**The Outcome**

The creation of a sustainability initiative led to a variety of improvements along with an ongoing commitment to improve the level sustainability in every aspect in which our business operates. Nine months prior to having started this capstone project I acquired a recycling dumpster for the entire facility. When summer started I returned to Syl Kessler Sales and I was pleased to see that the warehouse and shipping room had already caught on by recycling many boxes that could not used a second time. However, by proving accessible recycling collection bins, every department within the facility has the option to recycle their paper, cardboard, chipboard, aluminum, and plastics &1. Every employee with a desk has been given a personal recycling bin along with a system created to ensure its proper maintenance.

All employees at Syl Kessler Sales have been informed why and how the company is focusing on sustainability issues. The employees and upper management are now on board with our sustainability-related goals. The warehouse and shipping room employees are now instructed by their warehouse manager to perform sustainable packaging methods with every shipment. The comparison evaluations showing a reduction in trash output are completely reliable and will be used the minute I return graduation to prove that we can reduce the size of the dumpster even further. Every step we take brings us closer to receiving sustainability-related certifications.

Ultimately, the most important outcome of this entire capstone experience was the transition of the company's culture to become one that is environmentally conscious and that understands our role as a company to perform day-to-day operations sustainably and socially responsibly.

**Dyson Hand Dryer Proposal**

<table>
<thead>
<tr>
<th>Year</th>
<th>Initial Cost</th>
<th>Paper Towel Use</th>
<th>Hand Dryer Use</th>
<th>Cost per use</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$332.16</td>
<td>$0.01</td>
<td>$0.0037</td>
<td>$0.01</td>
</tr>
<tr>
<td>2</td>
<td>$332.16</td>
<td>$0.01</td>
<td>$0.0037</td>
<td>$0.01</td>
</tr>
<tr>
<td>3</td>
<td>$332.16</td>
<td>$0.01</td>
<td>$0.0037</td>
<td>$0.01</td>
</tr>
<tr>
<td>4</td>
<td>$332.16</td>
<td>$0.01</td>
<td>$0.0037</td>
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</tr>
<tr>
<td>5</td>
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<tr>
<td>8</td>
<td>$332.16</td>
<td>$0.01</td>
<td>$0.0037</td>
<td>$0.01</td>
</tr>
</tbody>
</table>

**Final Trash Analysis**

| Bag | Weight (Lbs) | 1 | 12
| 2 | 10
| 3 | 7
| 4 | 11
| 5 | 6
| 6 | 10
| 7 | 9
| 8 | 7
| Total # of Bags | 87 lbs.
| Total Weight of Trash | 8 75

**The Outcome Recycling had on Trash Output:**

Prior to my initial evaluation, I had already provided the company with a recycling dumpster. During my initial evaluation, I was pleased to see the warehouse and shipping room employees were carefully throwing away recyclable material and seldom reusing the Styrofoam from inbound shipments to be used in our own packaging. However, Syl Kessler Sales had been reusing boxes and had just incorporated efficient bulb and sensor lighting systems across the entire office including the warehouse. They didn't, however, understand the opportunities that lay ahead if we had a successful sustainability initiative. The competing distributors in our markets were already incorporating their efforts, minimal environmentally friendly packaging methods being pursued, and the absence of any type of employee involvement on sustainability issues. Many of the employees were unaware of what sustainability is and it didn't come as a surprise how sustainability issues aren't top priority on a relatively small business level. The company's top management also did not realize the negative impact of the environment our company is producing and will continue to produce if nothing is done to prevent it.

With only an aluminum can collector, the entire company was unable to recycle their paper, cardboard, chipboard, and plastics &2. The warehouse and shipping room employees were carefully throwing away recyclable material and seldom reusing the Styrofoam from inbound shipments to be used in our own packaging. However, Syl Kessler Sales had been reusing boxes and had just incorporated efficient bulb and sensor lighting systems across the entire office including the warehouse. They didn't, however, understand the opportunities that lay ahead if we had a successful sustainability initiative. The competing distributors in our markets were already incorporating their efforts, minimal environmentally friendly packaging methods being pursued, and the absence of any type of employee involvement on sustainability issues. Many of the employees were unaware of what sustainability is and it didn't come as a surprise how sustainability issues aren't top priority on a relatively small business level. The company's top management also did not realize the negative impact of the environment our company is producing and will continue to produce if nothing is done to prevent it.

**Sustainability**

My capstone project consisted of improving Syl Kessler Sales’s triple bottom line by improving their social, natural, and managed systems domains of sustainability. Unfortunately, I was unable to improve the company’s built domain of sustainability. Perhaps if we were successful in acquiring the Dyson Hand Dryers for the bathrooms, I would have been able to improve the built domain. Utilizing the company’semail system, I was able to accomplish the following 3 things; one, I provided all employees with more knowledge about anything pertaining to sustainability, two, I was able to explain what and how sustainability-related decisions were being made, and three, I was able to bear a variant of their opinions regarding many sustainability-related matters. This provided me with plenty of employee insight from all departments so that I could better understand how each decision would affect their individual day-to-day operations. This incredible insight enabled me to consider those perspectives and make a more informed decision. I worked with every decision I made in the department within Syl Kessler Sales is now able to recycle their paper, cardboard, chipboard, aluminum, and plastics &2. This incredibly effective recycling program improved our company’s environmental footprint and reduced costs of supplies, along with the amount of times the trash dumpster was to be picked up, improved the company’s managed system domain of sustainability.

**Applied Sustainability-Related Course Knowledge**

With the knowledge I’ve gained throughout many of my sustainability-related classes, I was able to grasp the real value of how sustainability can be applied to almost any company. Whether you uphold a sustainability-related career or not, take advantage of these courses and gain as much knowledge from your teachers as possible. We have entered the “sustainability era” in which many businesses and organizations are finding creative and innovative ways they can measure and report their true difficulty involved in transforming near 30 employees’ opinions toward accepting the concept of environmental sustainability. I came to realize that for any small company to be truly environmentally conscientious their employees would need to accept this concept. It became clear to me that installing a new hand dryer and putting sustainability figures in front of them would not represent the company and uphold their reputation. Ultimately, I adapted myself into the company’s culture by getting them to see how reducing waste, conserving energy, and conserving resources and employees accepted me as a part of their culture, they were more than happy to talk about anything pertaining to sustainability as well as global environmental issues.

All in all, I wanted to make “sustainability” seem as “cool” as I could to my coworkers in order to ensure that Syl Kessler Sales’s culture would be environmentally conscientious now and in the future. It may seem like these are all baby steps, but the real objective is creating a comfortable environment that allows the employees to willing communicate their ideas in which to make the business can operate or develop more sustainability.