



# Building a Transition team

## Core objective:

To enable city teams to consider the skills, capabilities and resources required in order to deliver the transition to climate neutrality, and how these might be sourced/shaped in the context of a range of different governance models.

The workshop will explore governance options to identify which reflect local conditions/cultures and ways of working, and how to approach current gaps in governance/resourcing.

There are two options here for this workshop – each with a different canvas, including one with a focus on Building a Transition Team in the context of a Just Transition.

## What the workshop will deliver

- A clearer understanding of current skills, expertise, knowledges and ways of working within the current team
- An appreciation of what the known gaps are in terms of these core competencies and the priorities for addressing these;
- An understanding of the role of external stakeholders, citizens, arms-length agencies, and other levels of government in the transition
- A contextualisation for existing governance structures and a potential pathway for moving to a different governance model if this is required.

This workshop builds on the concepts outlined in the [Transition Team Playbook](#).



# Understanding the Transition Team



1 Who should be involved in the transition team - both internal and external to the municipality?

2 Are there any gaps or constraints?  
Are there any departments or stakeholders missing from the team?

3 How does or how should the transition team work together to advance climate action?  
What works well?  
Are there any obstacles?

6 What specific skills gaps exist in the Internal Transition Team?  
How can these be addressed?  
How can NZC help?

4 How will the transition team design and deliver your Action Plan? How can the CCC be most effective as a tool for guiding the team's work?

5 What are the mechanisms for the internal Transition Team to work together?  
What are the mechanisms for the wider Transition Team to work together?

7 What does success look like for your internal and external Transition Team?  
How can gaps and constraints be overcome?

# Building a transition team in the context of a just transition



## 1 What model have you adopted for your Transition Team?

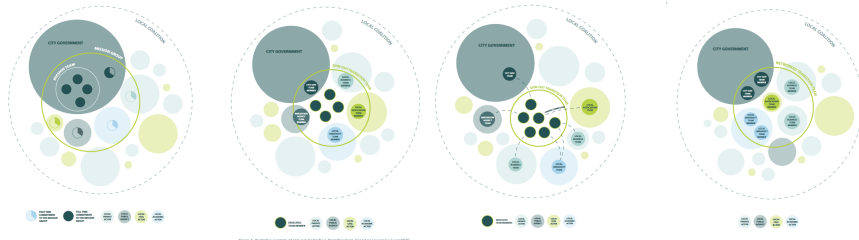
Please describe or draw your Transition Team model.

## 2 Key risks to the success of the Transition Team

For example, concentration versus dispersal of power; inertia versus desire for action; balancing skills and knowledge.

## 3 How to centre inclusion in the transition process and how can the transition team be a driver for this?

Transition Team models



Model A:  
'Mission Groups'

Model B:  
External organisation spin-out

Model C:  
Networked Partnership Model

# Inspiration: Which model describes your transition team best?

Here you can see different approaches for the transition team.  
Which one describes / or could be the best fit for your city in the future?

Or is your model something totally different?

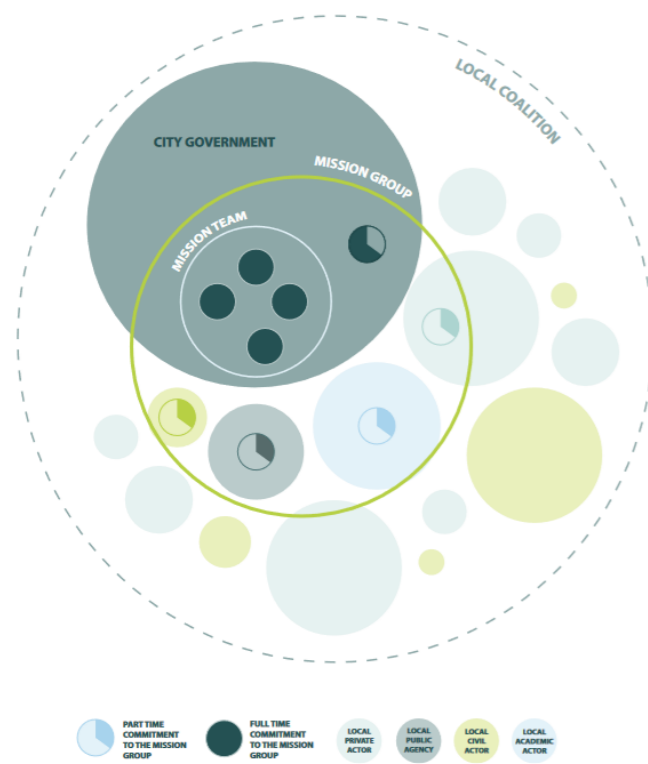


Figure 2. Illustrative example of a Mission group model of Transition team based on Manchester's Clean Growth Mission team.

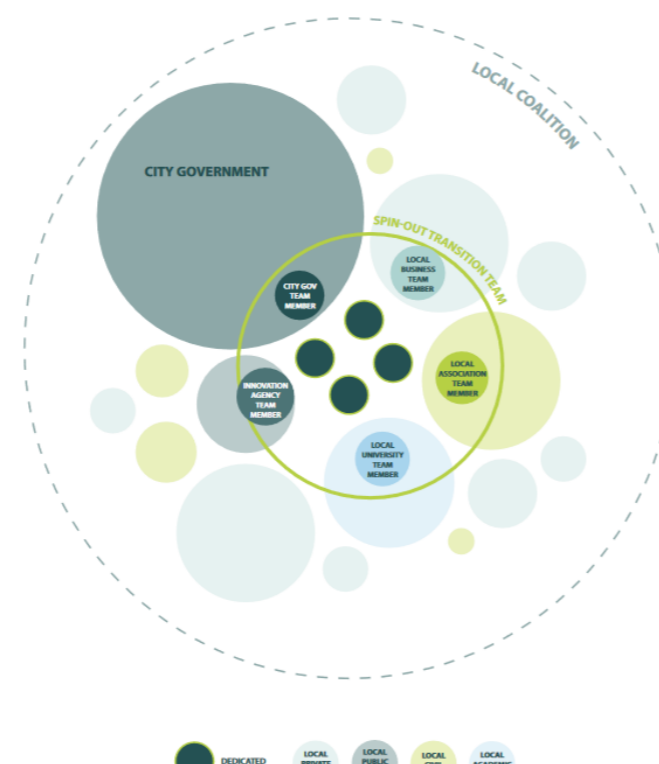


Figure 4. Illustrative example of spin-out model for a Transition team, based on Leuven's Leuven2030, with additional team members from willing local actors.

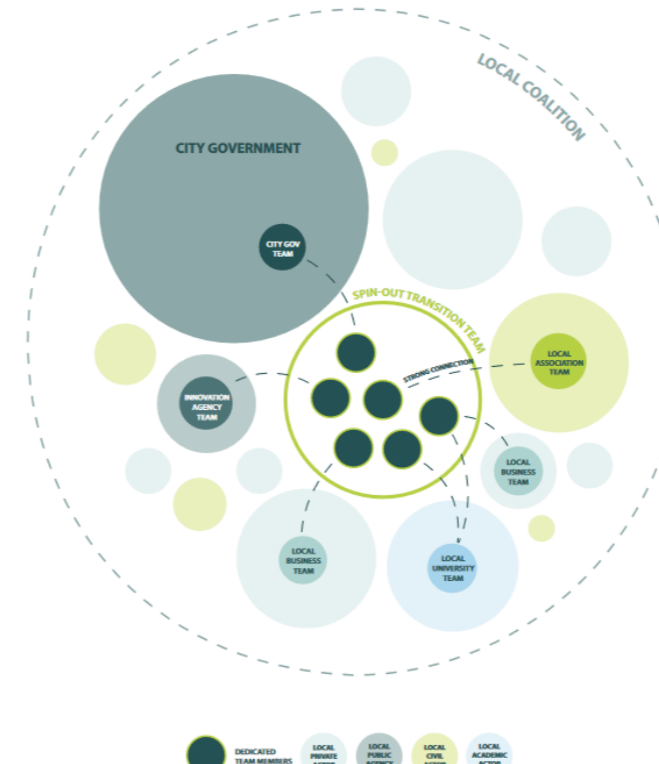


Figure 3. Illustrative example of spin-out model for a Transition team, based on Helsinki's Smart & Clean foundation.

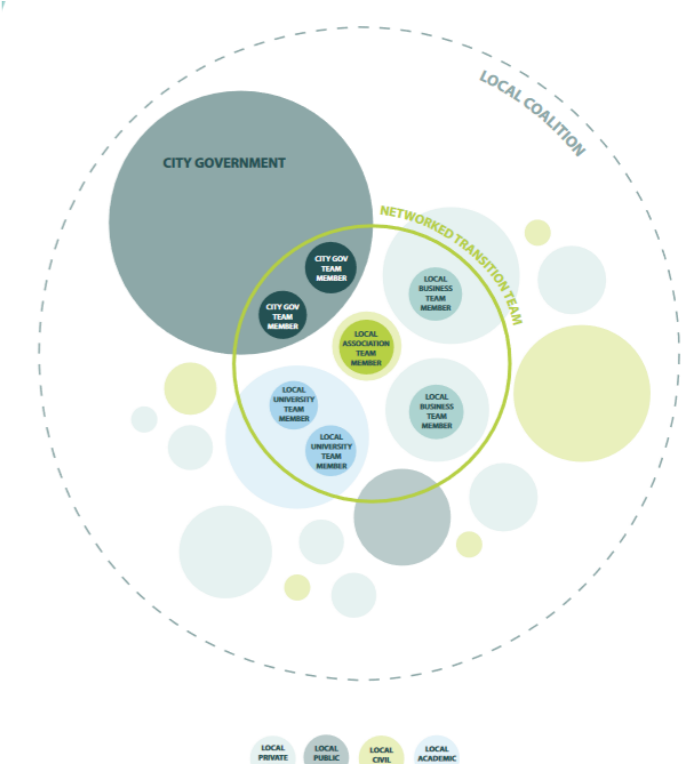


Figure 5. Illustrative example of a network partnership model for a Transition team, based on Madrid Deep Demonstration.

**Model A:**  
'Mission Groups'

**Model B1 and B2:**  
External organisation spin-outs

**Model C:**  
Networked Partnership Model

<https://netzerocities.app/TransitionPlaybook>

Note: Connects to Commitments 4, Action Plan (AP) 2, A-3, C-1, & Investment Plan (IP) C-3.