

5th CRESTING WORKSHOP

Understanding the corporate engagement with the circular economy

21st -25th of September 2020 – online event

Hosted by the Institute of Systems Sciences, Innovation and Sustainability Research (University of Graz)



This project has received funding from the European Union Horizon's 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No. 765198

Table of contents

<i>Introduction</i>	3
Aim and scope of the workshop	3
Host institution: University of Graz	4
Graz, capital of Styria	4
Institute of Systems Sciences, Innovation and Sustainability Research (SIS)	5
Systems sciences	5
Innovation and transitions research	5
Sustainability research	5
Organizing team	6
<i>Program overview (CEST)</i>	7
<i>Keynote speakers</i>	8
Henri Cuin	8
Hans-Christian Eberl	8
Elisa Gramlich	9
Julian Kirchherr	9
Ines Omann	10
Daniela C. A. Pigosso	10
Shyaam Ramkumar	11
Romana Rauter	11
Lisa Scheer	12
Gerald Schmidt	12
David Schönmayr	13
Simron Singh	13
Anna Tari	14
<i>Detailed program and day-to-day agenda (CEST)</i>	15
Day 1) Monday 21st September	15
Speed updating session	15
Learning objectives	15
Functioning of the session	15
Building relationships with stakeholders	16
External keynote speakers	16
Learning objectives	16
Functioning of the session	16
Day 2) Tuesday 22nd September	17
Stakeholder event	17
Learning objectives	17
Functioning of the session	17
Day 3) Wednesday 23rd September	19
Exploitation of research	19

External keynote speakers	19
Learning objectives	19
Functioning of the session	19
Work package meetings	20
Functioning of the session	20
Day 4) Thursday 24th September 2020	21
Career development	21
External keynote speakers	21
Learning objectives	21
Functioning of the session	22
Gender in the workplace	22
External keynote speakers	22
Learning objectives	22
Functioning of the session	22
Closing session: Pubquiz	22
Day 5) Friday, 25th September 2020	23
Career development (ESRs meeting)	23
Learning objectives	23
Functioning of the session	23
Blog-post session (ESRs meeting)	23
Learning objectives	23
Functioning of the session	23
<i>Risk assessment</i>	25

Introduction

Aim and scope of the workshop

Since the last CRESTING workshop, humanity has witnessed unprecedented immediate effects of the consequences of unsustainable production systems. We have understood the emergence property of each small individual decision and how the sum of all results is decisive for the society at large. We are learning how to use digital tools more effectively, changing our workplace and living styles and resolving that racial biases should have no place in our societies anymore. Undoubtedly, these changes are a necessary spark to act on the Sustainable Development Goals. At the same time, the circular economy continues gaining presence in the media, annual reports, scientific publications and public agendas. Is thus the circular economy a model that allows us to achieve an adequate level of sustainability with respect to the environmental and social pressures we face? Or is it an overly inclusive model where all practices fit, even those that involve no change?

At the moment, it is probably an instrument each institution can use according to its own goals. Thus, the phenomenon we will directly address during this workshop is the corporate engagement with the circular economy, as the decisions made by companies largely shape the society and the ecosystems in which we live in. Interestingly, companies have shown an overly positive commitment to the circular proposal: memberships to corporate circular economy networks such as CE100 from the Ellen MacArthur Foundation or Platform for Accelerating the Circular Economy (PACE) from the World Economic Forum keep growing. With business models traditionally based on linear principles, growth oriented, economies of scale, volumes of sales and rapid product replacement, why and by which means do they adhere to the circular principles? While keeping a multi-stakeholder perspective on this issue, we will elaborate on this question from different angles. On the one hand, we will explore the relationships established between private sector actors collaborating in the context of circular economy projects and reflect on the relationships we have established with our respective project partners during our research; we will use tools of ideation and analysis, business case and decision-making used in company settings to give circular solutions for a sustainability challenge; we will explore ways of increasing the impact of our research both in terms of content and communication and we will understand how to navigate the ever-changing labor market scenarios regarding hard and soft skill development.

We hope this workshop inspires participants during these uncertain times and helps materialize ideas into concrete research, professional and personal development plans.

Tomás Santa María, Anna Díaz, Rupert Baumgartner

Host institution: University of Graz

The University of Graz, which was founded in 1585, is Austria's second oldest university and one of the largest in the country. Many excellent scientists, amongst them six Nobel laureates, have taught and researched here. With 31,000 students and 4,300 employees the University of Graz contributes significantly to the vibrant life of the Styrian capital. Its location in Europe encourages a lively scientific, economic and cultural exchange with South-East Europe, from which not only the city benefits, but also its educational institutions.

Graz, capital of Styria

Graz is the capital city of the *Bundesland* (federal state) Steiermark (Styria), located in the south east of Austria. It is the country's second largest city (443,066 inhabitants in 2019) and lies on the Mur river between the Styrian Alps and a wide, fertile basin (Grazerfeld), about 95 miles (155 km) south-southwest of Vienna. In the 9th century there was probably a fortress on the Schlossberg ("Castle Hill"), a rocky cone hill (470 meters high) that dominates the city. Thus, the name Graz is derived from *gradec*, a Slavic word meaning "small fortress." A rail and industrial centre, Graz has ironworks and steelworks, breweries, and railway workshops. Local manufacturers include precision and optical instruments, machinery, paper, textiles, and chemicals. Graz is also a major automobile development and production centre. Telecommunications and medical technology contribute to the local economy as well. Six universities, the biggest medieval historic city center in Europe (a UNESCO World Heritage site), a lively cultural scene, styrian gastronomy and international fairs form the profile of this lovely city. The city was chosen by the EU cultural ministers in 2003 as "Europe Capital of Culture 2003", which put Graz firmly back on the map so that today the city is mentioned in the same breath as Vienna and Salzburg.



Institute of Systems Sciences, Innovation and Sustainability Research (SIS)

Research at the institute is based on three scientific pillars: systems sciences, innovation & transition research, and sustainability research. By combining these three science fields, it seeks to enhance the ability of human-environment systems to deal with global change.

Systems sciences

Systems sciences deals with the analysis and modelling of complex systems as well as with the acquisition, processing and analysis of data that promote systems understanding. At the SIS, the focus is on the reduction of emissions and the possibilities of alternative transport concepts in urban areas, the implications of digitalization, the development of early warning systems for critical state changes and, in the broad sense, a better understanding of the interactions of social and physical systems, such as the interactions of humans and the environment under conditions of global change.

Innovation and transitions research

The management of innovations at different levels is a significant challenge for the transition towards sustainable development. The goal is to gain insight into innovation processes for new products, services, and technologies, but also in transition processes in society, organizations, and sectors, like the energy sector. Therefore, it is necessary to generate an understanding of logics and patterns of human decision making and action. On this basis, inter- and transdisciplinary concepts for supporting important decisions that influence sustainability are developed, and the initiation of sustainability-oriented transition, innovation, and adaptation processes in a variety of human-environment systems is supported.

Sustainability research

The central interest in this research area is to improve the understanding of sustainable development by integrating it into the company activities, strategies, and products while highlighting the consequences of such integration. This implies that research is conducted on the operationalization of sustainable development at the corporate level (i.e., concepts and frameworks of corporate sustainability management), the motivation of companies to act in (more) sustainable ways, sustainability strategies and (sustainable) business models, sustainable innovation, sustainability assessment, sustainability design inter-organizational management related to sustainable development and circular economy.

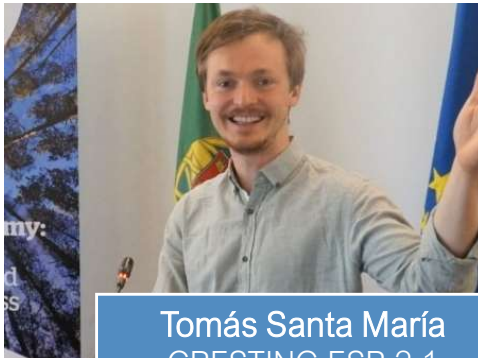
Organizing team



Prof. Rupert Baumgartner
University professor,
Head of the SIS,
CRESTING WP2 leader



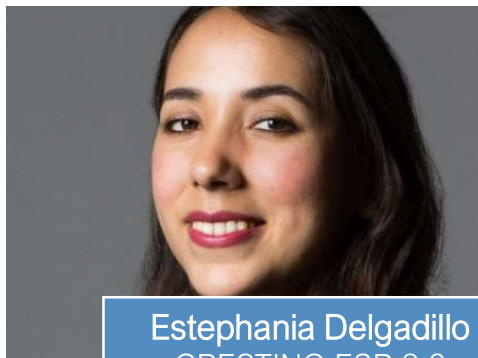
Tanja Untergrabner
Secretary of the SIS



Tomás Santa María
CRESTING ESR 2.1



Anna Díaz
CRESTING ESR 2.2



Estephania Delgadillo
CRESTING ESR 2.3

The organization of this event has been supported by the researchers from the Christian Doppler Laboratory for Sustainable Product Management in a Circular Economy (see circular.unigraz.at).



Program overview (CEST)

Time	Monday 21	Tuesday 22	Wednesday 23	Thursday 24	Friday 25
Plenary room will open at 08.45					
Session 1 09.00 – 10.30	Speed updating	Stakeholder Event	Exploitation of research	Career Development	Career Development (ESR meeting)
			Coffee break 10.00 - 10.15		
10.30 – 11.00	Coffee break		Exploitation of research	Coffee break	
Session 2 11.00 – 12.30	Speed updating	Stakeholder Event		Coffee break 11.00 - 11.15	Gender in the workplace
			Exploitation of research		
12.30 – 13.30	Lunch break				
Session 3 13.30 – 15.00	Building relationships with stakeholders	Stakeholder Event	Work Package meetings	Closing session	

Supervisory board meeting: Thursday, 10th of September 15.00 to 17.00

Keynote speakers

Henri Cuin



Co-founder and partner at Eolos

Henri Cuin is co-founder and partner at Eolos, an innovative engineering firm headquartered in Berlin that aims to boost the implementation of a circular economy through consulting, investment and mentorship. The focus of Eolos is currently centered around the railway, waste management, textiles, electrical and electronic equipment industries. Henri is a Civil Engineer with a Master's degree in Mineral Economics from McGill University, an international executive with interdisciplinary experience in industrial operations, project management and finance business partnering.

Hans-Christian Eberl



Policy Officer at the European Commission

Hans-Christian Eberl works as Policy Officer at the European Commission on the areas of circular economy, product policy, plastics, batteries, chemicals, waste and eco-innovation in the context of Horizon 2020 and Horizon Europe. He holds an undergraduate degree in History from University of Vienna and a Master's degree in Chemistry from Vienna University of Technology. Mr. Eberl has previously worked as Senior Expert for the Austrian Ministry of Environment in topics related to emissions, chemicals, energy efficiency, and product legislation.

Elisa Gramlich



Programme manager Climate, Consumption and Circular Economy at WWF

Elisa Gramlich works at World Wide Fund for Nature (WWF) and has a background in Business management and Environmental Sciences. She has worked as a consultant and navigated start up ecosystems in organisations like Impact Hub Vienna and Pioneers Discover. Since 2017, she works at WWF helping national and multinational corporations implement Corporate Social Responsibility projects.

Julian Kirchherr



Principal Investigator at Utrecht University, Associate Partner at McKinsey & Company

Julian Kirchherr combines academic and industry-oriented work. He is based at Utrecht University and holds a doctoral degree from the School of Geography and the Environment, University of Oxford. His current research examines the role of the circular economy in driving sustainability transitions. Julian works as Associate Partner at McKinsey & Company. With the drive to translate academic research into actionable insights for societal stakeholders, Julian is the founder of the social enterprise Circular Economy Academy and has been active in the field of journalism by regularly contributing to international media outlets and publishing the widely featured book "The Lean PhD".

Ines Omann



Self-employed facilitator and senior researcher at the Austrian Research Foundation for International Development

Ines Omann is an associate senior researcher at the Austrian Research Foundation for International Development (ÖFSE). She previously worked as senior researcher at different research institutes, such as the Helmholtz Centre for Environmental Research or the Institute for Ecological Economics at Vienna University. She holds a doctoral degree in Economics and Environmental Systems Sciences from the Universities of Leeds and Graz. She has led multiple research projects on the topics of strategies for sustainable development and quality-of-life, sustainability transitions, transdisciplinarity in the areas of climate change, consumption, biodiversity, amongst others. In addition, she is a moderator and facilitator in transdisciplinarity research projects, public participation processes and events (workshops, seminars, conferences) trying to bridge research and policy/society and thereby translating knowledge into action.

Daniela C. A. Pigosso



Associate Professor at Denmark Technical University, co-founder of essensus.

Daniela Pigosso is Associate Professor at the Technical University of Denmark (DTU), where she is currently the head of studies at Design & Innovation (BSc). She has a bachelor degree on Environmental Engineering and a PhD degree on Industrial Engineering, both from the University of Sao Paulo (Brazil). During her PhD research, Daniela developed the so-called Ecodesign Maturity Model (EcoM2), which aimed to support companies into the integration of ecodesign in their business processes. The EcoM2 has been implemented into a number of companies such as Grundfos, Embraer, LEGO, Philips, Steelcase and Natura. As a result of her extensive transdisciplinary research, Daniela co-founded essensus in 2018, a spin-out from DTU focused on sustainability maturity consulting. Daniela has direct collaboration with a number of Danish and International companies, and serves as the chair of the Sustainable Design Special Interest Group at the Design Society. Her main research focus is related to Circular Economy, Sustainable Design, Product/Service-Systems, Sustainability Assessment and Business Model Innovation. Daniela is a member of the advisory board of the Design Society and member of the scientific editorial board of the new Journal Circular Economy and Sustainability.

Shyaam Ramkumar



PhD candidate in Economic Sociology at Politecnico di Milano, senior sustainability consultant.

Shyaam Ramkumar is a senior consultant with background in Economics and Industrial Ecology. He has worked on sustainability consulting for Accenture (US) and Circle Economy (The Netherlands). His current research aims to investigate the role of inter-firm relationships and business networks in accelerating the adoption and diffusion of circular economy innovation using network analysis and agent-based modeling. In parallel to his academic work, Shyaam is organizing events and engaging with a global community of startups, associations, companies, professionals, and citizens who are interested and passionate about sustainability and the circular economy.

Romana Rauter



Assistant Professor at University of Graz

Romana Rauter is Assistant Professor at the Institute of Systems Sciences, Innovation and Sustainability research. Romana's academic background is focused on Management and International Business and her main area of expertise is Sustainability and Innovation Management. Her current research interests and activities include Sustainability Innovation, Sustainable Business Models and Strategic Sustainability Management

Lisa Scheer



Coordinator at the Center for Gender Studies and Equal opportunities of University of Graz

Lisa Scheer is an expert on Gender, Diversity and Quality Management in Higher Education, currently working at the Coordination Centre for Gender Studies and Equal Opportunities at the Department for Academic Services and the Institute of Education Research and Teacher Education, University of Graz. She holds a PhD in sociology from the University of Graz.

Gerald Schmidt



Head of strategic projects at Saubermacher Dienstleistungs AG

Gerald Schmidt has a background in Business Administration and Environmental Systems Sciences. He is currently working at Saubermacher Dienstleistungs AG, an Austrian company in the field of waste management located in Graz operating in 1,600 municipalities worldwide. Gerald has been leading teams on projects related to energy recovery, materials flows and technology management.

David Schönmayr



Research & Development Technologies at Fronius

David Schönmayr is an expert in sustainable and circular design of products, services and business models, currently working at Fronius to make technologies sustainable by design. Fronius International is an Austrian company, innovation leader in the fields of battery charging systems, welding technology and solar energy. With a background in Economic Geography and Sustainability, he holds an Interdisciplinary PhD from University of Graz on the topic of "Plastics recycling in the automotive sector". He was previously Head of Circular Economy Innovation at the Clean Tech Cluster from Upper Austria.

Simron Singh



Professor and Dean of Graduate Studies, School of Environment, Enterprise and Development (SEED), University of Waterloo (Canada)

Simron Singh conducts socio-metabolic research on small islands. As an industrial ecologist, he tracks material and energy flows through island systems: what and how much resources are locally produced, imported, transformed, used, stocked, and discarded. His research aims to inform science and policy on ways small islands can achieve resource and energy security, meet social and economic goals while building resilient infrastructure to endure climate change. He has conducted extensive research in the Nicobar Islands (India), Samothraki (Greece), and in several Caribbean nations. He is co-founder and lead of the research program Metabolism of Islands.

Anna Tari



Circular Economy Club (CEC) Founder and CEO, PhD Candidate in Management, Consumer behavior in a Circular Economy (Boston University).

Anna is a PhD candidate in Marketing at the Questrom School of Business (Boston University), where she researches on the role of consumers in a circular economy. She combines her academic work with her role as CEO of the Circular Economy Club (CEC). CEC is the largest international hub in the circular economy field with over 6,500 members and 260 CEC local chapters, who anchor the club activities in cities in over 140 countries. Anna has received multiple recognitions due to her role in bolstering the circular economy movement internationally from organizations such as the United Nations, the World Economic Forum and the International Organization of Iberoamerican Youth. Previously, Anna was the Government & Industry Affairs Coordinator at the World Travel & Tourism Council (WTTC) and worked at the Communications and Publications Department of the United Nations World Tourism Organization (UNWTO).

Detailed program and day-to-day agenda (CEST)

Day 1) Monday 21st September

Time interval	Activity	Virtual Room	Moderator
09.00 – 09.15	Welcome	Plenary room	Rupert Baumgartner, Pauline Deutz
09.15 – 10.30	Speed updating	Plenary room	Rupert Baumgartner
10.30 – 11.00	Coffee break		
11.00 – 12.30	Speed updating	Plenary room	Tomás Santa María
12.30 – 13.30	Lunch break		
13.30 – 15.00	Building relationships with stakeholders with Julian Kirchherr, Shyaam Ramkumar, Anna Tari	Plenary room	Anna Díaz

Speed updating session

Learning objectives

The main objective of the session is to stay up-to-date with the status of all WPs. ESRs will have the opportunity to train argumentation skills, reflect on research designs and providing feedback.

Functioning of the session

Every ESR will have pre-recorded and uploaded a presentation about a publication plan, which will be assigned to one ESR and one supervisor to review, comment and make questions during the plenary session. There will be 10 min to discuss every project, and spare time will be used to open question time to the rest of the audience.

	Main ESR	Questioned by ESR	Questioned by supervisor
WP 1	Martin Calisto Friant	Anna Díaz	Prof. Jonas
WP 1	Kieran Campbell-Johnson	Estephania Delgadillo	Prof. Caeiro
WP 1	Kaustubh Thapa	Aodhan Newsholme	Prof. Dermine-Brullot
WP 2	Tomás Santa María	Heather Rogers	Prof. Salomone
WP 2	Anna Díaz	Anna Walker	Prof. Pauline Deutz
WP 2	Estephania Delgadillo	Katelin Opferkuch	Prof. Vermeulen
WP 3	Natacha Klein	Tomás Santa María	Prof. Baumgartner
WP 3	Hinrika Droege	Erik Roos Lindgreen	Prof. Vermeulen
WP 4	Aodhan Newsholme	Kaustubh Thapa	Prof. Reyes

WP 4	Heather Rogers	Kieran Campbell-Johnson	Prof. Salomone
WP 4	Malgorzata Lekan	Hinrika Droege	Prof. Raggi
WP 4	Santiago Perez	Martin Calisto-Friant	Prof. Pauline Deutz
WP 5	Anna Walker	Natacha Klein	Prof. Baumgartner
WP 5	Erik Roos Lindgreen	Santiago Perez	Prof. Dermine-Brullot
WP 5	Katelin Opferkuch	Malgorzata Lekan	Prof. Jonas

Building relationships with stakeholders

External keynote speakers Julian Kirchherr, Shyaam Ramkumar, Anna Tari.

Note: On a short notice and for personal reasons, Anna Tari will be represented in the panel discussion by Dr. David Greenfield External Affairs Representative – Europe from Circular Economy Club (CEC).

Learning objectives

The integration of non-academic partners is a particular feature of CRESTING and a topic that will be directly addressed in this session. Confirmed speakers have an extensive experience in stakeholder management while deploying circular economy projects. Their input will be useful to reflect on the relationships members of CRESTING network have built with corresponding project stakeholders.

Functioning of the session

Each speaker will expose their experience in a 10-15 min keynote followed by a 45 min panel discussion where the audience will have the opportunity to ask questions.

Day 2) Tuesday 22nd September

Time interval	Activity	Virtual Room	Moderator
09.00 – 09.10	Introduction	Plenary room	Rupert Baumgartner, Tomás Santa María
09.10 – 09.50	Define Lightning talks and how might we...? questions	Breakout rooms	Breakout room facilitator
09.50 – 10.30	Understand System Mapping	Breakout rooms	Breakout room facilitator
10.30 – 11.00	Coffee break		
11.00 – 11.45	Ideate Circular Business Model Pattern Cards	Breakout rooms	Breakout room facilitator
11.45 – 12.30	Prototype Circular Business Model Canvas	Breakout rooms	Breakout room facilitator
12.30 – 13.30	Lunch		
13.30 – 14.15	Analyse Sustainability assessment	Breakout rooms	Breakout room facilitator
14.15 – 15.00	Present Pitching, Voting and Closure	Plenary room	Tomás Santa María, Rupert Baumgartner

Stakeholder event

Learning objectives

The stakeholder event will provide an opportunity to engage with different types of stakeholders and collaboratively propose solutions based on circular economy principles to a sustainability challenge. Participants will also practice Design Thinking methodology and various innovation tools.

Functioning of the session

The event will gather regional stakeholders belonging to private sector organizations, public agencies and non-profits with senior academics and PhD students from the CRESTING network to jointly reflect on the opportunities that circular economy holds for regional industries, communities and ecosystems. The event will be composed of 6 different sections based on Design Thinking methodology, in which tools developed by members of CRESTING will be applied. The following sustainability challenge will guide the discussion: **“How to use**

the circular economy principles and business models to transform the mobility systems of Graz?" The event will make use of an additional digital platform (Miro) that allows to do collaborative work over a series of canvasses developed for each activity.

Day 3) Wednesday 23rd September

Time interval	Activity	Virtual Room	Moderator
09.00 – 09.15	Welcome	Plenary room	Rupert Baumgartner
09.15 – 10.00	Exploitation of research: keynote speakers	Plenary room	Rupert Baumgartner
10.00 – 10.15	Coffee break	n/a	n/a
10.15 – 11.00	Exploitation of research: keynote speakers	Plenary room	Anna Díaz
11.00 – 11.15	Coffee break	n/a	n/a
11.15 – 12.10	Breakout rooms Three-minute thesis presentations	Breakout rooms	Breakout rooms facilitator
12.10 – 12.30	Exploitation of research Verdict, wrap-up, Q&A	Plenary room	Anna Díaz
12.30 – 13.30	Lunch break	n/a	n/a
13.30 – 15.00	Work package meetings	Breakout rooms	WP leaders

Exploitation of research

External keynote speakers Henri Cuin, Hans-Christian Eberl, Daniela Cristina Antelmi Pigosso, Romana Rauter, Simron Singh, Gerald Schmidt

Learning objectives

Exploitation of results generated through CRESTING will take place during the project and steps will be taken to ensure that developing practices become embedded and continue beyond the duration of the project. Accordingly, this session will be dedicated to collect insights from senior researchers and practitioners on their experiences in translating research results into real-world impacts. ESRs will have the opportunity to pitch their research to these experts and get feedback on their exploitation plan and presenting style.

Functioning of the session

During the first half of the session, each keynote speaker will expose their experience in a 10 min presentation and audience will have 5 min for questions.

During the second half of the session, ESRs will be distributed into 3 different breakout rooms (academic, industry and public sector focus) with 2 panelists in each room acting as a jury for their 3-minute thesis pitch. ESRs will expose their pitch (3 min) and will receive feedback from the jury (5 min). After the round of pitches, all participants will join the plenary session and juries will reflect on their impression about exploitability, research focus and presenting style.

Room 1. Academia	Room 2. Industry	Room 3. Policy
Daniela Pigosso Simron Singh	Henri Cuin Romana Rauter	Hans-Christian Eberl Gerald Schmidt
Malgorzata Lekan	Anna Walker	Heather Rogers
Kaustubh Thapa	Erik Roos Lindgreen	Natacha Klein
Santiago Pérez	Anna Díaz	Martin Calisto Friant
Kieran Campbell-Johnston	Aodhan Newsholme	Hinrika Droege
Tomás Santa María	Katelin Opferkuch	Estephania Delgadillo

Work package meetings

Functioning of the session

Work package leaders will organize their meetings during time-slot and, if needed, additional time slots beyond the workshop days, as some supervisors will likely need to attend several work package meetings.

Day 4) Thursday 24th September 2020

Time interval	Activity	Virtual Room	Moderator
09.00 – 09.35	Career development Keynotes speakers: Ines Omann, Elisa Gramlich, David Schönmayr	Plenary room	Ines Omann
09.35 – 10.20	Career development Breakout rooms	Breakout rooms	Ines Omann
10.20 – 10.30	Career development Wrap-up	Plenary room	Ines Omann
10.30 – 11.00	Coffee break	n/a	n/a
11.00 – 11.20	Gender in the workplace Introduction	Plenary room	Lisa Scheer
11.20 – 11.50	Gender in the workplace Case	n/a	Lisa Scheer
11.50 – 12.30	Gender in the workplace Participatory exercise and wrap-up	Plenary room	Lisa Scheer
12.30 – 13.30	Lunch break	n/a	n/a
13.30 – 15.00	Closing session	Plenary room	n/a

Career development

External keynote speakers Ines Omann, David Schönmayr, Elisa Gramlich

Learning objectives

The objective of this session is to provide ESRs with the opportunity to interact with professionals who have a background in sustainability and have continued their career paths in industry, academy and non-profit.

Functioning of the session

Three speakers working in academia, industry and non-profit sector will give a talk (10 min) on how they leveraged the skills developed during their doctoral degrees to pursue their careers. ESRs will then have the opportunity to discuss valuable skills and experiences with them in separate breakout rooms (40 min). Finally, there will be a plenary session where a member of each breakout room will report on the topics discussed.

Gender in the workplace

External keynote speakers Lisa Scheer

Learning objectives

This session will introduce the topic of gender bias and discrimination in academia, and the main support systems institutions provide. It will also give the opportunity to discuss a fictional case in small groups and reflect on what would appropriate reactions be.

Functioning of the session

Input on bias and discrimination in academia (20 min). Case discussion in small groups (30 min). Participatory discussion on self-awareness, personal strategies and responsibilities with keynotes in a flipchart (20 min). Types of support provided by universities (mentoring, conflict management etc) (10 min).

Closing session

The purpose of this session is for CRESTING members to spend some time in a distended, informal activity. Time for announcements will also be reserved.

Day 5) Friday, 25th September 2020

Both Friday activities are intended for ESRs internal discussion. Supervisors are invited to join the discussion, though their presence is not required.

Time interval	Activity	Virtual Room	Moderator
09.00 – 10.30	Career Development (ESRs meeting) Welcome, Breakout rooms, Wrap-up	Plenary	Anna Díaz/ Tomás Santa María
10.30 – 11.00	Coffee break		
11.00-12.30	Blog-post session (ESRs meeting) Dissemination strategy (45 min, Menti) Peer review (30 min; Breakout rooms) Wrap-up (10 min, Decisions and next steps)	Plenary break rooms and out	Anna Díaz/Tomás Santa María

Career development (ESRs meeting)

Learning objectives

The purpose of this session is for ESRs to share their career development plans and exchange impressions on training experiences and networking practices.

Functioning of the session

ESRs will discuss their plans in smaller groups and main conclusions will be reported in a plenary session.

Blog-post session (ESRs meeting)

Learning objectives

One of the objectives of this session is to peer-review blogposts from ESRs and agree on a dissemination strategy.

Functioning of the session

The session will be divided into two parts. First part (45 min): plenary session in which a dissemination strategy will be agreed upon by means of the interactive tool Menti complemented with a moderated group discussion to counter-argue group decisions and discuss details. Second part (30 min): 5 breakout rooms with 3 ESRs each will be created. Every blogpost will be discussed for 10 min (2 reviewers per blogpost, 5 min each). The

session will finish with a wrap-up (15 min) summarizing decisions made and next steps to follow.

Breakout room	Blog post	Reviewer 1	Reviewer 2
1	Erik Roos Lindgreen	Natacha Klein	Malgorzata Lekan
	Natacha Klein	Malgorzata Lekan	Erik Roos Lindgreen
	Malgorzata Lekan	Erik Roos Lindgreen	Natacha Klein
2	Anna Walker	Estephania Delgadillo	Hinrika Droege
	Estephania Delgadillo	Hinrika Droege	Anna Walker
	Hinrika Droege	Anna Walker	Estephania Delgadillo
3	Santiago Pérez	Kaustubh Thapa	Tomás Santa María
	Kaustubh Thapa	Tomás Santa María	Santiago Pérez
	Tomás Santa María	Santiago Pérez	Kaustubh Thapa
4	Anna Díaz	Heather Rogers	Kieran Campbell-Johnston
	Kieran Campbell-Johnston	Anna Díaz	Heather Rogers
	Heather Rogers	Kieran Campbell-Johnston	Anna Díaz
5	Aodhan Newsholme	Katelin Opferkuch	Martin Calisto Friant
	Katelin Opferkuch	Martin Calisto Friant	Aodhan Newsholme
	Martin Calisto Friant	Aodhan Newsholme	Katelin Opferkuch

Risk assessment

Section 1 - about the workshop, people in charge and approval of the assessment	
Workshop name and a brief description of the structure: <ul style="list-style-type: none"> • Name: 5th CRESTING Workshop • Date: 21st to 25th of September 2020 • Location: On-line (attendees log into the digital platform from their workplaces) Venue of workshop host: <p>➤ Address: Merangasse 18/1 A-8010 Graz (Austria)</p> <p>➤ Telephone: +43 (0)316 380 - 3238</p> <ul style="list-style-type: none"> • Subject: Corporate engagement with the circular economy • Objective: The core part of the Doctoral training (third year) of 15 PhD researchers based throughout Europe. • Accommodation: Not applicable 	Organizers name and contact details: <p>Anna Díaz Tena, MSc anna.diaz-tena(at)uni-graz.at +43 (0)316 380 - 1525</p> <p>Tomás Santa María, MSc tomas.santamaria(at)uni-graz.at +43 (0)316 380 - 1546</p> <p>Institute of Systems Sciences, Innovation and Sustainability Research Address: Merangasse 18/1 A-8010 Graz (Austria) Tel: + 43 (0)316 380 - 3238</p>
	Leader name and contact: <p>Prof. Rupert Baumgartner Address: Merangasse 18/1 A-8010 Graz (Austria) Tel: + 43 (0)316 380 - 3238</p>
	The persons approving this Risk Assessment: <p>Name: Prof. Rupert Baumgartner</p>
b. Emergency call: 112	

Section 2 – Risk assessment			
Hazard Identification	Causes and Consequences	Risk Level (H/M/L)	Control Measures
Screen fatigue	Screen fatigue or eye strain is a common condition that affects computer users after staring at a computer screen for long periods of time (case-dependent, general threshold of 6hrs). It does not lead to illness and remits after resting. General symptoms are pain around the eyes headache, dry or watery eyes, blurred vision, burning, sore, or tired eyes, sensitivity to light, difficulty keeping eyes open, vertigo, nausea	H/M	<ul style="list-style-type: none"> • Limit screen time to 6-hour sessions. • Breaks are scheduled every 1,5 hours with hydration and food intake reminders. • Provision of general recommendations to attendees (smart screen time practices).

Data breach	A data breach is the intentional or unintentional release of secure or private/confidential information to an untrusted environment.	<div data-bbox="922 226 1353 353"> <ul style="list-style-type: none"> • Provision of data management information to attendees (see corresponding section below). • Seek data management consent. </div> <div data-bbox="874 387 1230 416"> <p><i>Conference Data Management</i></p> </div> <div data-bbox="874 452 1396 801"> <p>The digital platform used will be the tool "uniMEET", which is based on the open-source software BigBlueButton. It provides a safe and efficient execution of video and audio conferences for teaching and training events. Thus, the conference data will be processed exclusively under the premises of University of Graz, and it does not require the intervention of contracted processors, which impedes the possibility of an undetected data breach.</p> </div> <div data-bbox="922 840 1217 869"> <ul style="list-style-type: none"> • Data types managed: </div> <div data-bbox="874 902 1174 931"> <p><u>From authenticated users:</u></p> </div> <div data-bbox="922 967 1353 996"> <ul style="list-style-type: none"> ○ Personal access data of the user: </div> <div data-bbox="874 1032 1241 1220"> <p>First name; Last name; E-mail address; Uni Graz On-line username; Matriculation number (optional); IP address;</p> </div> <div data-bbox="922 1256 1265 1285"> <ul style="list-style-type: none"> ○ Conference content data: </div> <div data-bbox="874 1321 1370 1543"> <p>Image of the users (optional); Tone/voice of users (optional); Content data of chat messages (optional); Meta and content data of the uploaded and shared file(s) (optional); Votes or voting results (optional); Audio and video recordings (optional);</p> </div> <div data-bbox="922 1579 1228 1608"> <ul style="list-style-type: none"> ○ Conference metadata: </div> <div data-bbox="874 1644 1396 1767"> <p>Duration and number of conferences held; Name, role, settings, activities and number of conference rooms; Access times;</p> </div> <div data-bbox="874 1803 1276 1832"> <p><u>From guests (workshop attendees)</u></p> </div> <div data-bbox="922 1868 1353 1897"> <ul style="list-style-type: none"> ○ Personal access data of the user: </div> <div data-bbox="874 1933 1155 2022"> <p>(Self-chosen) first name; (Self-chosen) last name; IP address;</p> </div>
-------------	--	--

			<ul style="list-style-type: none"> ○ Conference content data: <i>See above under "Authenticated users"</i> ○ Conference metadata: <i>See above under "Authenticated users"</i> • All the above data will be automatically stored at the University of Graz servers up to 14 days following the conference dates and afterwards will be deleted or made anonymous for monitoring and quality management purposes (conference meta-data, e.g. registration numbers, access times) without direct identifiers (e.g. name, matriculation number, mail address etc.). • The transmission of the content data in the respective video or audio conference or the uploaded/released file(s) can be made available under request to the person(s) who created the invite.
--	--	--	---