

# NET ZERO CITIES



**EU MISSION PLATFORM**

**CLIMATE NEUTRAL AND SMART CITIES**



NetZeroCities has received funding from the H2020 Research and Innovation Programme under grant agreement n°101036519.



# **Building Capacity for impact:** *Developing skills and competencies for the Transition*

Transition Team Programme



This project has received funding from the H2020 Research and Innovation Programme under grant agreement n°101036519.



# Transition Team Programme

## **Area 1:**

**Fostering inter-departmental coordination & collaboration**

## **Area 2:**

**Strengthening TT's mandate internally & externally**

## **Area 3:**

**Building capacities and capabilities for the TT**

## **Area 4:**

**Prototyping approach to Transition Team**



Think of **one or more skills** that come to mind when you hear about dealing with uncertainty and trust building .



Please type them into **the chat** .





agile project management  
system thinking  
leading change  
communication skills  
communication  
change management  
identifying skill gaps  
transition capacity  
financial skills  
story telling  
cross-organisational  
skill gaps  
monitoring  
stakeholder management  
organizing skills  
co-benefits





# Overall Objective

Foster a safe, collaborative space for peer-learning, reflection, and innovation, for city representatives involved in the Net Zero Mission to reflect on the **challenges and opportunities** related to Transition Team and the necessary **skills, competencies and capacities that facilitate collective action toward Mission objectives.**

By :

- ***Introduce** the topic by presenting what **soft skills and soft infrastructure** are and why they are important for strengthening collective action for Mission approaches to transition*
- ***Learn from peer cities** how local initiatives are testing approaches, methods to find , nurture and strengthen relevant skills, competencies and capacity for Transition effort*
- ***Exchange on** how to **identify gaps and leverage** existent **opportunities** and start **taking actions** to address your local challenges related to capacities and capabilities*





# Agenda

1. Welcome, Introduction, Agenda *[10 min]*
2. **Setting the scene + Q&A** *[20 min]*
3. **Learning from on the ground** *[20 min]*
4. Q&A *[10 min]*
5. Coffee Break *[10 min]*
6. **Exchanging with each other** *[40 min]*
7. Closing *[10 min]*





# Setting the scene:

*Theoretical assumption and why they matter*

*20 minutes*



This project has received funding from the H2020 Research and Innovation Programme under grant agreement n°101036519.

# DML Presentation on Relational skills for Collective action



1.





# Learning from on the ground:

*Experiences from cities*

20 minutes



This project has received funding from the H2020 Research and Innovation Programme under grant agreement n°101036519.



# *Mannheim*

## *Claudia Mauser*



This project has received funding from the H2020 Research and Innovation Programme under grant agreement n°101036519.



# Q&A :

10 minutes



This project has received funding from the H2020 Research and Innovation Programme under grant agreement n°101036519.



# Guidelines for Q&A Session: 10 min

**Think about the introductory part and the cases presented: Mannheim**

- How do the practices presented resonate with your local context?
- Have you faced similar challenges?
- Which solutions have you adopted?

**If some of the presented solutions served as inspiration..**

- What would you need to adapt for them to be effective in your context?
- Which gaps and barriers would you need to overcome?
- Which opportunities already in place could you leverage?





# Exchanging with each other:

*Peer exchanges and discussion in breakout room*

40 minutes



This project has received funding from the H2020 Research and Innovation Programme under grant agreement n°101036519.



# Breakout Exercise: From Challenge to Action

40 min

## Step 1 – Select a Challenge (10 min)

Each city briefly shares a challenge related to **skills and capabilities for navigating uncertainty** or **building trust** within their Mission approach.

The group **selects one challenge** to explore together.

## Step 2 – Understand the Challenge (15 min)

The **Challenge Owner** provides more context:

- Key **barriers**, **gaps**, and **enablers**
- **Previous attempts** and why they may not have worked  
Participants can ask **clarifying questions** to deepen understanding.

## Step 3 – Wisdom of the Crowd (15 min)

Brainstorm **strategies and actions** using the group's collective knowledge and experience.

Agree on **2–3 concrete actions** that could be tested in your local context.

Take a few minutes to **prepare your restitution** for the plenary session.





### Communication skills

e.g. writing, storytelling, public speaking, active listening, conflict resolution, non-violent communication,



### Self-reflexivity

e.g. examining one's role in situations, recognising biases and blind spots, & linking experience to broader structures.



### Leadership capability

Creating psychological safety; inspiring, motivating, & guide others effectively



### Choosing the right time & engagement process for the task



### Formalising participatory processes with clear terms and accountability



### Participation in sustained, meaningful ways with clear feedback loops



### Using structured deliberation formats



### Interpersonal skills

The techniques & behaviours of good interaction, e.g. emotional intelligence, empathy, collaboration, active listening, clarity of expression, managing conflict, etc



### Relationship-building skills

The strategic and emotional capacity to grow & sustain meaningful relationships, using interpersonal skills to cultivate trust, mutual respect, and collaboration.



### Creative & intuitive thinking

Sensing patterns & possibilities, and generating workable ideas without complete information



### Learning capability

Learning from setbacks, adapting to new domains of knowledge, & updating mental models based on evidence.



### Transactive memory & institutional knowledge

How institutional knowledge is organised, maintained, and accessed within an institution



### Emotional attunement

The ability to sense, interpret, & respond to other's emotional state; i.e. empathy, sensitivity, timing, & responsiveness.



### Cognitive flexibility

Shifting thinking to adapt to new rules or environments, & consider multiple perspectives at once.



### Management skills

Managing people and systems. Outward facing and relational, it is about creating the conditions for others to perform and deliver results.



### Organisational skills

Managing things, such as time, tasks, resources, and information. It is inward facing and help to stay efficient and structured.



### Social perceptiveness

Understanding the dynamics of social interactions, e.g. picking up non-verbal cues & being sensitive to what others are thinking or feeling.



### Collective intelligence

The quality of dynamics & relationships within an ecosystem. It builds on social perceptiveness, diversity & gender equality, and transactive memory





# Wrap up & Closing

10 minutes



This project has received funding from the H2020 Research and Innovation Programme under grant agreement n°101036519.



# Plenary Restitution

- Plenary restitution on what emerged in your group discussion
- What have you learned today?
- What was difficult?
- Are there any other topic would you like to deep dive in a next session?





# Interesting in exploring Further ?

## Peer 2 Peer opportunities

- Suggest a topic related to Transition Team challenges
- We will facilitate a peer to peer session with other interested cities and Mission Team

## Tailored support ? we can explore with you..

- Skills & Capabilities Mapping and analysis
- Strategy and capacity building design
- Monitor evaluation and learning approaches





# Transition Team Programme

## **Area 1:**

**Fostering inter-departmental coordination & collaboration**

## **Area 2:**

**Strengthening TT's mandate internally & externally**

## **Area 3:**

**Building capacities and capabilities for the TT**

## **Area 4:**

**Prototyping approach to Transition Team**

**4th November**





# Thank you !

*Feel free to reach out to us*

[carlotta.f@demsoc.eu](mailto:carlotta.f@demsoc.eu)

[gyorgyi@darkmatterlabs.org](mailto:gyorgyi@darkmatterlabs.org)

[marcial@darkmatterlabs.org](mailto:marcial@darkmatterlabs.org)



This project has received funding from the H2020 Research and Innovation Programme under grant agreement n°101036519.

# Get in touch with NetZeroCities!



@NetZeroCitiesEU



NetZeroCities



NetZeroCitiesEU



NetZeroCities EU



[www.netzerocities.eu](http://www.netzerocities.eu)



[hello@netzerocities.eu](mailto:hello@netzerocities.eu)



Funded by  
the European Union