

# The powerful role of interdisciplinarity & skills development in water transitions

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H2O-People

H<sub>2</sub>O *people*



# Introduction



## The Human factor of working in Water & beyond

- Naomi Timmer
- Independent SME since 2019
- Political Science, MA // Religious Studies, BA  
Post Grad. Public Affairs – Leiden University
- Working in the 'Water World' since 2012

H<sub>2</sub>O people





# Introduction: Chrysoula

- Chrysoula Papacharalampou
- Strategy, Impact, (Water) Research & Higher Education Management
- Geology BSc // Water & Policy MSc – AUTH, Greece  
Integrated Catchment & Asset Management PhD – University of Bath, UK
- 'Step away' from water sector in 2018
- Work in the Inter-/Transdisciplinary space

# Introduction



Bending the current trends of global (water) challenges requires a change in thinking, acting and co-operating.



Breaking the disciplinary silos is therefore an urgent need.



For this breakthrough to be successful, we need to empower different and diverse groups of people through innovation and capacity building.



Sharing best practices from a wide range of innovative, collaborative, European projects.



Building on a combination of tools and methods for personal skills development, provide steppingstone towards integrating the 'people factor' into designing and delivering transition and change plans



# How do we do that in practice?



Check in

Presentation  
for inspiration

Getting your  
voices heard!

# Check-in: Getting to know each other...



Who are you?



Where does  
your canoe  
come from?



How do you sit  
here?



What is your  
background &  
skillset you  
bring to this  
session?



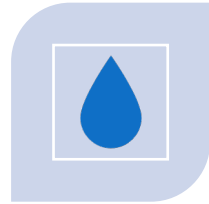
What are your  
Expectations  
for this  
workshop?



# Background on trends



DIGITALISATION SKILLS TO ADDRESS THE QUALITY AND DATA MANAGEMENT AND BETTER GOVERN WATER ISSUES



INNOVATION TO INCREASE THE WATER SECTOR'S EFFICIENCY



MITIGATION OF GLOBAL WARMING AND ENVIRONMENTAL ISSUES, AND CRISIS ANTICIPATION



DIVERSITY TO CREATE NEW WAYS OF THINKING



SOCIAL AND INNOVATIVE SOLUTIONS TO MAXIMIZE IMPACTS



LIFE-LONG LEARNING TO ACQUIRE THE RIGHT EXPERIENCE



SKILLS AND KNOWLEDGE TO REALIZE THE VALUE OF WATER IN A CHANGING SOCIETY

# European Junior Water Programme



## The Three Pillars of EJWP



Knowledge creation and transfer: masterclasses on European policies, cooperation, and primary water challenges - including local water projects of participating organisations



European network opportunities through EJWP community building: integration in Water Europe, EJWP Ambassadors, and event participation



Personal and professional skills development in international teams: emphasis on cultural awareness and diversity cooperation in projects.

Our Water Future Starts Here!

# Wishes & lessons learned



Personal and organizational leadership by intrinsic motivation & need

Human capital as attraction & retention of personnel

Capacity building as part of career development

Integrated approach & interdisciplinarity as added value

Human Centric approach & social innovation not only as buzz words

# EU projects & Interdisciplinarity & Skills Development



## WATERLINE

- Horizon/ Widening
- Digital Transition & Community
- Gender & Intergenerational & Interdisciplinary Skills & Community



## SPIRE SAIS

- Erasmus+ Partnership (large scale)
- Blueprint Energy Intensive Industries: IS & EE
- Intergenerational & Interdisciplinary Skills & Community



## iMERMAID

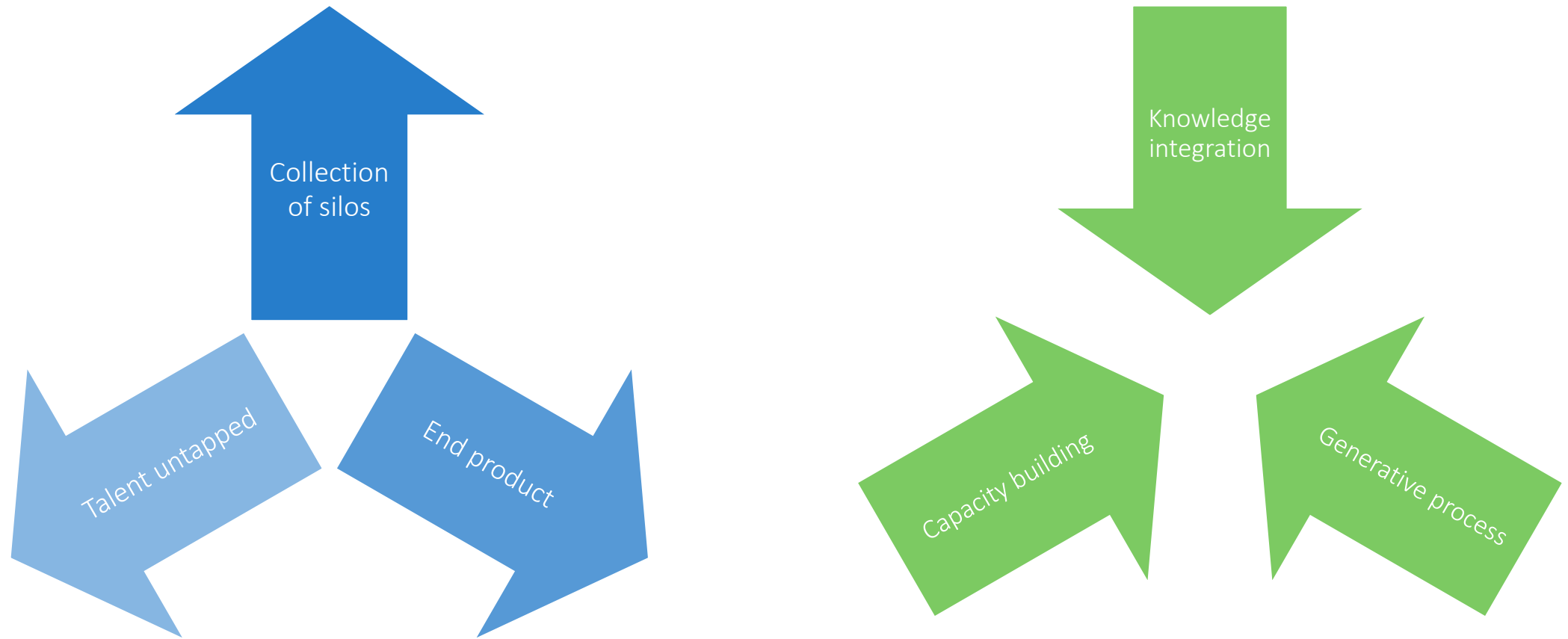
- Horizon/ Research & Innovation
- Innovative Solutions for Mediterranean Ecosystem Remediation via Monitoring and decontamination from Chemical Pollution
- impact/ capacity building as part impact assessment & frameworks



## WatNex

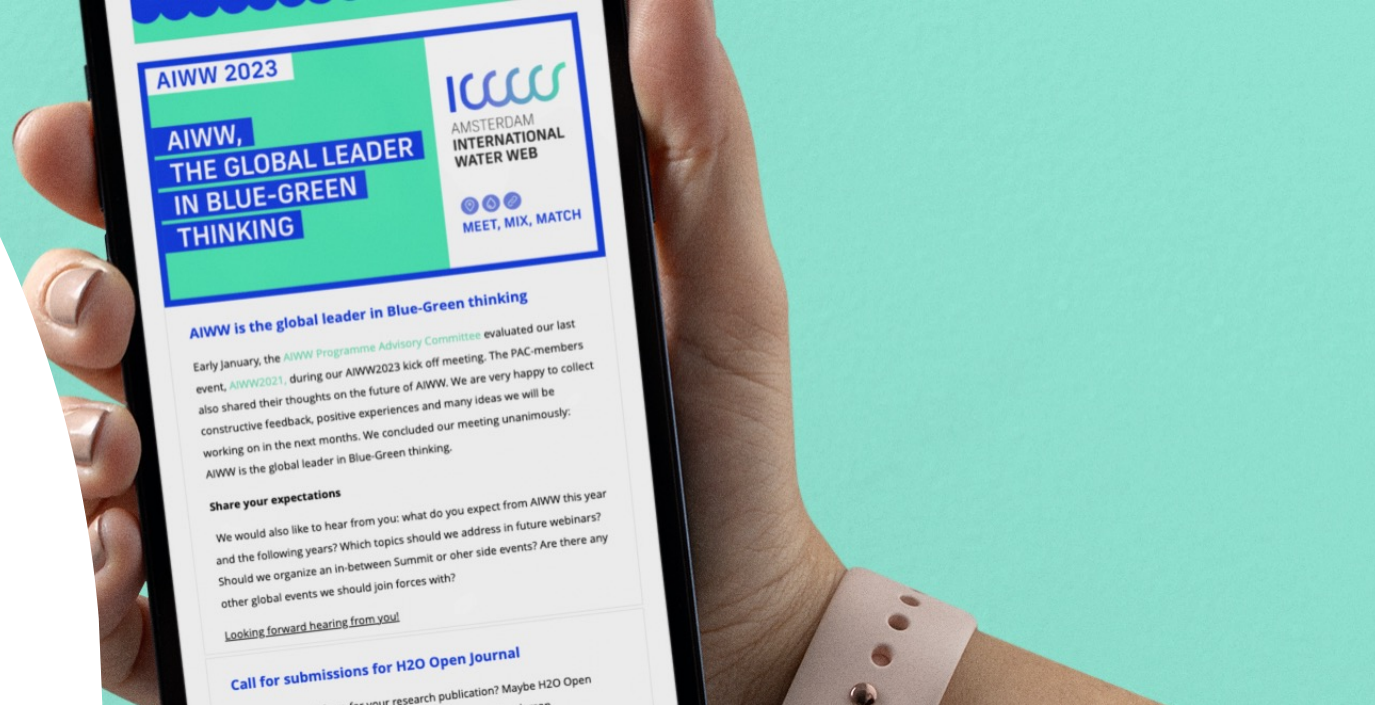
- Bilateral Fund to support Green & marine skills + Gender Inclusion
- Croatia – Norway + EJWP community
- Empowerment of Female Careers in STEM

# Interdisciplinarity in EU projects



# Lessons learned

- How does this work out in practice / lessons-learned
  - Requirement & agenda setting on European Level
  - Water Europe, Working Group Human Capital
  - Network to create consortia
  - Connect different cultures, skills and talents
- Added values
  - Time and resources allocated
  - High on the agenda
  - Exposure to European projects of young professionals & soft skills
  - Improved networks within Water Sector
  - Integrated approaches including social sciences



# It starts with diversity...



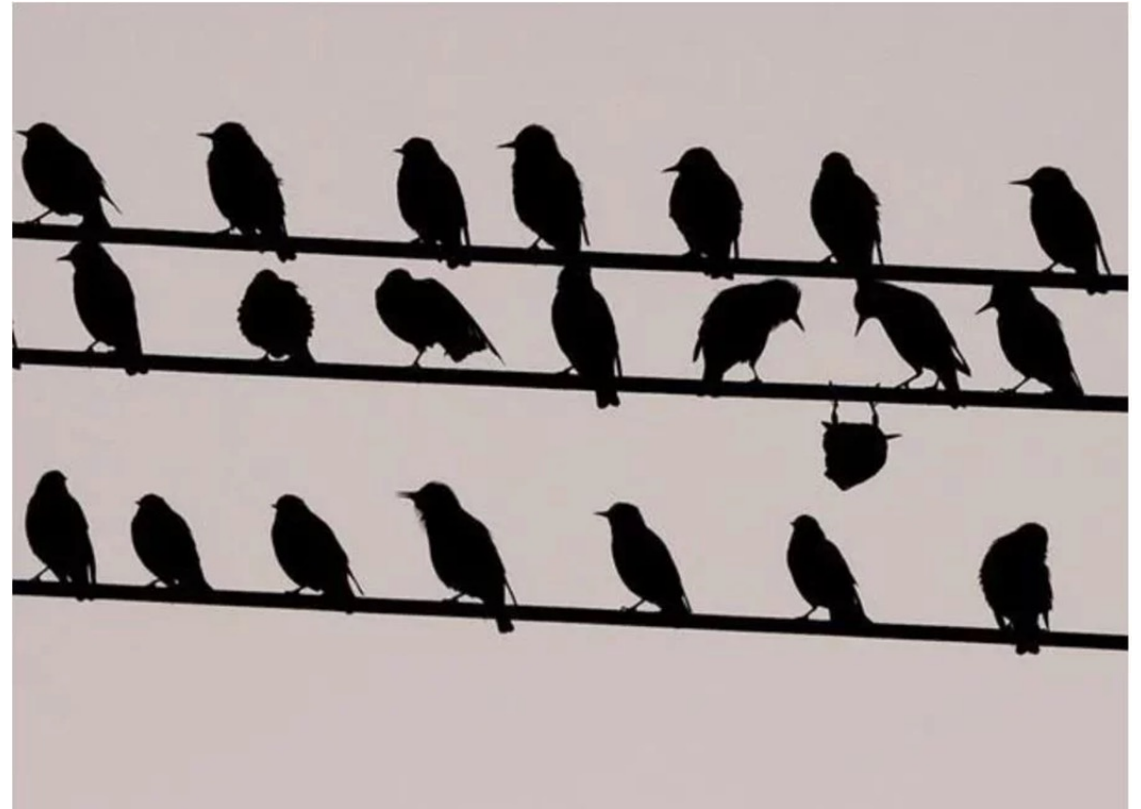
Video by Human Dimensions, Jitske Kramer



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## Let's share experiences: your turn!

- Deep democracy: Making use of the wisdom of the minority & diversity
- Conversation by Feet on Gender diversity
- Conversation among yourselves on intergenerational inclusion



# Conversation by Feet on Gender Inclusion in the Water Sector

- Gender Inclusion should not be a topic at all in the water sector.
- Gender inclusion in the water sector should focus on participation in the workforce.



# The conflict & diversity within yourself...

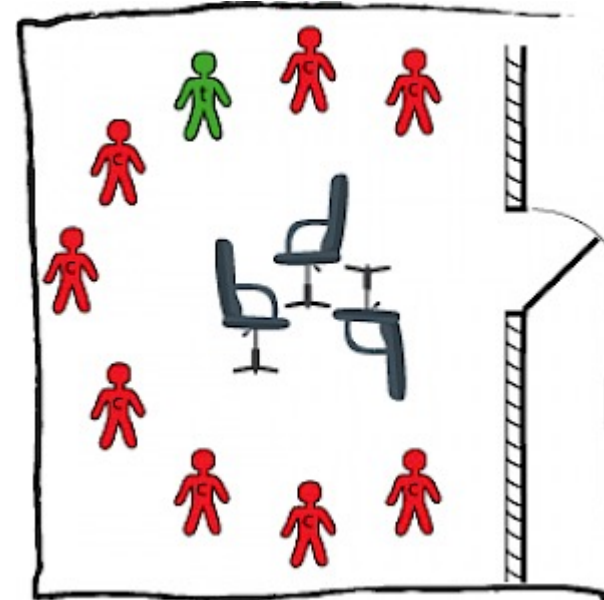
## Intergenerational diversity & leadership

- Do we need to focus/ invest in intergenerational inclusion in the water sector?
  - Yes...(round 1, 2 min)
  - No....(round 2, 2 min)
  - Yes...(round 3, 1 min)
  - No...(round 4, 1 min)
  - 1 min Reflection
  - Feedback



# Why and how to work interdisciplinary?

- Rules:
  - 4 groups of people
  - You all receive an assignment



# Evaluate & feedback

How did you handle the groupwork?

Who influenced the decisions and how?

What kinds of behavior helped or hindered the group?

How did collaboration with other teams go?

What do you recognize when you look at how you normally work together?

How would you do the activity differently if you were asked to do it again?

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