

Module 1: Welcome to the course

To access the links, you will need to log in or create a Coursera account and enroll into the course.

Key learning objectives

- Know and understand how societal challenges affect businesses and the need for change.
- Be inspired by how business can be part of the solution by making informed, relevant, and impactful decisions.
- Recognize how the capitals approach can be used as a framework to embed the value of people and society in business
- Have a foundational understanding of the language used within the capitals approach, the content, and the practicalities of the course.

Lesson	Type	Name	Key resources
Course Inspiration	Video	Welcome by Mark Gough – CEO of Capitals Coalition	
	Reading	Learning objectives of the overall course	
	Business video	Inspirational video: Natura CFO Silvia Vilas	
	Business video	Inspirational video: Kering	
	Discussion prompt	What inspires you to begin this journey?	
Welcome to Module 1	Instructor video	Welcome to the course	ACT-D - High business level action on nature
	Animation	The capitals approach	
	Discussion prompt	Where are you on your journey?	
Introduction to business and human rights thinking	Expert video	Companies' responsibility to respect human rights and sustainability due diligence	
	Animation	The UN Guiding Principles (UNGP) on Business and Human Rights	
Course Practicalities	Reading	Course acknowledgements	

	Reading	Assignment, grading and technicalities	
	Reading	Stay in touch!	

Module 2: Why business cares about inequality: the key concepts of human rights and social and human capital

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Key learning objectives

- Know business' responsibility to respect human rights and comply with sustainability due diligence.
- Discover the entry points to social and human capital, know the conceptual models and know how to prioritize impacts and dependencies through stakeholder engagement.
- Know how to define an objective for a capitals assessment, and understand how to decide on the appropriate scope.

Lesson	Type	Name	Key resources
Starting points and benefits of assessment	Instructor video	Starting points and benefits of a social and human capital assessment	
Entry points and benefits of assessment	Instructor video	Entry points to social and human capital	Doughnut Economics SDG wedding cake
	Reading	Entry points to Social and Human capital	
	Reading	Linking Social and Human capital to Human Rights: Shift The Social and Human Capital Protocol	
A social and human capital assessment	Reading	The process of a capitals assessment	Social & Human Capital Protocol – Primer for Business
	Reading	Step 1: Getting started - social and human capital stocks, flows, and values	
Stage 1: Frame	Instructor video	Impacts & dependencies resulting in business risks and opportunities	
	Quiz	Social and human capital impacts and dependencies in practice	

Stage 2: Scope	Reading	Stakeholder perspectives and target audience	
	Reading	Step 2: Defining your objective	
	Quiz	Defining a target audience and objective	
	Discussion Prompt	Talk to your colleagues!	
	Reading	Step 3: Determining the appropriate scope	
	Reading	Step 4: Introducing impact drivers and dependencies	
	Instructor video	Prioritizing impacts & dependencies	
	Exercise	Prioritization exercise	
	Quiz	Scoping an assessment in practice	
Wrapping up Module 2	Quiz	Final assessment module 2	
	Video	Key take-aways module 2	
	Discussion Prompt	Personal reflection	
	Reading	Bibliography & further reading	

Module 3: How to get started with measuring and valuing impacts and dependencies on social and human capital

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Key learning objectives

- Understand the different ways businesses can impact and depend on people and society and understand the basic steps in an impact and dependency pathway.
- Know how businesses can preserve, create or erode value for different groups.
- Gain inspiration from real-life business stories on their transformation journey.
- Have a basic knowledge of the different ways to measure and value social & human capital and be familiar with useful tools and resources to do so.

Lesson	Type	Name	Key resources
Welcome to module 3	Expert video	Social Value International (SVI) Principles	
Impact & dependency pathway and stakeholder perspectives	Reading	Stakeholder engagement and quality of relationships	Assessing the Quality of Relationships - Shift
	Discussion prompt	Impact & dependency pathways	
	Exercise	Impact and dependency pathway exercise	



Measuring and valuing social and human Capital	Instructor video	Identifying good indicators for measuring social & human capital	
	Instructor video	Valuing social & human capital	
	Reading	Business stories on measurement & valuation processes	
	Reading	Valuation techniques	
	Reading	Tony's Chocolonely: Measuring, valuing, and disclosing in the cocoa sector	
	Quiz	Measuring & valuing	
Detailed pathways for social and human capital	Reading	Introducing pathways for social & human capital	
	Reading	Dependency pathway: Occupational safety & health	
	Business video	Occupational safety and health: Jacobs Engineering Group	
	Quiz	Occupational safety and health	
	Reading	Impact pathway: Equitable workplace	
	Quiz	Equitable workplace	
	Reading	Impact pathway: Living wage	
	Business video	Living wage: Tony's Living Wage	
	Quiz	Living wage	
	Reading	Dependency pathway: Bridging capital	
	Business video	Bridging capital: Natura	
	Quiz	Bridging capital	
	Reading	Impact pathway: Taxes	
	Quiz	Taxes	
	Tools and resources	Reading	Useful tools and resources
Discussion Prompt		Useful tools and resources	
Wrapping up module 3	Quiz	Final assessment module 3	
	Instructor video	Key take-aways module 3	
	Discussion Prompt	Personal reflection	
	Reading	Bibliography & further reading	

Module 4: How to integrate social and human capital into business: commitments and transformation

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Key learning objectives

- Know the ways in which businesses can apply the results of their social and human capital assessment to drive transformative and impactful decisions.
- Types of commitments your company could make to address inequality, human rights and well-being.
- Understand how to communicate your results and commitments effectively with your stakeholders and target audience.

Lesson	Type	Name	Key resources
Welcome to module 4	Reading	Apply and the ACT-D Framework	
	Reading	Interpreting and testing the results	
	Reading	Key standards and guidance for decision-making	SVI Standard and Guidance for Principle 8 Be Responsive SDG Impact Standards
Stage 4: Apply	Instructor video	Apply: Using results in decision-making processes	
	Business video	Novartis: Sonja Haut on Social Risks Along Global Supply Chains	
	Expert video	World Business Commission to Tackle Inequality: Taking action	
Commit	Instructor video	Commit: How companies are setting targets to change	
	Discussion Prompt	What kind of commitments will you make?	
Transform	Reading	Transform: Time for action	
	Business video	Olam Food Ingredient (ofi): Action and Transformation	
	Reading	10 actions for change	
Disclose	Reading	Communicating findings and visualizing data	GRI basic requirements UNGP CSRD



	Reading	Real-world examples of businesses communicating results	
	Business video	Tony's Choclonely: Influencing the supply chain	
	Quiz	Who will you communicate with?	
Wrapping up Module 4	Quiz	Final assessment module 4	
	Instructor video	Key take-aways module 4	
Reflecting on the overall course	Reading	Reflecting on overarching learning goals for the course	
	Discussion Prompt	Challenge yourself!	
	Video	Mark Gough: A call to action	
	Reading	Next steps	
	Reading	Bibliography & further reading	