Guiding principles for networking & community building
Good practices and examples for facilitators

When organizing an event in CHARM with the aim of fostering networking among participants from various universities, it is essential to consider the following principles:

WORK AGILEY

❑ **Choose a method and way of working flexible to the needs of the participants.**

> ➢ Ask for input from previous events to adapt your agenda.
> ➢ Leave room in the agenda for flexibility.
> ➢ Ask for the needs of participants in the beginning.
> ➢ Let participants vote on what they would like to work on. | Encourage people to choose the challenges/issues they would like to tackle.
> ➢ Use agile methods (e.g. Design Thinking or SCRUM).
> ➢ Use online collaboration software (e.g. Google suite or Miro).

COMMUNICATE TRANSPARENTLY

❑ **Openly share information, intentions, and decisions, fostering clarity and trust in the exchange of ideas and messages.**

> ➢ During the planning process: Start with an objective and assign clear tasks. Use phonecalls or videocalls to save time.
> ➢ Share information (e.g. on target group and aims) early and through a WP with all universities involved.
> ➢ Establish a messenger group for easy communication between participants.
> ➢ Increase visibility through videos about the event.

ENGAGE INCLUSIVELY

❑ **Embrace and value diverse perspectives to ensure that all participants feel respected, heard, and represented in the conversation or activity.**

> ➢ During the planning process: Have your target group in mind.
> ➢ Use icebreaking activities so that people get to know each other (e.g. living statistic, triangle of communalities, speed dating...).
> ➢ Make the expertise of participants visible (e.g. through networking cards ("wall of expertise")).
> ➢ Welcome also those participants who can only attend parts of the event.
> ➢ Combine face to face and virtual elements for better accessibility.
> ➢ Use a human centred approach to issues and solutions.

PARTICIPATE COLLABORATIVELY

❑ **Work collectively towards shared goals, leveraging diverse strengths and perspectives, and fostering open communication to achieve mutual success.**

  ➢ Involve the target group in planning (e.g. students in creating educational programmes etc.).
  ➢ Jointly define concepts that are of relevance for the group (e.g. CHARM-ification concept note).
  ➢ Invite all relevant stakeholder (e.g. CHARM-EU KCT 'hackathons' with teachers and educationalists).
  ➢ Plan enough time for all participants to work on their concrete collaboration projects.

LIVE INTERCULTURALITY

❑ **Embrace and integrate diverse cultural perspectives into conversations and activities to foster understanding and cooperation across different cultural backgrounds.**

  ➢ Invite participants from multiple countries.
  ➢ Openly discuss intercultural communication (e.g. make participants play a card game, assigning different game rules).
  ➢ Include cultural activities or experience points in the programme (e.g. guided tours, peak app).

ENCOURAGE INNOVATION

❑ **Create a supportive environment that inspires creative thinking, risk-taking, and the exploration of novel ideas to drive positive change and progress.**

  ➢ Use new hybrid solutions (e.g. online world café).
  ➢ Foster (potentially) interdisciplinarity.
  ➢ Use "Design" as a tool to drive innovation.
  ➢ Keep sustainability in mind and think of new ways of collaborating.
  ➢ Use pilots to test principles and ideas (e.g. Engineering days and Life Science days).
  ➢ Share also what did not work out.
  ➢ Follow-up on project/ideas from networking events (e.g. sharing of results or prototypes).