



**DYNAMIA**

The image features a complex geometric diagram on the left side, composed of several thin grey lines and five small grey squares. The lines intersect to form various shapes, including triangles and quadrilaterals. One prominent shape is a large triangle with a smaller triangle nested inside it. The squares are positioned at several vertices of these shapes. On the right side, a solid black horizontal rectangle contains the word "DYNAMIA" in a bold, white, sans-serif font.

# FY2020 Report

Welcome

This short publication is intended to provide a snapshot of our profile and our performance. It is supplemented by more information on our website.

We are publishing this report to provide stakeholders with important insights into who Dynamia is, the extent of our regional footprint, and how we assess our performance. We are also publishing this report because we believe transparency inspires improved performance within our company and can inspire others to use their business as a force for good.





# About Us

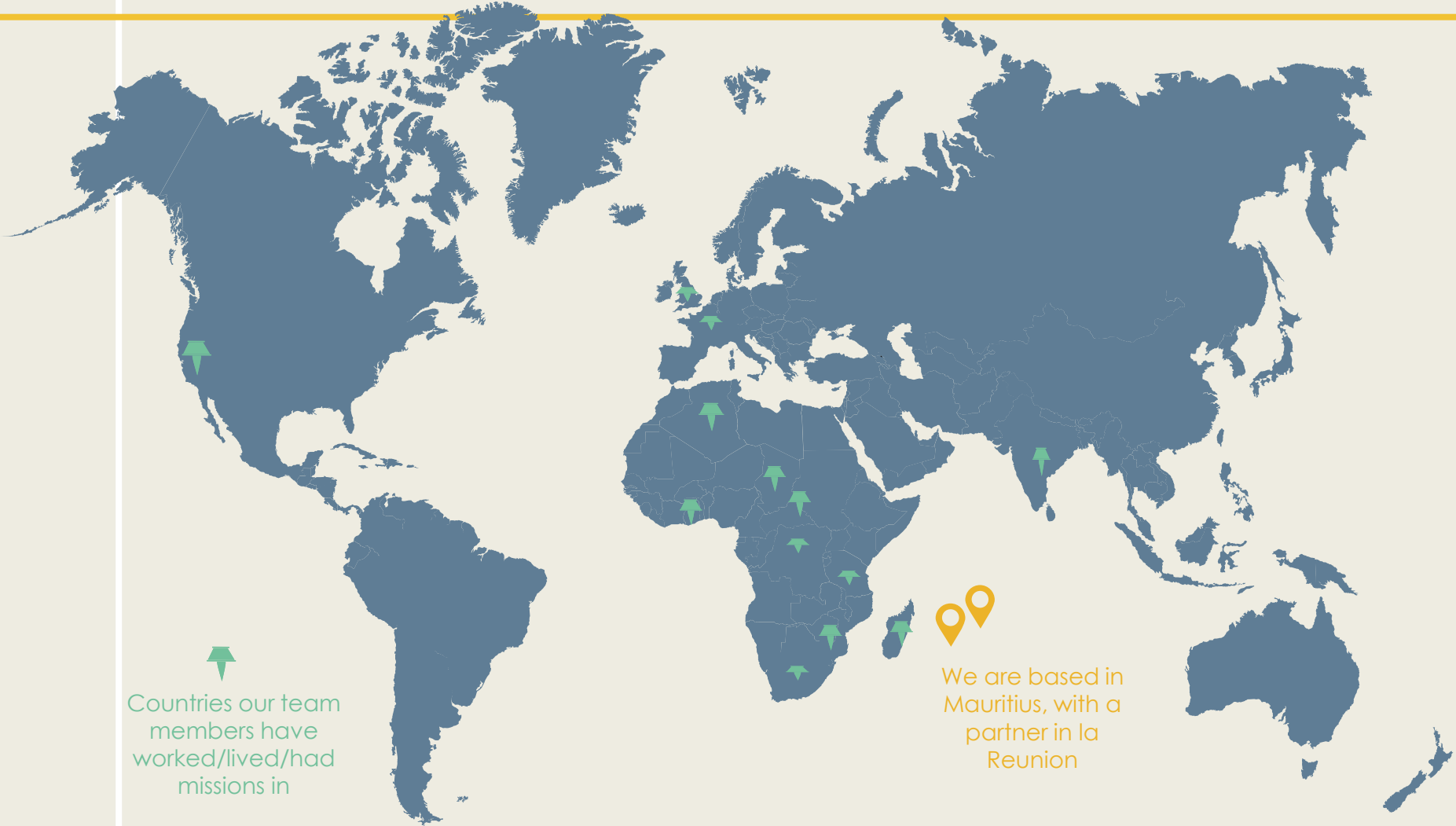
**We strive to revive the purpose of economic activities in the service of the Common Good. Our mission is to counsel and support organizations, increasing their positive impacts. We help our stakeholders to achieve their strategic and operational goals, while inspiring them to use their organisations as a force for good.**

Dynamia is a Mauritian consulting firm specialised in organisational performance for sustainable development. We develop and promote innovative trends with a human and pragmatic approach.

We provide consulting, coaching and training services. Our interventions can be

- From your “purpose” to the transformation of your organization
- Through a punctual mission or a global consulting service
- From ideation to operational implementation

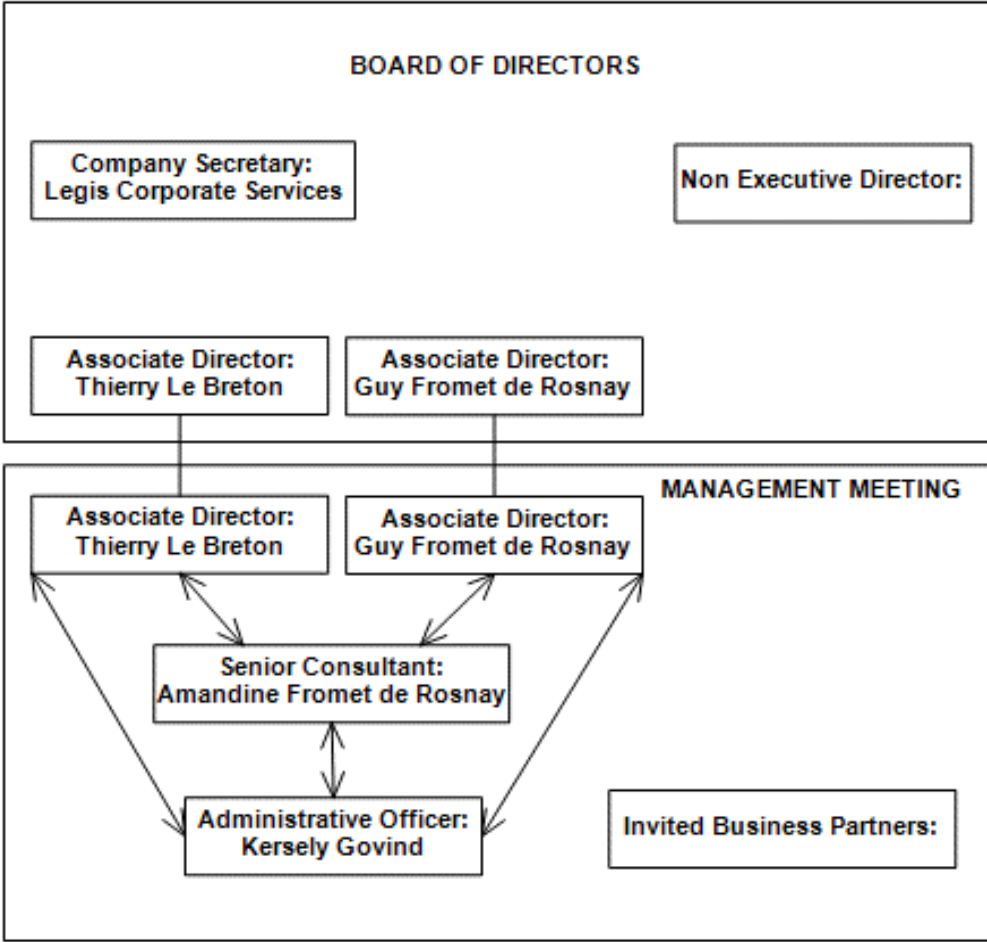
# Where we operate



↑  
Countries our team  
members have  
worked/lived/had  
missions in

↑ ↑  
We are based in  
Mauritius, with a  
partner in la  
Reunion

# Organisational chart



# How we add value

We lean on our values of **Integrity, Attentiveness, Equity** and **Wonderment** to achieve strong and targeted value creation. The integrity of our professional ethics is guaranteed to our clients.

We are driven from the heart to develop an expertise that builds, in partnership with our clients, a clearer vision in order to act with discernment. Our approach is to breathe new life into the untapped potential of our clients and stakeholders, creating a positive and sustainable movement for change.

## Our services:

- Purpose definition
- Positive Impact Strategy
- Strategic Planning
- Organisational performance
- Change management
- Social integration



# Our services

- **Purpose definition:** We assist in designing your purpose as a foundation to your strategic orientations. With a combined prospective and retrospective approach, your organisation will envision broader perspectives in respect to business, society and the planet. This approach improves your business model and value chain and is strongly inspiring for your stakeholders
- **Positive Impact Strategy:** With a strong understanding of sustainable issues, our approach considers the capacities and challenges brought about by your organisation, socio-environmental context, and institutional framework. With inspiring benchmarks, we help develop the “extended value creation” of your organisation. We ensure definition of KPIs to measure global performance and to ensure efficient reporting.
- **Strategic Planning:** To achieve strategic alignment, we develop innovative tools to assess your issues and priorities. Considering your risks and externalities, we help you identify the opportunities to improve your PPP bottom-line. We help organisations design roadmaps, encompassing the whole value chain and operations, in order to have a regenerative strategy to better navigate organisational needs and operating contexts.
- **Organisational performance:** We provide coaching and assistance to executive teams to achieve personal and business goals, while building a strong collective commitment and an optimal use of your resources. We use a tailored approach to overcome your specific constraints, considering your processes, tools, people and practices.
- **Social integration:** Ensuring social engineering for organization, events or territories. While methodologies can vary, they all rely on social sciences to build up a cohesive movement. From conflict resolution to the design of programmes for peace and development; from social impact assessment to social integration strategies; from internal dissension to teaming. Through all of our approaches we ensure stakeholders engagement.

# Performance

Our 6 capitals





## Overview

# Financial



	Jan-dec 2018	Jan-dec 2019
Exchange difference	45, 218.21	-4, 580
Turnover	5,984,597	6,442,234
Total income	6,030,815	6,437,654
Tax	-	-
Employee salaries	4,403,558	3,949,621
Internship salaries	-	42,200
CSR	-	-

# Human



## Overview

### **Headcount:**

Permanent staff in Mauritius: 4  
With a gender ratio 1:4  
Part-time free-lance contractor: 2

### **Engagement and satisfaction:**

Attrition rate: 20%  
Satisfaction rate:  
Annual review: every December

### **Training provided:**

50% funding MSc  
Personalised cross-skills training: 104 hours

### **Work-life-balance:**

Working from home is allowed and encouraged  
Time is given to complete personal projects  
Time is given to those involved in social or environmental associations

### **Ethics:**

Employees must sign the Dynamia Code of Business Principles (available online)  
Employees must be motivated by and adhere to our mission and values  
Employees must uphold human and environmental rights

# Social



## Overview

### **Good governance:**

For our Code of Business Principles please follow this [link](#) or find it on our website. It outlines our management approach to how we treat our stakeholders, our commitments to human rights, non-discriminatory practices, the environment, etc.

### **Community Engagement:**

- Employees are encouraged to be active in civic organisations of their choice, and time is given to them for such activities.
- Our office space is often used by civic organisations during non-office hours.
- All together, we are involved in various associations and organisation's boards and/or committees.
- We welcome young green entrepreneurs in our offices, to give them guidance and advice on their careers, business ideas, and networking opportunities.

# Social



## Climate Launchpad

### National Lead

Dynamia is the National Lead for the Climate Launchpad competition. Climate Launchpad is the world's largest green business ideas competition. Climate Launchpad is part of the Entrepreneurship offerings of Climate-KIC. Climate-KIC is funded through the European Institute of Innovation and Technology, an initiative of the EU. They accelerate innovation that enables a low-carbon future.

### The goal

Innovation and invention can lead the way to a clean future. That's why we create a stage for the people who have great cleantech ideas and help them develop those ideas into start-ups making global impact. Fixing climate change, one start-up at a time.

### Our role

- Organise the competition locally
- Pro-bono training provided by Dynamia's trainers and collaborators
- Follow-up with the top 3 national leaders through the international stages of the programme

### Sponsorship received Rs 295,540 by:



# Environment



## Overview

### Our indirect Impacts

As a consultancy and training institution our most important environmental impact is the knowledge we impart on our clients. We aim to ensure that our clients take into consideration their impacts, and diminish their own negative impacts, while seizing opportunities to create positive sustainable changes. We work on the following types of subjects:

- Climate change
- Waste management
- Conservation practices
- Sustainable strategies

### Our direct impact:

- Energy used: 1226 KWh
- Carbon Footprint before compensation (scope 1 & 2): 1.4 TCO<sub>2e</sub>
- Carbon footprint after compensation: -0.5 TCO<sub>2e</sub>
- Carbon offsetting programme: Carbon Tanzania (please see details in the next slide)
- Waste Management: all recyclables are separated at the source; we avoid plastic packaging in our purchases when possible.
- Purchasing: as a small consultancy we make little purchases, however we strive where possible to choose products with positive environmental and social impacts (please see supply chain policy)

# Environment



## Carbon offsetting

### **Our Scope 1 and 2 footprint is 1.4T of CO2e for the year.**

In order to ensure that we remain a carbon neutral company we have bought 30\$ worth of Certified Carbon Credits with a REDD+ forestry programme in Tanzania; thus offsetting 2 tons of CO2e. This is about 0.5 more than our scopes 1 and 2, and thus covers some of our scope 3 emissions which we have not calculated at this stage.

According to Carbon Tanzania:

*"It is now established that effectively protecting and restoring forests has the potential to deal with 30% of global greenhouse gas emissions by 2030. Our projects currently protect over 500,000Ha of natural forests in East Africa, preventing the emission of over 200,000 tonnes of CO2 each year.*

*In Tanzania, many forested areas are home to some of the country's most marginalised people – communities like the Hadza, the Tatoga and the Masai whose environment is subject to exploitation by migrant farmers and uses that are not allowed under the community created land use plan. We prioritise enabling indigenous communities to secure ownership of their land and provide a means to sustainably manage their forests and resources.*

*By providing indigenous communities with an opportunity to earn an income, often by selling REDD+ carbon offsets, we are able to achieve our aim and stop deforestation while simultaneously supporting the sustainable development in line with the Sustainable Development Goals."*

<https://www.carbontanzania.com/>

# More about Carbon offsetting


## Dynamia Associates & Developers - Offset Certificate, August 2020

**OFFSET**  
2 tonnes of carbon dioxide

**PROTECTED**  
Approx 2 trees from being cut down in the Yaeda Valley, northern Tanzania

**SUPPORTED**  
- Hadza community: community health fund, children's education, salaries and community development projects.  
- Global movement to address climate change



 If you would like further information on how your contribution is supporting forest conservation, indigenous communities and mitigating climate change please contact Carbon Tanzania on [info@carbontanzania.com](mailto:info@carbontanzania.com) or visit [www.carbontanzania.com](http://www.carbontanzania.com)

# Environment

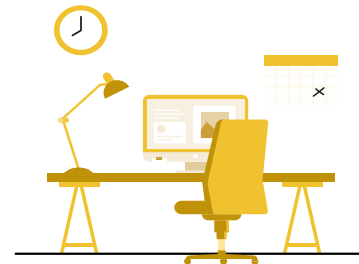


# Intellectual



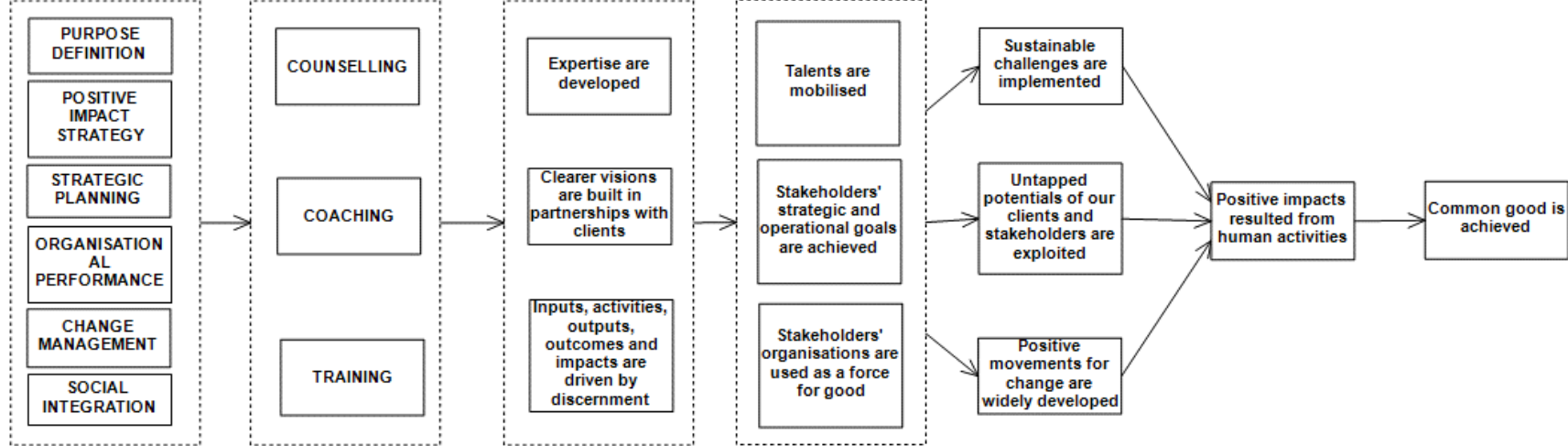
## Overview

- Our team have the following degrees:
  - MBA
  - Political Science & international relations
  - Conflict Resolution
  - Climate change science
  - IT engineering
  - Sustainable tourism
  - Business development
- Dynamia is an accredited training institution, and we deliver training in English, French and creole. Examples of our courses include, but is not limited to:
  - Savoir mettre en lumière les leviers stratégiques de la vision à 5 ans
  - Savoir construire la roadmap de la vision à 5 ans en en faisant un outil de direction opérationnelle
  - Adopting the sustainability Mindset
  - Sustainability Reporting





# Our Theory of Change



STAKES	ACTIVITIES	OUTPUTS	INTERMEDIATE OUTCOMES	ULTIMATE OUTCOMES	INTERMEDIATE IMPACT	ULTIMATE IMPACT
--------	------------	---------	-----------------------	-------------------	---------------------	-----------------

Organisations face difficulties in a fast evolving environment and a fragmented world.

A disintegrated society reduces social capital and negatively affects socio-economic outcomes and wellbeing.

Planetary boundaries are being stretched beyond measure negatively impacting the survivability of businesses and all leaving creatures.

Through our consulting services, training and coaching we support organisations to define:

- Their purpose
- Positive Impact Strategy
- Strategic Planning
- Organisational performance

**GENERIC PRINCIPLES:**

Involve participants to capitalise on group effects, collective intelligence and collaboration.

Focus on virtuous cycles, values and drivers

Dynamia builds the capacity of its customers to address their problems and use their organisation as a force for good

**OUR KEY AUDIENCE:**

- The private sector
- Regional public organisation
- Funding bodies/agencies
- International institutions
- Individuals

**OUR KEY OUTPUTS:**

- High quality diverse content
- Strategies and roadmaps
- Socio-economic impact assessments
- Positive enabling environments
- Inclusion of diverse, under-represented, stakeholders

Increased motivation and commitment

Improved complex problem solving skills and logical thinking mindset

Increased decision-making skills and leadership skills

External risk management

Increased knowledge of sustainability issues (climate change, waste, ethical consumption etc.)

Better management of externalities

Increased skills to harness business opportunities with positive externalities

Contributed to Mauritius as a role model for sustainable economic development

Greater community collaboration and cohesion

Increased knowledge and understanding around critical development issues

Purpose driven businesses acting as positive force for good

Managed climate change in line with the Paris Agreement

Increased civic engagement towards the SDG

Policy change

---

# Thank you



[amandine@dynamia.mu](mailto:amandine@dynamia.mu)

+230 4320517

CREDITS: This presentation makes use of Slidesgo templates, including icons by Flaticon, and infographics & images by Freepik

The background features several thin, light gray lines forming abstract geometric shapes. A prominent line runs diagonally from the bottom left towards the top right. Another line runs from the top right towards the bottom left, intersecting the first. A third line connects a point near the top right to a point near the bottom left, forming a triangle with the other two lines. Small gray squares are placed at the vertices of these lines.

# DYNAMIA

Dynamia Associates and Developers Ltd  
5, The Country Side – Vivea Business Park – Saint Pierre – Ile Maurice  
[www.dynamia.mu](http://www.dynamia.mu) - T. (230) 432 0517