/ podcast or documented in a		
picture (first session	).		
Reflection 2: Student	ts are asked to reflect about own responsibility and motivations for		
contributing to susta	ainability issues related to experience described in first session. They		
should document th	eir ideas and present them to a peer/peers. (session 5 about concept		
of responsibility/eth	ical grounding)		
Reflection 4: Student	ts are asked to reflect in groups how companies can contribute to		
-	related to experience described in first session. They should		
document their idea	s and comment on ideas of one other group. (session 9 - CSR)		
Exercise:	Reflections about project challenges		
Used in which	In parallel to development of solution for the project challenge		
part/ session of			
the course:			
Main goal of the	Understand relevance of the project challenges, reflect stakeholder		
exercise:	expectations, potential trade-offs and sustainability-related impact		
	of own solution		
Best used with:	In groups of 4-6		
	ts should reflect about the impact of their idea on sustainability and		
different SDGs (whic	h SDGs are touched, how?) as well as about the impact of solution on		
the user <u>and</u> other stakeholders (parallel to "develop" or "deliver" phase of service design			
process)			





Exercise:	SDG card play	
Used in which	First or second session	
part/ session of		
the course:		
Main goal of the	Create awareness for sustainability issues, viewpoints, SDGs	
exercise:	create awareness for sustainability issues, viewpoints, 5Dds	
Best used with:	5-50 participants; in groups of 5-10	
	its related about SDGs are taken, players can either agree or reject the	
	Id discuss about their viewpoints.	
Exercise:	Individual sustainability challenges	
Used in which	Throughout the class	
part/ session of		
the course:		
Main goal of the	Engage students to actively contribute to sustainability related issues	
exercise:		
Best used with:	Works for all group sizes	
Different sustainabil	ity challenges could be given to students (depending on the topic of	
the session) to work	on for the next week, e.g. replace at least 50 % of motorized transport	
by biking / walking, e	eat 1 week vegan, find an NGO they would like to work with etc.	
Students should be a	asked about their experiences in the next session.	
Exercise:	Semantic Analysis	
Used in which	1st Phase of Service Design: Discover	
part/ session of		
the course:		
Main goal of the	Familiarize with the Design Challenge as a team	
exercise:		
Best used with:	In groups of 4-6	
Helps to download a	Il the associations, ideas, thoughts, experiences etc. regarding the	
different (semantic)	elements of the Service Design challenge by capturing them for each	
of the elements.		





Exercise:	Interviews with (potential) users		
Used in which	1st Phase of Service Design: Discover		
part/ session of			
the course:			
Main goal of the	Gain empathy for the users		
exercise:			
Best used with:	In groups of 2-3		
Do field research to	gain a better understanding for (potential) users and explore their		
respective problems	and needs related to the design challenge. Methods: interviews,		
observation and imr	mersion.		
Eversion	Define Doint of View		
Exercise:	Define Point of View		
Used in which	2nd Phase of Service Design: Define		
part/ session of			
the course:			
Main goal of the	Synthesizing the findings from user research		
exercise:			
Best used with:	In groups of 4-6		
0	understanding within the team about the most inspiring insight from		
user research.			
	Statement: We met We were inspired We would like to help		
This is an actionable	e statement as a springboard from the problem into the solution space.		
Exercise:	Persona		
Used in which	2nd Phase of Service Design: Define		
part/ session of			
the course:			
Main goal of the	expanding empathy for the users which a solution is designed for		
exercise:			
Best used with:	In groups of 4-6		
A persona is a tool f	or representing, summarizing, and communicating about a (potential)		
user that has been r	esearched. By distilling the knowledge about a specific user, one can		
create a model for t	he person to design a solution for. By creating and using personas to		
represent selected u	users, one can gain a richer understanding of the audience. Clearly		
defining personas g	ives the team the fuller understanding of the potential users that then		
helps to make bette	r product / service and marketing decisions.		





Exercise:	Brainstorming	
Used in which part/	Drainscorring	
session of the	3rd Phase of Service Design: Develop	
course:	Sid i hase of service besign. Develop	
Main goal of the		
exercise:	unleash creative ideas	
Best used with:	In groups of 4-6	
Populate the solution space with numerous ideas on how to solve the specific problem identified in the POV-Statement.		
Round 1: Silent Brainstorming - Classic.		
Round 2: Silent Brainstorming - Change of Perspectives.		
	ng - Build on the ideas of others.	
Exercise:	Idea Napkin	
Used in which part/		
session of the	3rd Phase of Service Design: Develop	
course:		
Main goal of the		
exercise:	idea selection + specification	
Best used with:	In groups of 4-6	
idea?	tion of the napkin, e.g. when and how does idea work? For whom is the	
Exercise:	Prototyping	
Used in which part/ session of the course:	4th Phase of Service Design: Deliver	
Main goal of the exercise:	Make the idea "tangible" and "experiencable" for subsequent testing	
Best used with:	In groups of 4-6	
Creating a prototype as a team is "ideating with your hands", fosters a common understanding within the team what the key features of the selected idea are. Examples for (digital) prototypes: video, storyboards, paper or digital wireframing.		
Exercise:	Testing	
Used in which part/ session of the course:	4th Phase of Service Design: Deliver	
Main goal of the exercise:	Collecting feedback from users to verify/falsify assumptions.	
Best used with:	In groups of 2-3	
	prototype with (potential) users helps collecting insights about "what at could be improved", "open questions" and "new ideas".	





### Resource Overview

Literature		
Sustain- ability challenge s and SDGs	<ul> <li>Barbier, E. B., &amp; Burgess, J. C. (2017). The Sustainable Development Goals and the systems approach to sustainability. Economics: The Open-Access, Open-Assessment E-Journal. Advance online publication. https://doi.org/10.5018/economics-ejournal.ja.2017-28</li> <li>Hickel, J. (2020). The world's Sustainable Development Goals aren't sustainable. Foreign Policy, September 30<sup>th</sup>. https://foreignpolicy.com/2020/09/30/the-worlds-sustainable- development-goals-arent-sustainable/</li> <li>International Council For Science. (2017). A guide to SDG interactions: from science to implementation. https://doi.org/10.24948/2017.01</li> <li>Leal Filho, W., Tripathi, S. K., Andrade Guerra, J. B. S. O. D., Giné- Garriga, R., Orlovic Lovren, V., &amp; Willats, J. (2019). Using the sustainable development goals towards a better understanding of sustainability challenges. International Journal of Sustainable Development &amp; World Ecology, 26(2), 179–190. https://doi.org/10.1080/13504509.2018.1505674</li> <li>Naidoo, R., &amp; Fisher, B. (2020). Reset Sustainable Development Goals for a pandemic world. Nature Publishing Group. https://www.nature.com/articles/d41586-020-01999-x</li> <li>van Tulder, R. (2018). Business &amp; the Sustainable Development Goals: A framework for effective corporate involvement. Rotterdam School of Management, Erasmus University.</li> </ul>	
Respon- sibility and ethics	<ul> <li>Becker, C. (2011). Sustainability ethics and sustainability research. Springer Science &amp; Business Media.</li> <li>Crane &amp; Matten, D. (2019). Business ethics: Managing corporate citizenship and sustainability in the age of globalization. Oxford University Press, New York.</li> <li>Kibert, C. J., Thiele, L., Peterson, A., &amp; Monroe, M. (2012). The ethics of sustainability. https://www.cce.ufl.edu/wp- content/uploads/2012/08/Ethics%20of%20Sustainability%20Textbook. pdf. Retrieved on May 5th, 2021.</li> <li>Schwartz, M. S. (2017). Business ethics: An ethical decision-making approach. Wiley-Blackwell.</li> </ul>	
Role of NGOs	<ul> <li>Chen, S., Zhang, Q., &amp; Zhou, Y. P. (2019). Impact of supply chain transparency on sustainability under NGO scrutiny. Production and Operations Management, 28(12), 3002-3022</li> <li>Ferragina, E. (2012). Social Capital in Europe. Edward Elgar, Cheltenham/ Northhampton</li> <li>Linton, A. (2005). Partnering for sustainability: business–NGO alliances in the coffee industry. Development in Practice, 15(3-4), 600-614.</li> </ul>	





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vation	The Young Foundation, London.
and social	• Bruder, I. (2020). A social mission is not enough: Reflecting the
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	Business Ethics, 1–19. https://doi.org/10.1007/s10551-020-04602-5
Corpo-	• Auld, G., Bernstein, S., & Cashore, B. (2008). The new Corporate Social
rate	Responsibility. Annual Review of Environment and Resources, 33(1),
Social	413–435. https://doi.org/10.1146
Respon-	• Calabrese, A., Costa, R., Levialdi Ghiron, N., & Menichini, T. (2019).
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-	corporate sustainability towards emerging economic, environmental
	and social opportunities. Technological and Economic Development
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	business strategy: A tension management perspective. Journal of
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Sustain- ability challenge s and SDGs	<ul> <li>https://www.un.org/sustainabledevelopment/sustainable- development-goals/</li> </ul>	
(Online) Tools / Videos used		
SDGs	<ul> <li>https://www.youtube.com/watch?v=HW76iOQ7qVQ</li> <li>SDG card play/ UN Global Compact Dilemma Game/ other SDG Game</li> </ul>	
Respon- sibility and ethics	<ul> <li>Follow the frog: https://www.youtube.com/watch?v=3ilkOi3srLo</li> <li>Have we really lost our minds: https://better-future.com/</li> </ul>	
Service Design	<ul> <li>Miro.com (an online collaborative whiteboard platform that enables distributed teams to work effectively together)</li> </ul>	



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