

„EMAS in administration, but how?“ – Recognizing and using employee motivation as an element of sustainability

1. Which tools and/or methods can be used to record, initiate and prepare the implementation of sustainable actions according to the idea management principle?
2. How could we design an environmental booth at our ministry's Family Day?



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Ministerium für Landwirtschaft,
Umwelt und Klimaschutz



How did the student group approach the process of finding solutions?

The process involved brainstorming sessions, qualitative analysis of documents and survey results, evaluation of various tools, as well as meetings and interviews with ministry employees. These approaches provided the group with a comprehensive understanding of the topic.



What did the initial situation look like?

The Ministry of Agriculture, Environment, and Climate in Brandenburg is planning to implement EMAS within its administrative processes. As part of developing an internal strategy, the Ministry is seeking innovative ways to integrate these processes with employee engagement initiatives. To promote awareness and create a welcoming atmosphere, the Ministry already organizes staff events such as a Family Day. Building on this, the group explored methods and tools to further increase awareness and strengthen team cohesion among employees.



What are the proposed solutions?

The group's solutions were practical and easy to implement without requiring a budget.

To encourage employee participation in the EMAS process, the following ideas were presented:

- Communication tools such as a suggestion box, newsletters, or events
- Digital tools for improved teamwork, including Miro, Kanban, or Trello

For the Family Day, the group suggested activities to promote sustainability knowledge, such as word puzzles and games.