



# NEWSLETTER

<http://nwow4net-zero.eu>

October 2023

The NWoW4Net-Zero project aims to contribute to the EU-carbon neutrality ambition by leveraging new ways of working and work organisation resulting from increased use of digital solutions through a “toolbox” and dedicated training for HR Professionals.

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### The Launching of our Toolkits



#### HR Leaders

Positioning HR leaders as key actors in the journey to net-zero emissions



#### Digital Solutions

Leveraging digital solutions in the workplace to contribute to carbon-neutrality



#### Agents of Change

Empowering HR professionals to become effective agents of change



#### Sustainable Organisations

Indirectly supporting organisations in developing sustainability



#### Become a Changemaker!

An exciting opportunity for you to help shape our project, and contribute to a sustainable future through NWoW4Net-Zero



#### Launch of Toolkits

Our toolkits are now available, and can now be used to help HR professionals to become agents of change



#### Meeting in Paris and LTA in Skopje

Progressive, international meetings between the partners for NWoW4Net-Zero have been held and have greatly helped in the project



## BECOME A CHANGEMAKER!



Are you a HR practitioner and want to help drive your organisation towards carbon neutrality?



We would like you to be the first to test our interactive toolkits and discover solutions towards a sustainable future for your company!

The NWoW4Net-Zero Project is happy to announce that it is looking for pilot testers to examine the toolkits developed in the project. The testing is open to any HR personnel interested and [you can register here](#):

Any feedback is welcome as it informs us of your needs and expectations and helps us provide the best quality toolkits we can.

## LAUNCH OF TOOLKITS

We are excited to announce that the interactive toolkits developed during the NWoW4Net-Zero Project have been launched and are freely available on our website! These toolkits provide in-depth knowledge, frameworks, and tools that will equip HR personnel with the insight needed to become change makers and help their companies develop more sustainable practices. The toolkits can be found on our website: [nwow4net-zero.eu](http://nwow4net-zero.eu)

### THREE TOOLKITS FOR ACTION IN THREE KEY AREAS:



#### **NWoW**

Ways of organising and hybridising work to contribute to the objective of reducing environmental impact



#### **Work-Related Mobility**

Solutions to reduce the carbon footprint of commuting to and from work



#### **Digital**

Lever to help reduce carbon footprint through responsible use of digital technologies, in the workplace and while working remotely



## Meeting in Paris



In June a meeting was hosted by C&R in Paris which saw representatives of all partners: CKM, TalTech, Reference, and PLS.

The meeting was a productive one, and saw the Project's partners reflect on the work already done, and discuss on how to best proceed with the remainder of the Project; agreeing to organise an LTA, and deadlines for work on the digitisation for Results 2, 3, and 4.

Partners agreed on proceeding with the digitalisation and they also agreed on the piloting session mainly focussed on the call, the criteria of selection of the participants, and the timing of the same. The scope of the Learning Training Activity planned for October was discussed and how we see it contributing to the overall impact of the project.

## LEARNING TRAINING ACTIVITY

**A Learning Training Activity was held in Skopje in October which saw CKM host representatives from TalTech, PLS and C&R.**

This meeting allowed the partners to learn how to use the material in their specific fields, with the material being adapted for use by both universities and consultancies.

This coming together helped the partners develop a fuller understanding of how the developed toolkits, learning paths, and the learning guide can be used by different types of stakeholders in a learning teaching context.

To that end three specific situations were explored. First, the use of the toolkits, the learning paths, and the learning guide in a VET context, with a focus on the self-learning methods and the methods of supporting learning of students or practitioners of professional HR academies. Specific tools were discussed, while the learning manual was updated in this section. CKM with PLS moderated this section.

On the second day, participants explored the applicability of the toolkits and the learning guide in HE context, exploring the use of the role play, case studies and best practice methods for transferring the knowledge to students who might not have a previous HR experience but are involved in HRM studies at the HE level. TalTech moderated this session.



At the third day, participants discussed and explored ways in which the learning guide and the toolkits can be used in a consultancy context and how the same can be used by HR consultants when they are working on changing the organisational culture in companies.

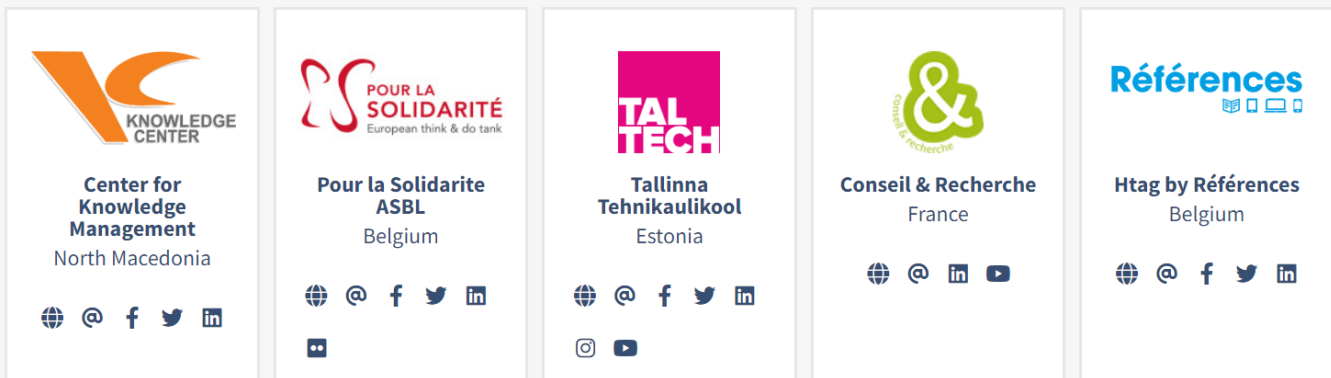
Participants agreed that the toolkits and the learning guide can also cover the use of various change management models in which the individual learning paths connected to the toolkits coupled with the support of the HR consultants, will enable the HR managers to act as change agents.

In the same day, participants also explored the possibility to use the toolkits and the learning guide for initiating or supporting a larger societal change (advocacy) which could recognise these trends in the New Ways of Working as the new status quo in the functioning of the organisations. C&R and PLS moderated this session.

# ABOUT THE PROJECT

The NWoW4Net-Zero project aims to contribute to the EU-carbon neutrality ambition by leveraging new ways of working and work organisation resulting from increased use of digital solutions through a “toolbox” and dedicated training for HR Professionals.

## PROJECT PARTNERS



Co-funded by the Erasmus+ Programme of the European Union



National Agency for European Educational Programs and Mobility of North Macedonia

## OUTCOMES TO DATE

Good progress has been made on Results 1 and Result 4 of the project, as the toolkits have been finalized and digitised.

We have also developed the learning paths (Result 2) that can be used for a personalised experience.

The project's impact methodology has also been worked on and finalized (Result 3), to further explain the rationality behind the toolkits this projet provides.

## NEXT STEPS

We are coming the end on the project, and now our first priority is the pilot testing for the toolkits, to assure their use and applicability in turning HR practitioners into agents of change.

We are also setting up a hackathon to Improve the visual quality of our digital toolkits and learning paths in November in collaboration with Brainster.co.

We are also organizing multiplier events in partner countries in January and February to spread the word about NWoW4Net-Zero.

Finally, on 14<sup>th</sup> of February 2024 we are holding a large International Conference in Brussels, Belgium. Save the Date and we look forward to see you!