
The Pathway to Net Zero: Transforming Leadership for a Sustainable Future

Wednesday 19th November, 2025

Speaker Biography

Dr Karen Cripps, Associate Professor in Responsible Management and Leadership,
Oxford Brookes Business School



Karen is an Associate Professor in Responsible Management and Leadership, and a Senior Fellow of the Higher Education Academy (SFHEA). She holds roles including a Subject Coordinator for the Business and Management undergraduate programme, advisor for the Senior People Professional Apprenticeship and SDG Champion for the global MBA. With a long-established academic and teaching profile in sustainability leadership and management, Karen is committed to supporting career journeys that contribute to environmental and social organisational and broader, global goals.

Her research and teaching interests focus on the intersection of sustainability, employability and related skills development. Her practice deeply aligns with the United Nations 'Principles of

Responsible Management Education' (PRME). She is Secretary for PRME UK and Ireland Chapter Steering Committee, and a committee member of the Working Group on 'Climate Change and the Environment', which includes leading a mentoring programme and facilitating climate literacy sessions. On behalf of PRME UK and Ireland, she co-leads a group on 'Careers and Sustainability'.

David Jones CMgr MCMI, Policy & Innovation Manager, Chartered Management Institute



David is the Policy and Innovation Manager at the Chartered Management Institute (CMI), leading on sustainability, the green transition and how CMI can support managers with the skills they need for the journey to net zero. David is also focused on CMI's path to being a net zero organisation.

He is a member of the Institute for Apprenticeships Green Apprenticeship Community where he was involved in their work on the Sustainability Toolkit.

David works to inspire the next generation in the green space. He is an Enterprise Adviser at his local high school, where he provides guidance on career provision and brings expertise on occupational and educational pathways, particularly on green skills and green jobs. He is a school governor linked to curriculum development in geography and provides support and challenge to the leadership team of both the school and academy trust.

Previously, David worked at the awarding organisation NCFE (formerly Northern Council for Further Education), where he was responsible for developing sustainability qualifications, and ensuring they were embedded across all educational paths. He has a Geography degree from Northumbria University.

Katie Kelly (Host), CMgr CCMI, Chair



Katie is a business transformation leader with a strong focus on the human aspect of change and continuous improvement. As an Associate Partner at Oaklin and a key member of its leadership team, Katie brings deep expertise in change management, culture, and behaviour transformation. She is currently driving efforts to achieve net-zero targets by fostering collaborative practices within the energy sector.

Katie's leadership has earned her significant recognition. In 2021, she was named one of Management Today's 35 Women Under 35 and received the Chartered Management Institute's Volunteer of the Year award. In both 2022 and 2023, she was honoured with the Influential Women in Business award for her dedication to Equity, Diversity, and Inclusion.

Martin Baxter is Deputy CEO at the Institute of Sustainability and Environmental Professionals (ISEP)



Martin works in the UK and internationally to accelerate the transition to a sustainable future and support people in the development of sustainability skills and green careers. Martin has national and international experience in developing and negotiating global and European environmental management standards and developing capacity for effective and widespread implementation.

Martin heads the UK delegation to the International Organisation for Standardisation (ISO) on environmental management and chairs the ISO environmental management systems committee of ~100 countries. Martin is a Board member of ISEP, and a non-exec director of the Society for the

Environment (SocEnv) and the Broadway Initiative. He is a visiting professor at Cranfield University and was awarded an honorary doctorate from the University of Derby.

Dr Marcus Astley Head of School of Business and Management



Marcus is the Head of our School of Business and Management and the Course Leader for our MBA and MSc Management programmes. Marcus has developed and delivered modules and courses on Leadership, Strategy, People Management and HR specialisms including Cross Cultural Management and Employee Engagement.

Marcus holds two External Examiner roles with other business schools and is also an Enterprise Adviser on behalf of the CIPD, supporting school leadership teams with their careers offering.

Before joining Bloomsbury, Marcus worked for Guildhall School of Business and Law (GSBL – part of London Metropolitan University) and, before that, he was a sessional lecturer at Oxford Brookes University.

Prior to academia, Marcus enjoyed a 25-year career in business, working in the UK and Switzerland. This included more than a decade running his own recruitment business with, at its peak, an annual turnover of £4.2 million.