Follow-up

Welcome to **Digital Energy Community** Day!

04.10.23 workshop @AFD Paris

Digital Energy Facility

Thanks to all!

In a nutshell

16 Experts & partners

11 participating prize-winning companies

7 countries

337 Shared ideas

On **4** Strategic themes

And for each themes **1** Concrete project to lead

Events calendar

01 — **Sharing**
Redonner le "Why ?"
et le "How ?"

02 — **Let's meet!**
Apprendre à se connaitre
et commencer à
collaborer

03 — **Get inspire !**
Vivre une expérience
apprenante

04 — **Let's work together**
Questionner le mode de
fonctionnement

05 — **Get engage!**
Construire la suite de
notre aventure

Sharing

"Why ?" and "How ?"

Objectives:

Klaxoon, a collaborative tool, enabled us to energize the session and collect the first elements of a vision of what a community could/should look like.

Method:

The use of **photolanguage** (several images, deliberately taken out of context) develops creativity and frees up a form of expression.
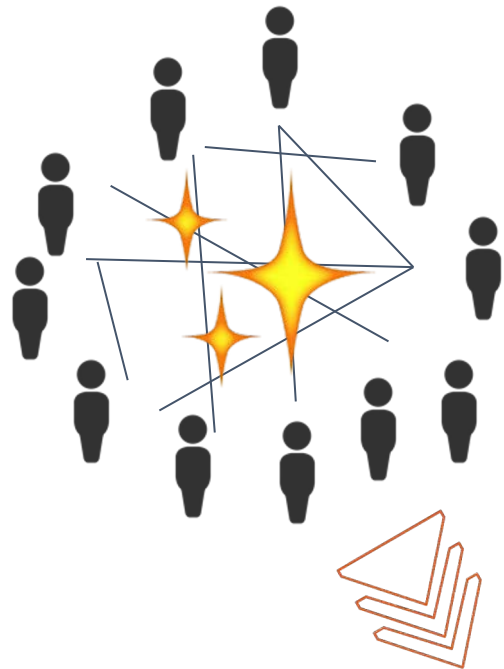
People

Groupe Support

Care

Partage

Entraide

Clairete Innovation

Solidarité Common
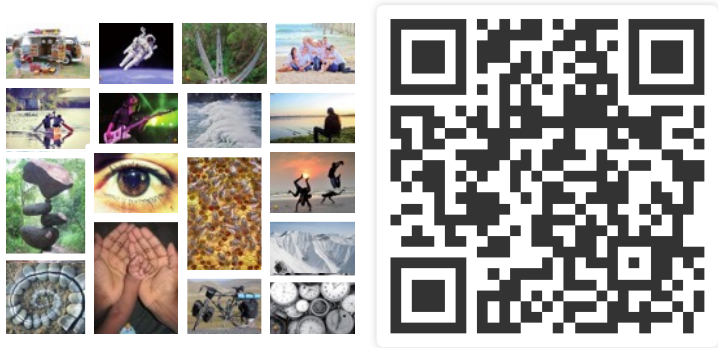
Klaxoon Word Cloud result

In a word, if I say "community", you say...

Why communities and collective dynamics matter to AFD & AFD Campus

ANIMATION
DE COMMUNAUTÉS

A group of people, sharing a common **experience and/or interest**, federated around a **collectively defined** project or vision. Each community is unique.

ANIMATION
DE COMMUNAUTÉS

Having a community isn't a **goal in itself**, it's a **means to an end**!

ANIMATION DE COMMUNAUTÉS

A community is…

🤝 A common project

🧩 A sense of belonging

🔨 Rituals & shared actions

🧱 A structure

ANIMATION DE COMMUNAUTÉS

A community is non only...

🖥️

✊

A Teams conversation

Supporters of a common cause

📩

A mailing list

Let's meet !

Get to know each other and start collaborating

Objectives:

Share a **friendly moment** and get each participant **moving to assess his or her involvement** in the community.

Method:

Constellation is a facilitation tool. For each question asked (assertion), participants must respond by physically positioning themselves at a certain distance from an object representing the heart of the subject, in this case "the community".

Results:

A good understanding of the issues and a genuine willingness on everyone's part to participate actively in community life.

- I understand why I'm here

- I understood what was expected of me

- I want to get involved

- I'd rather work alone

- I prefer to work in a group

- I support the Lions of Teranga more
- than the Atlas Lions

- I see the benefits for me and my activities of a
- community of players

Assertions' list

VOUS AIMEZ LE CHOCOLAT ?

← BEAUCOUP

PAS DU TOUT

Jeu de la constellation
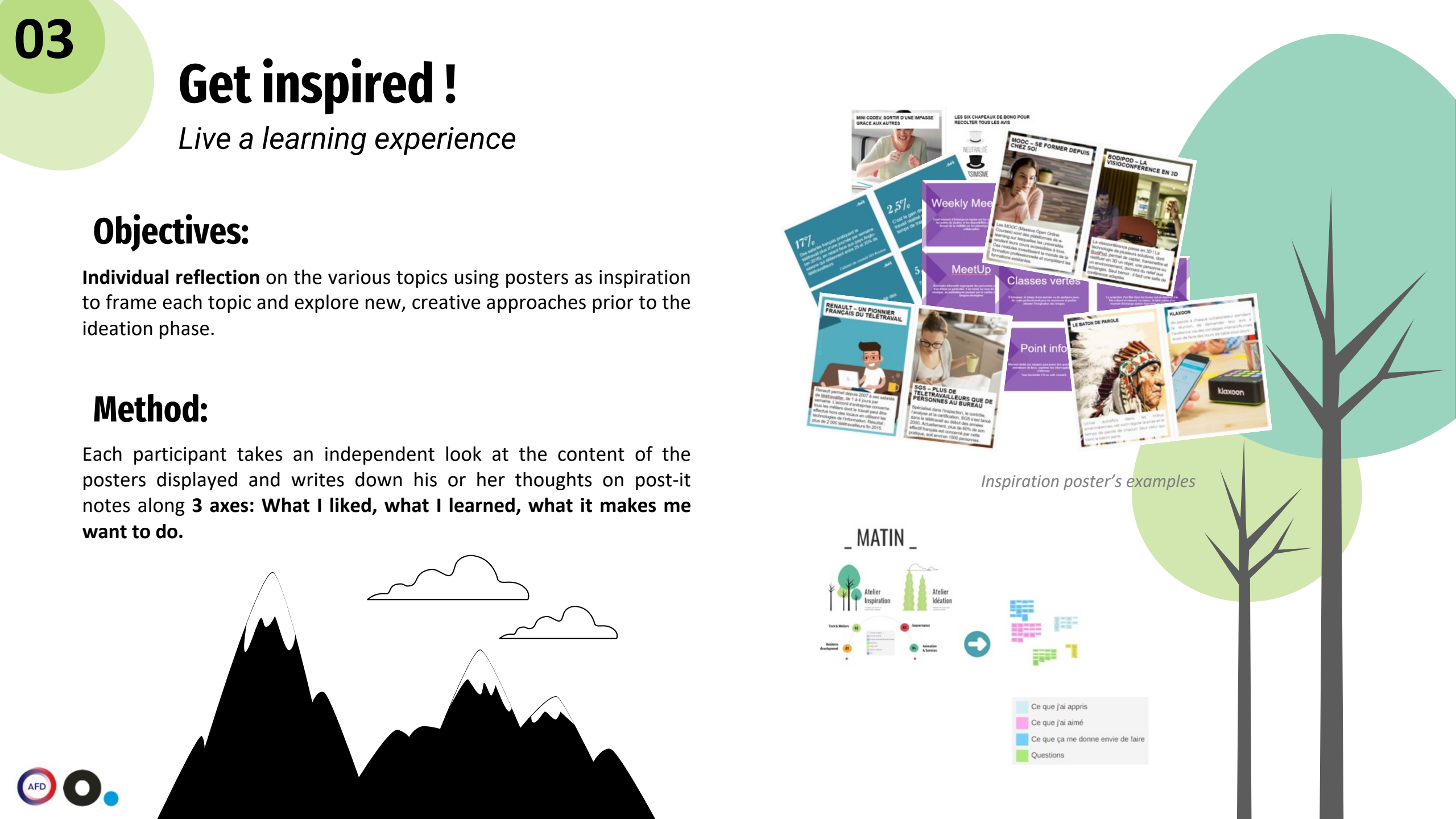
Get inspired !

Live a learning experience

Objectives:

Individual reflection on the various topics using posters as inspiration to frame each topic and explore new, creative approaches prior to the ideation phase.

Method:

Each participant takes an independent look at the content of the posters displayed and writes down his or her thoughts on post-it notes along **3 axes: What I liked, what I learned, what it makes me want to do.**
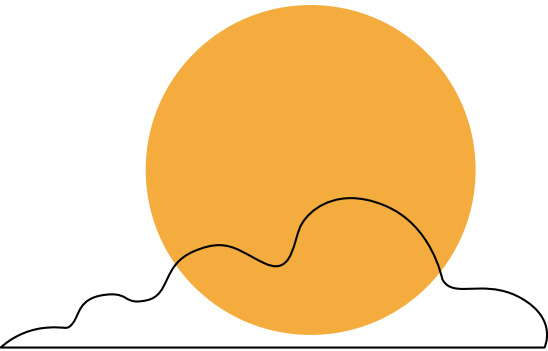

Inspiration poster's examples

Get inspired ! Subjects

Priority topics for the Digital Energy community

Tech & Métiers

Explore the potential of topics that address your business & technological challenges

02

03

Gouvernance

How can we set up effective shared governance?

Business development

01

How can I be better supported in developing my business?

Feedback & comments :

What I liked

What I learned

What it makes me want to do

Questions

04

Animation & Services

How do you build a community around a continuously improving service?

AFD

03

Get inspired ! Subjects

Results :

Ce que j'ai appris

Une Communauté se base sur la définition precise de: - périmètre - participation et implication - organisation - ouverture - identité - valorisation - animation - comunication Il s'agit donc d'une organisation vivante et évolutive en fonction des besoins depuis sa naissance, développement, croissance, changement, maturation et/ou mort	Open community with verification of participants	I ve learned more details about objectives and topics of Digital platform	Weave Time
	Différents types de communautés	Dashboard et outils mis à disposition	Ce qui a été fait lors du précédent atelier
	Support businesses with a clear common objective	Organiser des ateliers qui permettent de développer de nouveaux projets	

Ce que j'ai aimé

Méthode de l'école 42, voir comment elle peut être utilisée dans la communauté	Il fait fédérer la communauté via des événements ou MeetUp réguliers	La veille de marché / veille technologique	sollicitation d'une commu pour accompagnement expertise	Les afterwords sont une bonne idée
J'aime le concept des green expéditions pour stimuler la création	Intérêt de faire participer la communauté au vote pour les challenges	Etre acteur du changement.	Partager les succès et solutions	Le fait de proposer des offres d'emploi
Réalisation de projets communs autour d'une thematique	Chaque commu doit interagir avec son propre écosystème	Les caractéristiques d'une communauté - il faut choisir notre objectif commun	Contribuer a la montée en compétence de la communité tout en apprenant de la communité	Avoir un Mooc pour digital energy.
Connecter les personnes pour faciliter la création de nouveaux projets	Time out - posibilite d'organiser des immersions dans des entreprises lauréates			

Ce que ça me donne envie de faire

Importance d'appuyer le développement de produit au delà du challenge	To share best practices	Participer régulièrement à des MeetUp	Avoir une raison d'être
Me rendre sur une plateforme pour interagir avec la communauté	structure and scope of could be more clear (Gouvernance)	MOOC Tech et metiers	To Share lessons learned
Développer un nouveau projet	Proposer mon expérience et expertise aux membres de la communauté qui en auraient besoin (Animation & Services)	Simulating physical events in the virtual world	Contribuer a l approche strategique pour le biz developpment
Être accompagné dans le lancement de mon projet	Consulter l'annuaire de la commu	Participer a la construction et croissance d'un communauté afin de trouver toutes les disciplines et besoins au bon développement de notre produit en partageant	

Questions

What can we do for each other?	Who are we?	What can we do for each other?	Est ce que la communité sera accessible aux externes.
What unites us?	What unites us?	Purpose + relationship	Proprietary vs. open
What common things do we need?	Governance structure frameworks across the respective members of the community, how is this reconciled? (Governance)	Any plans to explore digital soln that cater uniqe environments? (Tech & Métiers)	DEF une communité de pratique ?
As a business, governed by the fundamental principles of profit maximization, to what extend does the framework reconcile this with perhaps conflicting objectives of the "community"? (Business Development)			

AFD

04

Let's work together

Questioning the operating mode

Objectives:

Identify the major projects to be carried out on each theme (governance, tech & skills, animation and services, business development) to **give the collective the power to act with the aim of creating a network of exchanges and actions.**

Method:

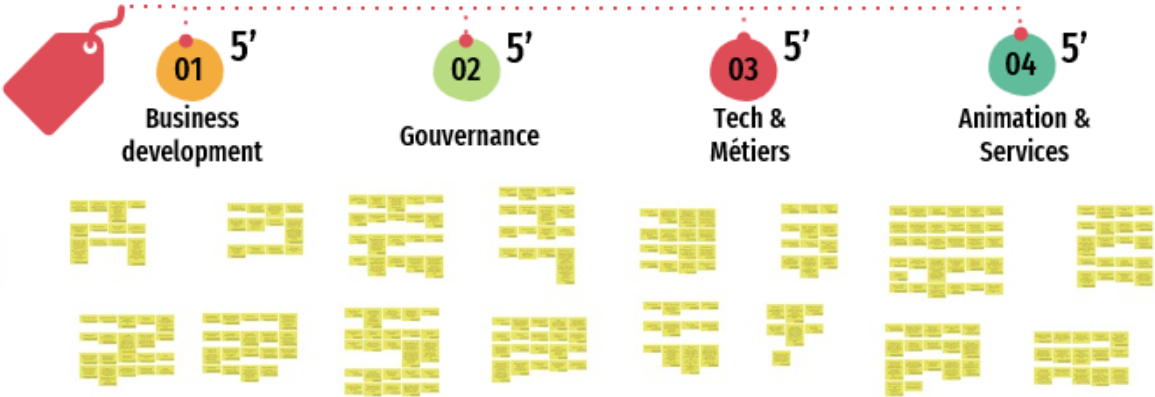### STEP 1

Individual reflection from the Klaxoon application on your smartphone, on each theme (5' per theme) Creation of post-it notes, content for reflection in the following exercises.

Find the propositions via this link to access the Klaxoon whiteboard:

01 5'	02 5'	03 5'	04 5'
Business development	Gouvernance	Tech & Métiers	Animation & Services

Let's work together

Questioning the operating mode
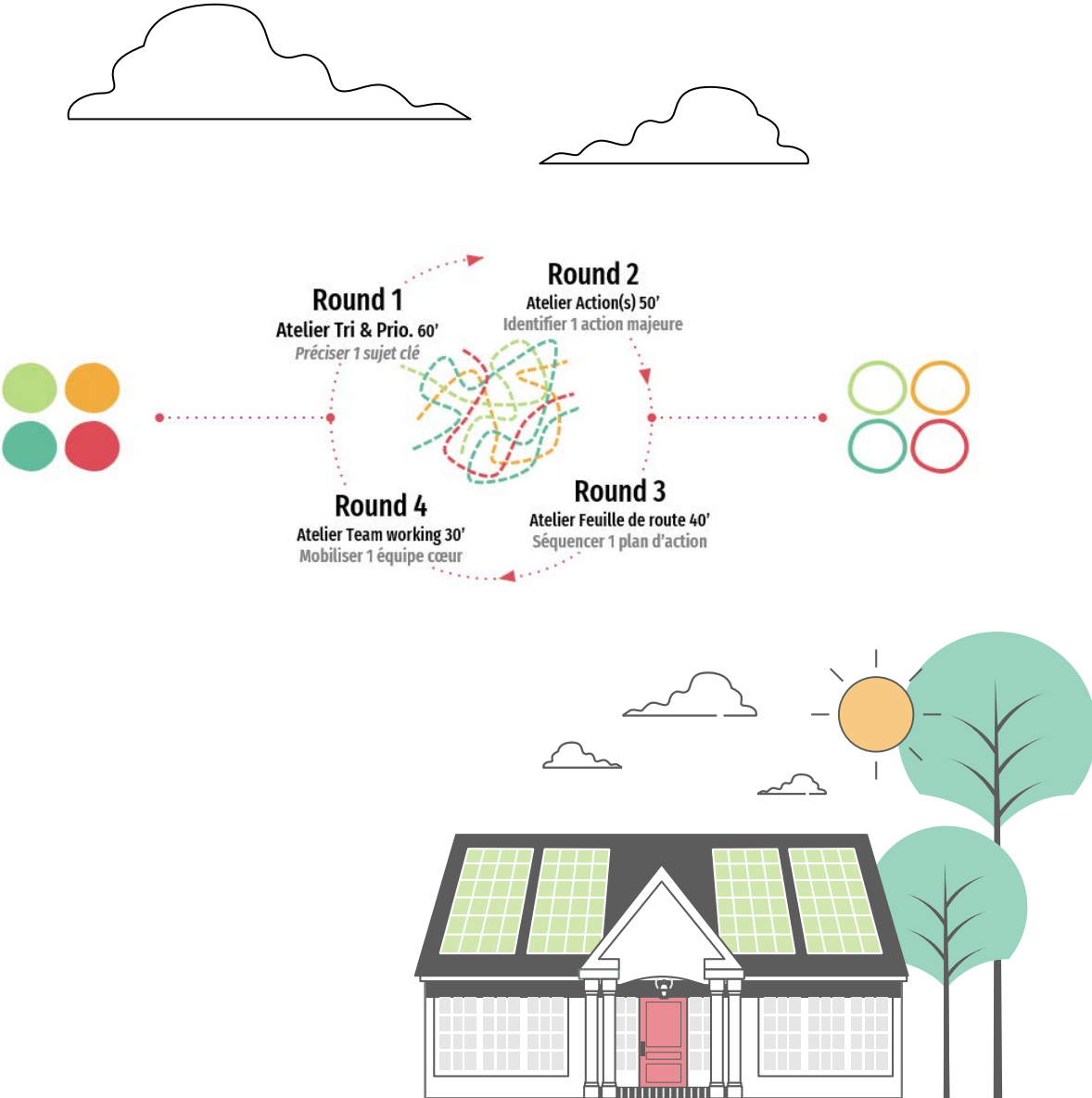
Method:

STEP 2 _ Round 1

Group sharing of conclusions for initial sorting and prioritization of major projects. (Impact / Effort matrix)

STEP 3 _ Round 2

Individual then collective reflection on key actions to be implemented, based on the 1-2-4 rounds facilitation method.

STEP 4 _ Round 3

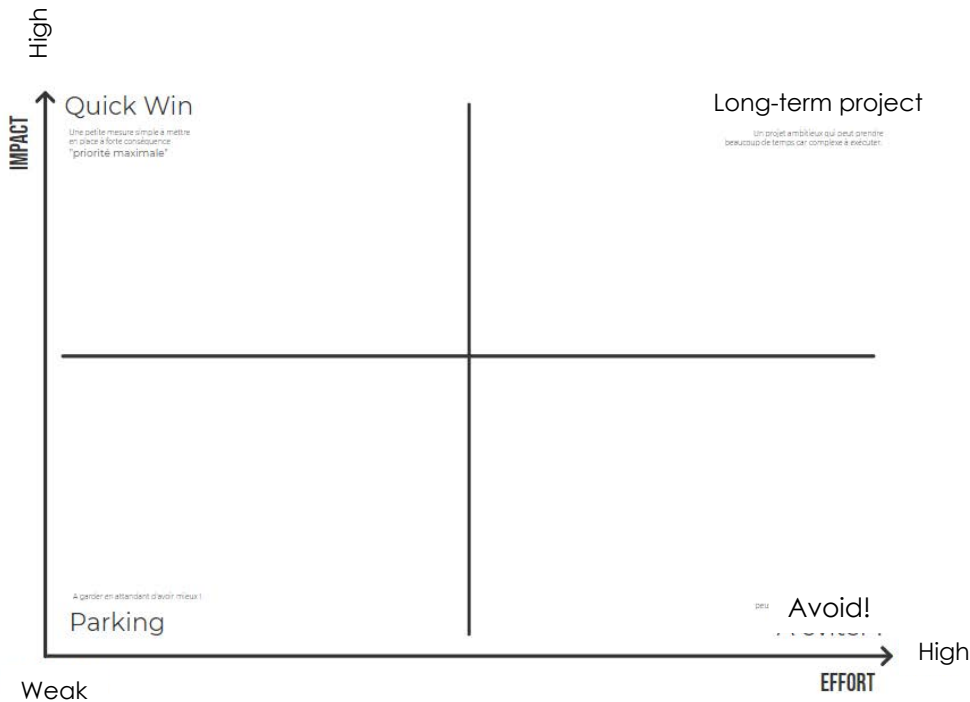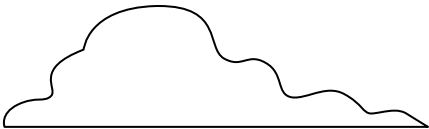Details of 1 key action: Key players and partners, target audience, rituals and celebrations, opportunities, risks, resources, key activities. (Canvas)

Round 1
Atelier Tri & Prio. 60'
Préciser 1 sujet clé

Round 2
Atelier Action(s) 50'
Identifier 1 action majeure

Round 4
Atelier Team working 30'
Mobiliser 1 équipe cœur

Round 3
Atelier Feuille de route 40'
Séquencer 1 plan d'action

Let's work together

Materials to complete for each theme

High

Quick Win

Une petite mesure simple à mettre en place à forte conséquence.
"priorité maximale"

Long-term project

Un projet ambitieux qui peut prendre beaucoup de temps car complexe à exécuter.

IMPACT

A garder en attendant d'avoir mieux !
Parking

peu Avoid!

High

EFFORT

Weak

Matrix for sorting major projects to be carried out

Titre :

Acteurs et partenaires clés

Public cible

Membres de l'équipe
(nom, prénom, entreprise)

Rituels & Célébrations
(exemple : learning expedition)

OPPORTUNITES

RESSOURCES

RISQUES

Activités clés
(exemple : partage de connaissance)

Niveau de confiance sur la mise en oeuvre

⊖   ⊕
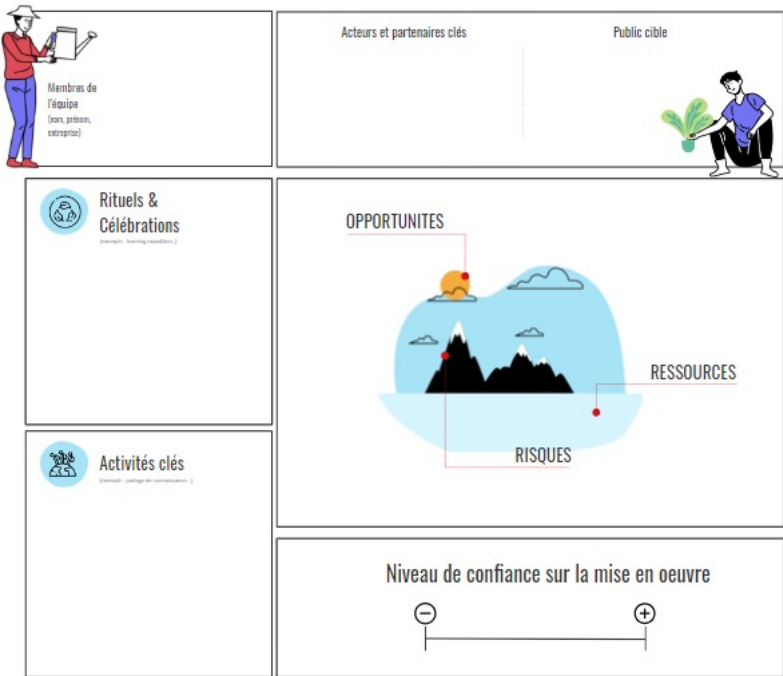
Reflection Canvas

AFD

Let's work together

Teams supported by facilitators and business experts

Results by theme:

01 Business development

02 Gouvernance

03 Tech & Métiers

04 Animation & Services
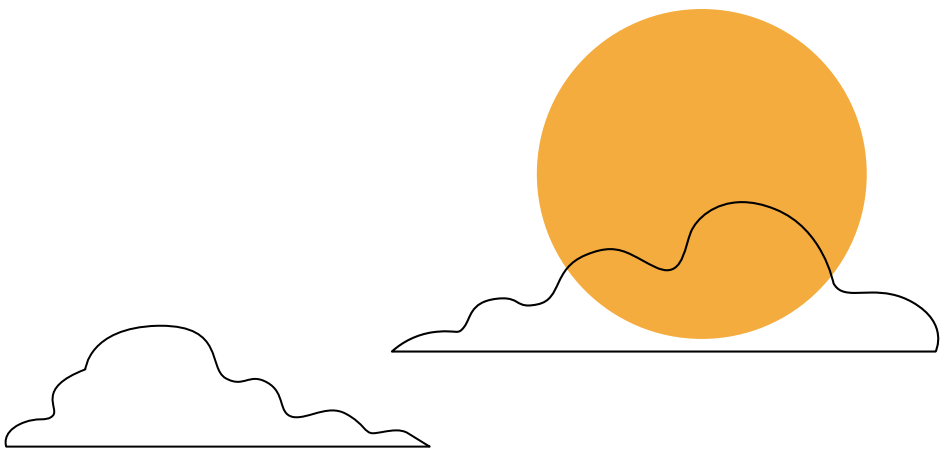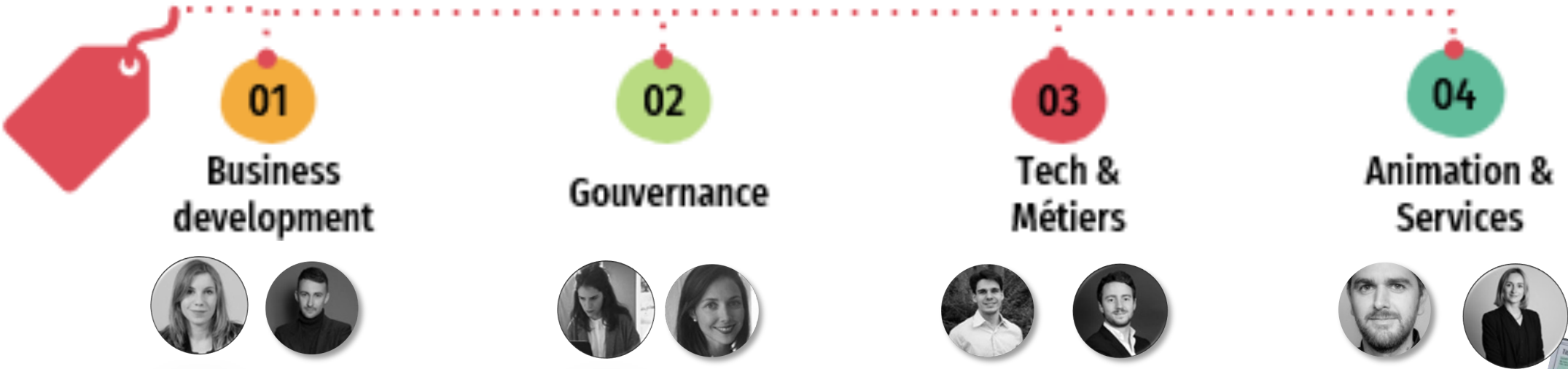
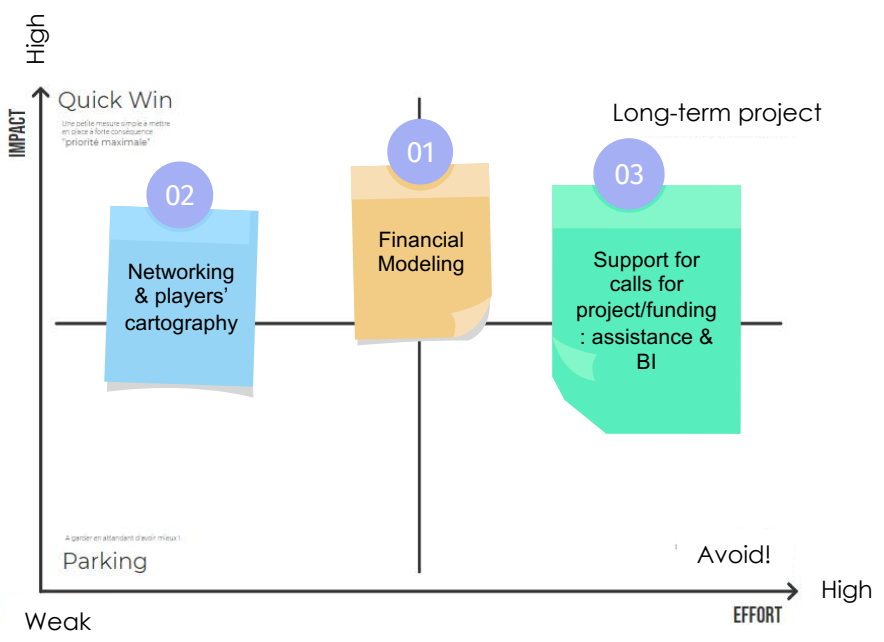*Exemples de restitution par groupe de travail*

01

Business development

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Business Dev

Titre :

Syntheses:

The first needs expressed for **business support focused on financial modeling and technical assistance with business model assessment** (scale, equity, debt, etc. long/short term). The maturity of startups in these areas could be audited upstream, to provide support/coaching/acculturation in financial management and development.

The 2nd topic addressed by the Digital Energy platform is that of **business networking & intermediation between the various player**s: the Digital Energy community aims to maintain this network of tech & commercial partners over time.

The 3rd topic that finally caught the attention of a long-term projection is the development of a service, during a hackathon for example, to **assist with calls for projects** from upstream (auto watch, via AI?) to downstream (support/follow-up of responses).

High

IMPACT

Quick Win
Une petite mesure simple à mettre en place à forte conséquence "priorité maximale"

Long-term project

02
Networking & players' cartography

01
Financial Modeling

03
Support for calls for project/funding : assistance & BI

À garder en attendant d'avoir mieux !
Parking

Avoid!

EFFORT

High

Weak

Project name:

Integrated assistance and sourcing service for calls for projects/financing

Project Leaders:
Elie BITHAR (Smarterise)
Morris KALUNDUKA (Renex)
Baptiste JOUFFROY (Schneider (Aplines))

Fabrice CRESTE (Yélé)
Alex DENSMORE (Zonke)

Key actors and partners	Targets
AFD Tech partners (OP/School/Tech prov) Digital Energy Ecosystem (test & conception)	+ Startups & tech providers - Utilities

01

Business development

Integrated assistance and sourcing service for calls for projects/financing

OPPORTUNITES

- Strong interest from energy startups (global scope)
- Networking opportunities on these issues (parallel matchmaking)

RESSOURCES

Budget: platform evolution + hackathon if chosen as a design tool, or resource if stakeholder/perimeter analysis work is carried out

RISQUES

Time-consuming
Development costs
Maintenance Update service/AI

Integrated assistance and sourcing service for calls for projects/financing

Key activities

Scoping & implementation :

- *Identify existing players and sort them geographically & by activity (debt, equity, investment level, ...) = qualify all financing players*
- *Expression of functional needs to be built with users (preliminary questionnaire, fine-tuning workshop, hackathon...)*
- *AI training (if option of an intelligent sourcing tool based on the FLINT model)*

Run :

User feedback: continuous service improvement

Rituels & Célébrations

(exemple : learning expedition..)

To be defined together:

- *Reverse mentoring* of former challengers with new winners
- Follow-up & sharing of achieved opportunities
- *Webinars* on specific topics: investment in a given country/geographical area, solar energy assistance, etc.
- *Masterclasses* on the subject with experts: consulting players in the field (Softbridge cf. Etienne/Zembo), investment funds or banks about applications, investment trends, maturity, what makes a "winning" application...

AFD

02

Gouvernance

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Community Manager Campus AFD
debuttetd@afd.fr
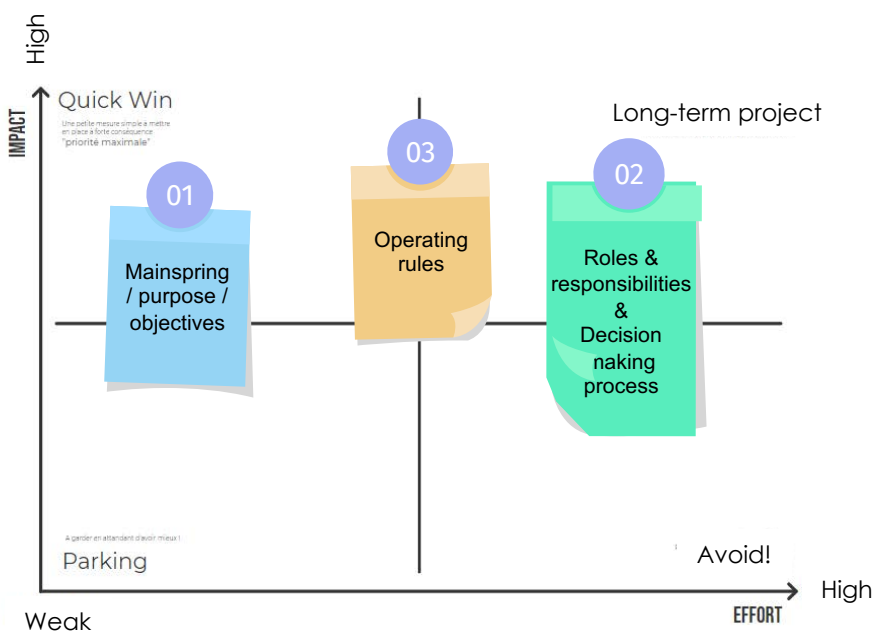
Governance

Syntheses:

Many ideas emerged about governance, which can be summed up in 3 main areas:

1- Defining a **shared vision / purpose and the concrete objectives** that flow from it

2- The definition of **roles and responsibilities** within the community, between its members, the project team, the AFD, etc.

3- The construction of **operating modes** specific to the community (rituals, comitology, bodies, etc.).

The working group agreed that we should start with the purpose, which is the starting point of the community, and without which it is not possible to move forward on subsequent projects (such as roles and responsibilities). It was proposed that this purpose be defined through co-construction, to capture the perceptions and expectations of the entire community, and to achieve a strong consensus.

High

IMPACT

Quick Win
Une petite mesure simple à mettre en place à forte conséquence "priorité maximale"

Long-term project

01 Mainspring / purpose / objectives

03 Operating rules

02 Roles & responsibilities & Decision naking process

Parking
A garder en attendant d'avoir mieux !

Avoid!

High

EFFORT

Weak

Project:

Co-construction, formalization and sharing of the community's raison d'être

**Project Leaders :
Liam, Iris**

Fadi
Pauline & Domitille

Key actors and partners

Members of the Digital Energy Facility Community:

- the 4 components, including the consultants who implement them
- Past, current and upcoming promotions

Targets

The community itself and its ecosystem, the sector as a whole

02

Gouvernance

OPPORTUNITES

Taking the time to co-construct and formalize a common, shared vision / raison d'être is a key step in aligning community members, and then moving forward with the "how".
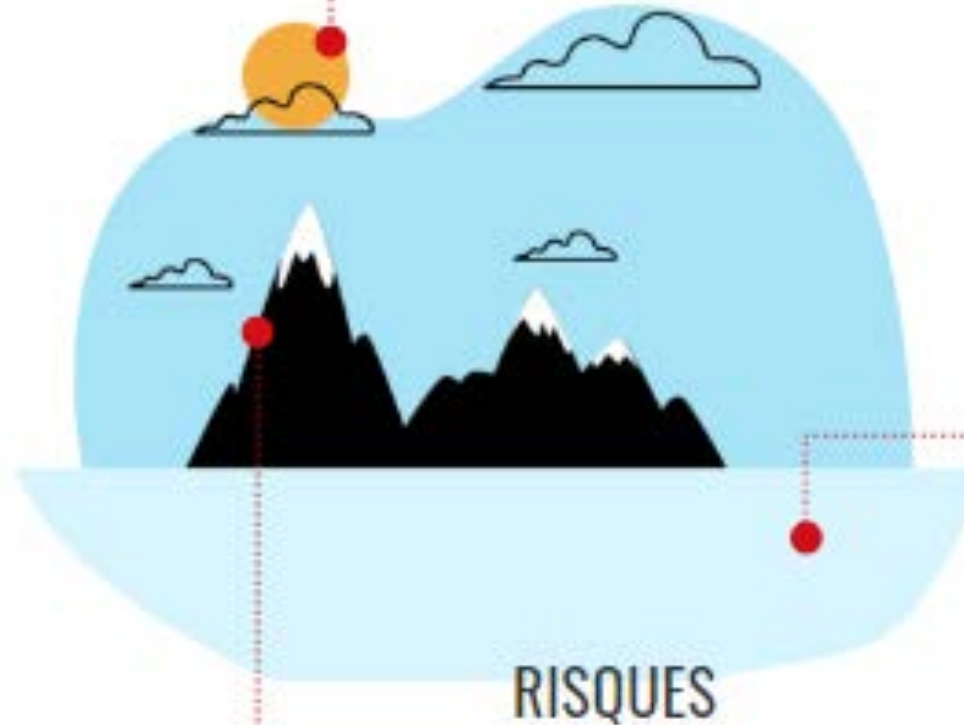
RESSOURCES

AFD / project team as leader and community members as key contributors

RISQUES

Risk that not everyone will contribute, and consequently not everyone will share the community's vision. Individual empowerment to co-construct the vision/raison d'être.

Key activities

- Clarify terminology and define key concepts: vision/raison d'être vs. mission/objectives
- Collect all existing inputs on the vision/raison d'être (elements discussed within the team, inputs from last year, inputs from the October 4th meeting) and draw up a formal proposal.
- Enrich this proposal with the community's opinion via a questionnaire.
- Formalize a final version with associated communication support, to be widely distributed on social networks in particular (to the ecosystem).

Rituels & Célébrations

(exemple : learning expedition..)

- Define community rituals (comitology, etc.)
- Regularly review the vision / raison d'être and governance in general (every year or every 2 years?).

03
Tech & Métiers
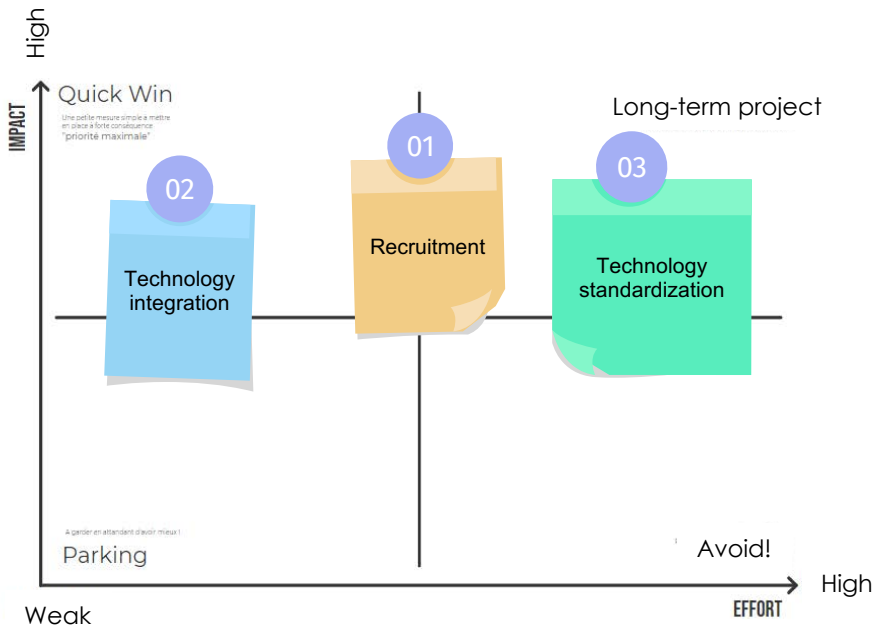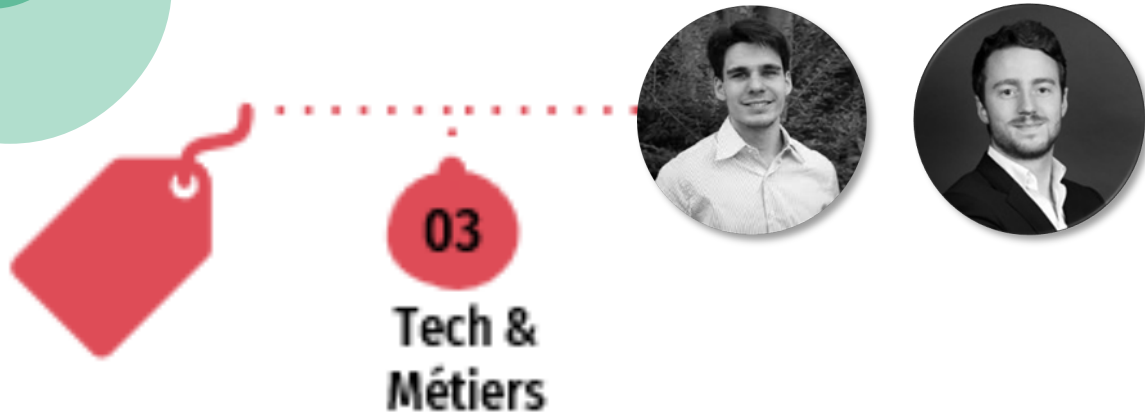
Recruitment platform

Syntheses:

One of the main obstacles facing members of the community is the recruitment of skilled profiles. The idea emerged of deploying a **recruitment platform**, drawing on the DEF network.

The first action to be taken is a one-day scoping workshop, focusing on four points:
- Analysis of a questionnaire circulated within the community to identify recruitment needs.
- Analysis of the causes of recruitment difficulties
- Benchmarking of existing recruitment solutions
- Determining the scope of the players and professions targeted by the platform.

High

IMPACT

Quick Win
Une petite mesure simple à mettre en place à forte conséquence "priorité maximale"

Long-term project

02
Technology integration

01
Recruitment

03
Technology standardization

A garder en attendant d'avoir mieux !
Parking

Avoid!

Weak

High

EFFORT

Project:

Recruitment platform

Membres de l'équipe
(nom, prénom, entreprise)

Aron Kaisi (TANESCO)
Guillem de SENTENAC (Nanoé)

Key actors and partners

- Developer
- Network : AFD, ADEME, BPI, ambassades
- Companies within the DEF community

Targets

- Companies & people within the DEF community
- External talents

Titre :

Recruitment platform

OPPORTUNITES

- Find talents who match with needs
- Visibily for small start-ups
- Accelerator for start-ups

- HR
- Finance
- Companies commitment
- Commercial/Development

RESSOURCES

RISQUES

- Lack of users
- Time and money consumming
- Companies disengagement

Titre : **Recruitment platform**

Key activities

- Precise partnerships
- Determine the platform's governance
- Determine the platform's perimeter of recruitment application & advert
- Design and development of the platform
  - Objectives and themes : Tech, HR, Services
  - Matchmaking intelligence : grades, reports, algorithms, …
- Promotion & diffusion strategy

Rituels & Célébrations

(exemple : learning expedition..)

- Notification at each recruitment
- Champagne at the first recruitments
- KPI every month (nbr of recruitments, testimony)
- Testimony/Verbatim of hired person

04

Animation & Services

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Romane Defossez
Consultante Artimon
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Speed dating

Titre :

Syntheses:

The needs and desires of the Animation & Services workstream clarified and prioritized several features planned for the future Digital Energy platform.

Sharing project **feedback**, **successes/failures**, **matchmaking** + **speed dating** functions, tech & business intelligence... Speed dating was the most popular, as it would benefit the entire ecosystem.

The logic of a **directory** with registrants' centers of interest could capitalize upstream and downstream of these regular exchanges.

Impact/Effort matrix:
- High / Weak (IMPACT / EFFORT axes)
- Quick Win: *Une petite mesure simple à mettre en place à forte conséquence "priorité maximale"*
- Long-term project
- 02 — Intelligent directory by interests
- 01 — Speed dating business
- 03 — Shared, customized business intelligence
- Parking: *A garder en attendant d'avoir mieux !*
- Avoid!
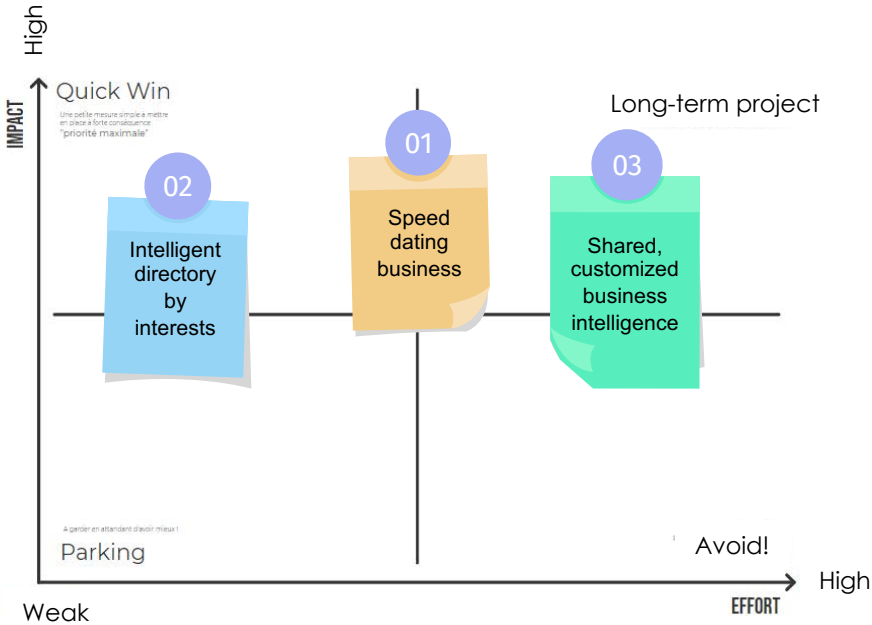
Project:

Speed dating

Référents chantier :
Romane DEFOSSEZ
Alex DENSMORE
Philippe BAUDEZ

Membres de l'équipe
(nom, prénom, entreprise)

Florent CADOUX
Allan KASEDDE
Bernard LACROIX

Key actors and partners	Targets
Investisseurs Experts tech Talents Solutions providers Consultants Corporate	+ Startups & tech providers + Utilities

Speed dating

OPPORTUNITES

The speed dating approach can help solve problems in a tailor-made way, catalyzing links within the community and attracting external experts (question of benefit/value).
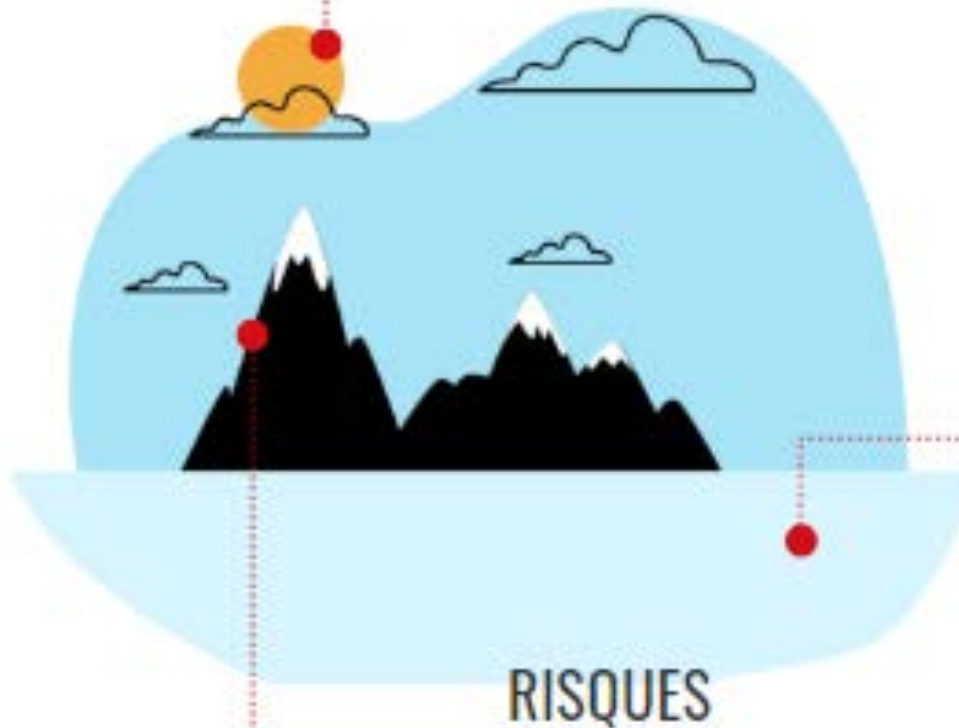
RESSOURCES

Database + organization (platform) + organizer (CM?)

RISQUES

The first risk is not having a match for your request, so identifying needs and issues is key upstream.

Titre : Speed dating

Animation & Services

Key activities

- Upstream work to identify and rationalize needs and offers
- Development or provision of a solution (platform?)
- Shared agenda for sessions
- Rules/user charter
- Physical + digital events (live pitching + Q&A)
- Follow-up (KPIs) via feedbacks

Rituels & Célébrations

(exemple : learning expedition..)

- Push vs. pull in terms of themes, the idea would be to survey community members, for example, during social events (challenges, business fairs, DEF events, etc.).
- Photos, feedbacks, achievements...

Overview by project

Next steps on our community's journey

	01 Business development	02 Governance	03 Tech & Skills	04 Animation & Services
Projects/ Priority tasks	Conception of a hackathon	Definition of a mission statement and guiding principles for the Digital Energy community	Recruitment platform or strategy to support the community	Organization and animation of a business matchmaking approach

Project leader

01	02	03	04
Baptiste Jouffroy *Schneider* baptiste.jouffroy@se.com	**Liam Murphy** *Vittoria Technology* liam@vittoriatech.com	**Fadi Naffah** *Upperion* fadi@naffah.pro	**Alex Balcelli** BCNHydro Renewables abalcells@bcnhydro.com
Elie Bitar *Smarterise* e.bitar@smarterise.com		**Guillhem de Sentenac** *Nanoé* guilhem.desentenac@nanoe.net	
Morris Kalundunka *Motsi technologies* morris@renexenergy.com	**Iris Nicomedi** *ADEME* Iris.nicomedi@ademe.fr	**Iris Nicomedi** *ADEME* Iris.nicomedi@ademe.fr	**Boris Mahé** *Digital Energy Community Manager* maheb.ext@afd.fr

Supporting experts

Julia Pantigny *Agent AFD* pantignyj@afd.fr	**Pauline Mouline-Crucis** *Consultante onepoint* p.mouline@groupeonepoint.com	**Augustin Ballouhey** *Consultant onepoint* a.ballouhey@groupeonepoint.com	**Philippe Baudez** *Campus AFD* baudezp@afd.fr
Boris Mahé *Digital Energy Community Manager* maheb.ext@afd.fr	**Domitille De Buttet** *Community Manager* Campus AFD debuttetd@afd.fr	**François Krempp** *Manager onepoint* f.krempp@groupeonepoint.com	**Romane Defossez** *Consultante Artimon* rdefossez@artimon.fr

Action planning

	October	November	December	January	February	March	April	May	June

Governance : Raison d'être to be built collectively on the basis of a questionnaire to be prepared with a working group for collective review + broad principles of collaboration & orga to be defined in the process.

- DE community mission questionnaire sent to 4/10 participants for completion/validation
- Workshop co-hosted with campus to define charter, detailed mission and governance (following on from bootcamp?).

Test phase for community run operation:
- Comitology to be defined (regular updates on progress & achievements + COMEX/Board to strategically steer development axes)
- Involvement and recognition of members involved in governance

A moment of conviviality to reflect on and recognize achievements and people committed to the community

Business Development : Hackathon design & strategy

Questionnaire to be sent to partners in //.

- Mapping of players & institutions
- Benchmarking approaches & solutions
- Functional expression of need if service solution integrated into platform

Service development & integration :
- Setting up the process: digital service x associated expertise
- Launch of associated processes: webinars, mentoring, etc.
- Definition of upgrade & update procedures in runtime

Tech & Métier : analyse des besoins de recrutement des membres de la communauté

- Conception par onepoint d'un premier jet de questionnaire
- Envoi du questionnaire
- Diffusion de la synthèse de l'atelier
- Co-construction du questionnaire définitif avec les référents T&M, détermination du périmètre d'envoi
- Benchmark des solutions existantes
- Atelier de cadrage d'une journée
- Co-construction d'un cahier des charges et d'une feuille de route entre onepoint et référents T&M
- Proposition de la feuille de route à l'AFD

Possible solutions:
- Building an online recruitment platform
- Partnership with existing platforms
- Exit the project if it is felt that the platform is not the right tool to meet this need

Animation & Services : animation d'un business matchmaking

- Diffusion de la synthèse de l'atelier
- Benchmark des approches & solutions + interview utilisateurs
- Atelier de cadrage d'une journée (à coupler avec autre chantier ?)
- Expression fonctionnelle du besoin si solution de service intégrée à la plateforme

Développement & intégration du service :
- Mise en place du process : service digital x expertise associée
- Lancement des dispositifs associés : webinars, mentoring, …
- Définition des modalités d'évolution & de mise à jour en run

Aujourd'hui

onepoint

Responsabilités

Référents sujet

AFD

Thanks!