

WISA 2020 workshop

Proposer's Information

Name	Agnes Maenhout
Organisation	World Water Academy
Designation in organisation	Managing director
Telephone number	+31 6 5394 0795
Email address	Agnes.maenhout@wateropleidingen.nl

Workshop / Forum Information

Descriptive title	Generation Z is coming: go with their flow to get #all-new- handsondeck	
Conference sub-theme (select one)	1. Reduce water demand and increase supply	
	2. Manage the resource for a capable ecology	
	3. Manage and monitor effective water and sanitation services and infrastructure	
	4. Govern and regulate the sector	
	5. Improve raw water quality and management	
	6. Develop skills and technology innovations and disruptors.	x
Is the workshop/forum chosen format: 1) Standard style; or 2) Ignite style?	2) Ignite style with group interaction	
Is this workshop related to an existing WISA division or branch? If yes, specify which one.	YWP	
How many delegates do you expect to attend this workshop?	40-50	
Name of person who will organise this workshop/forum	Agnes Maenhout	
Name of organisation who is hosting this workshop/forum	World Water Academy	
Who are the collaborating organisers or hosts of this event?	Claudia Peters Londiwe Dlamini	
Do you have funds to enable speakers, facilitators, or students to attend? Detail to be provided.	yes	
What handouts will be distributed during this event ('take home'), if any?	A postcard A summary in quotes/ 1 A4, ready to tweet, share on LinkedIn and publish on the Wisa website.	
How much time would you like to request to be allocated to your workshop/ forum?	1,5 hour	

Would you like to be put in contact with the relevant WISA branch or division if you are not already in contact?	Yes
Would you like any assistance from the WISA 2020 Organising Committee? If so, please specify what type of assistance.	Yes, we need proper internet in the venue to use the digital voting on mobile phone

Workshop/Forum Details

Title of Workshop / Forum (max 15 words)
Generation Z is coming: go with their flow to get #all-new- handsondeck
How is this Workshop/Forum connected to the chosen sub-theme (choose from list 1-6 above)
<p>#all hands on deck also means #newhandsondeck! The new workforce will be Generation Z (born 1995-2010). The water industry has challenges to attract young professionals and keep them working at their organizations. Young professionals of generation Z have developed a different vision about working-life, career paths and working together with other professionals. They developed new skillsets, because of their digital upbringing. In this workshop we research and discuss the expectations of young professionals about organizations being a good employer. At the end of the workshop we have identified concrete points about how companies can be attractive for young professionals, and keep their water, their business.</p> <p>Young professionals will bring in the so-needed enthusiasm for innovation and disruptive technology solutions. They are eager to learn by doing: identify new smart solutions, testing innovative technologies, doing applied research and sharing the knowledge in (inter)national networks.</p>
Name the SDG/s which link with this Workshop / Forum
<p>4 – Quality education</p> <p>6 – Clean water and sanitation</p>
Explain the need and relevance of this workshop (1000 words)
<p>The water industry (public and private) has challenges to attract (young) people to work at their organizations. This issue is not unique for South Africa. The lack of human resources has to be solved to be able to have a secure business operation.</p> <p>Generation Z (people born from 1995 to 2010) is entering the job market. Within a decade, this generation of “digital natives” will represent one third of the global workforce. A stable career path, a competitive salary and benefits, work-life balance, job satisfaction and flexibility are important for people from Generation Z. Literature shows that Generation Z’ers in South Africa put the ethics of an industry or profession as a top priority, ahead of work-life balance.</p> <p>Generation Z employees are digital natives and are used to get a lot of information in one time. They filter this information and determine what is relevant in 8 seconds. And because they have learned to deal with multiple screens and information flows at the same time, they excel in multitasking! But Generation Z also needs guidance in the workplace. It’s up to organizations to ensure that the different generations can</p>

communicate and exchange knowledge and skills. This can be a difficult process because of the generation gap.

Organizations in the water sector need to prepare themselves for Generation Z, to overcome their lack of personnel and to be able to have a new generation building careers in their organizations. But how are they able to do that?

The target audience is policy makers, HR, managers, Young professionals, and (future) colleagues of the water industry, in fact everybody who likes to attract young workforce.

This workshop aims to identify the wishes and needs of Generation Z and to provide tools for the successful integration, including transfer of knowledge and skills, of generation Z in the workplace. The outcomes are concrete tools for organizations, suggested by the young professionals themselves, to keep their water their business!

Name of Session Facilitator (chair) and Organisation

Agnes Maenhout & Londiwe Dlamini (World Water Academy)

List the names and topics/titles (plus time allocation) of each presenter

Activity	Presenter	Time (min)
Welcome and purpose of Workshop	Agnes Maenhout & Londiwe Dlamini (co-Facilitator)	5
Introduction: thoughts about Generation Z: ranking on a line	Facilitator	10
Statements: what is important for Generation Z? Using results of the YWP Wisa conference October 2019 +Discussion of the results	Facilitator + digital voting system on mobile phone	30
Group exercises: What can an organization do to attract Generation Z using the guideline for working with generation X and Z. In World Café Style.	Group work in groups of 8	25
Summary of the results	Londiwe	10
Closure of the workshop	Agnes	10

What is the expected outcome of this session and what impact on the water sector do you expect to have (max 60 words)

This workshop aims to identify and internalise the wishes and needs of Generation Z and to provide tools for the successful integration, including transfer of knowledge and skills, of generation Z in the workplace. The outcomes are concrete points about how companies can become and stay attractive for young professionals, and keep their water, their business and get #all-new-handsondeck!

