

# POST-HUMAN ARCHITECT

## COMPETENCE FRAMEWORK



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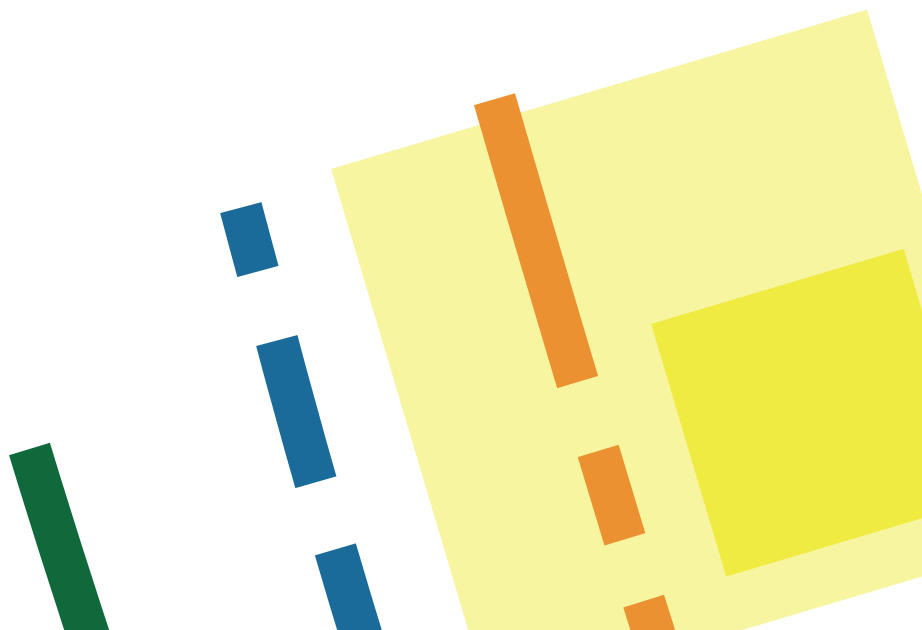
# introduction

Following is a competence framework developed based upon a best practice collection and focus group results in partners countries and with reference to the Post Human Architecture methodology and New European Bauhaus goal and values (EU, 2022):

*The New European Bauhaus is a creative and interdisciplinary initiative that connects the European Green Deal to our living spaces and experiences. The New European Bauhaus initiative calls on all of us to imagine and build together a sustainable and inclusive future that is beautiful for our eyes, minds, and souls.  
(New European Bauhaus, 2022)*

Prior to focus group organisations each partner selected and presented two best practices from each country followed up by stakeholder analysis and engagement presenting best practices as an example of Post Human Architecture in practices. A stakeholder matrix was designed, and relevant stakeholders then participated in focus group discussions to further define competencies necessary for the application of the Post Human Architecture approach in project management, focusing on soft skill.

The objective of the skills and competence framework was to create a self-assessment grid that can both be applied in training and self-learning. The framework includes definition and descriptors for each competence defined further elaborating on the necessary knowledge, skills and attitudes relevant for this competence.



# FOCUS GROUP ORGANISATION AND PARTICIPANTS

The competence framework for post human architecture was developed based upon identified skills of 5 focus groups in 5 partner countries. Participants in the focus group included architects, interior architects, cultural managers, academics, designers, Phd and masters' students of different disciplines, UX design experts, natural scientists, trainers/teachers, anthropologists, archaeologist, community, tourism and environmental managers, students in creative sustainability and community members, counsellors, technical experts, engineers etc. The selection of stakeholders was based upon Byrson and Humphrey stakeholder matrix involving stakeholders with different function, approach and involvement in project development and use of project results, see the picture below (Byrson, J. & Humphrey, H.H. , 2004).

Strategic management function or activity	Stakeholders approach by which means				
	Inform	Consult	Involve	Collaborate	Empower
	Promise <i>will inform you</i>	Promise <i>We will keep you informed, listen to you and provide feedback to you on how your input influenced our decisions.</i>	Promise <i>We will work with you to ensure that your concerns are considered in alternatives considered and provide feedback on how your input influenced our decisions.</i>	Promise <i>We will in-corporate your advice and recommendations to the maximum extent.</i>	Promise <i>We will implement what you will decide</i>



# FOCUS GROUP ORGANISATION AND PARTICIPANTS

Participants	Contact list				
	Inform	Consult	Involve	Collaborate	Empower
<b>Creating Ideas for strategic interventions</b> (skills, challenges, designs, and solutions)		Organisations / experts involved in defining skills for PHA?	Key stakeholders, public bodies involved on strategic and local level.		
<b>Building a winning coalition</b> (around PHA, training and community design and adoption)				Participating organisations in PHA pilot training.	
<b>Implementing, monitoring and evaluating</b> (training and support)					Participants in PHA pilot training

The groups included both potential participants in PHA training, possible trainers, professionals, researchers as well as policy makers and engaged community members.





# THE TOP 10 COMPETENCIES FOR POST HUMAN ARCHITECTURE

Results from each focus group were analysed by coding, themes were constructed and based upon them, 10 skills and competences for Post Human Architecture project managers were defined. These themes were then reviewed by the partnership and final selection made. Based upon the final selection, a description of each skill was drafted to be used for self-reflection and as a basis for developing training methodologies and content.



## **Community engagement**

*active listening, engagement, awareness and understanding of community values*



## **Embody sustainability values**

*natural processes and protection, economic sustainability, circular economy, recycling and consumption*



## **Active Leadership for sustainability**

*self-sufficiency, collaboration and facilitation skills, openness and lobbying for change*



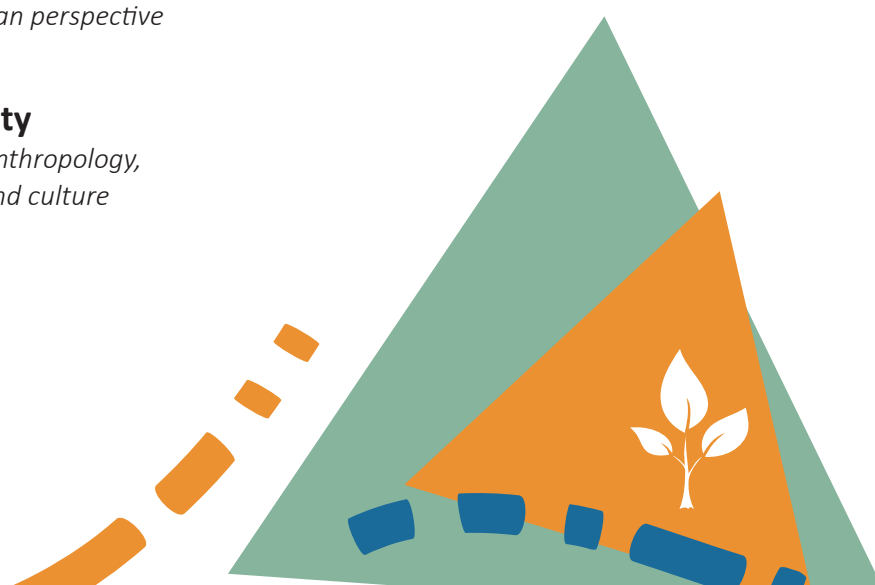
## **Ecology**

*knowledge on ecosystems, biology and biological diversity, circular economy, inter-speciesism, harmful materials (chemistry) and the non-human perspective*



## **Cultural sensitivity**

*history, storytelling, anthropology, community identity and culture*





# THE TOP 10 COMPETENCIES FOR POST HUMAN ARCHITECTURE



## **Embracing complexity in sustainability**

*cross sectoral and multidisciplinary approaches, interactive approaches, political insight, problem solving attitude, stakeholder engagement system and transversal thinking*



## **Technology literacy**

*technology, application of technology for sustainability*



## **Design thinking**

*aesthetic skills/attitudes, design thinking method, human oriented egocentric design approaches*



## **Foresight – Envisioning sustainable futures**

*creativity, futuristic or visionary perspective, social innovation mindset and solution orientation*



## **Inclusion**

*bottom-up approaches, emotional intelligence, empathy, equality, ethics, ethnography/observations skills, humility (humble), respectful, flexible and awareness of social needs and values*

Of the 10 competencies defined in PHA focus groups 4 are closely related to the European sustainability competence framework (GreenComp) or; valuing sustainability (no. 2), active leadership for sustainability (no. 3), embracing the complexity of sustainability (no. 6) and foresight for sustainability (no. 9) (GreenComp, 2022, pp. 15-16).

GreenComp is designed to be a non-prescriptive reference for learning schemes fostering sustainability as a competence. Post Human Architecture is closely correlated with sustainability as it means prioritising the needs of all life forms and the planet by ensuring that human activity does not exceed planetary boundaries.







# SELF ASSESSMENT GRID

A self-reflection grids were designed based upon the findings from the focus groups and related to the best practices defined as well as the New Bauhaus ideology. The framework is elaborated and designed based upon a best practice from the Erasmus+ SOSTRA (Soft skills Training and Recruitment of Adult Educators) framework with the aim of creating a common ground for a shared competence framework approach on European level (SOSTRA, 2022).

Each competence is further elaborated by examples of learning descriptors presenting knowledge (K), skills (S) and attitudes (A) or KSA's.

























# SELF ASSESSMENT GRID



## 10. INCLUSIVENESS

A good level of inclusive excellent behaviour and competency is a person that actively seeks and engages with diverse perspectives, identifying and mitigating bias and barriers to personal, institutional or process level of inclusion (Keasley, 2019). Inclusiveness refers to creating an environment that genuinely, actively supports diversity, inclusion and belonging (Dwyer, 2021).

HAVING THIS  
COMPETENCE  
MEANS THAT  
YOU POSSESS:

- Knowledge and understanding on different cultures and cultural norms and the importance of cultural understanding and inclusion (K).
- Knowledge and understanding the meaning of inclusion and its application in communication between cultures and with marginalised groups (K).
- Knowledge about systemic inequities and system oppression, including mental models (K).
- Skills to listen and ask open ended questions to explore different cultures and perspectives, reframing and building up understanding and insight (S).
- Skills to look beyond your own point of view to consider how someone else might think or feel about something (S).
- Skills to understand and change systems and structures that work against inclusion (S).
- Attitude of openness and respect to a variety of ideas, personal styles, and practices (A).
- Attitude of wanting to build meaningful connections with people that are different from you, challenging our expectations (A).
- Attitude of courage to change your mind, challenge yourself and your personal biases (A).

On scale 1-10 to what extent have you developed this specific competency?

Very low or no competence   1   2   3   4   5   6   7   8   9   10   Very high competence

○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○



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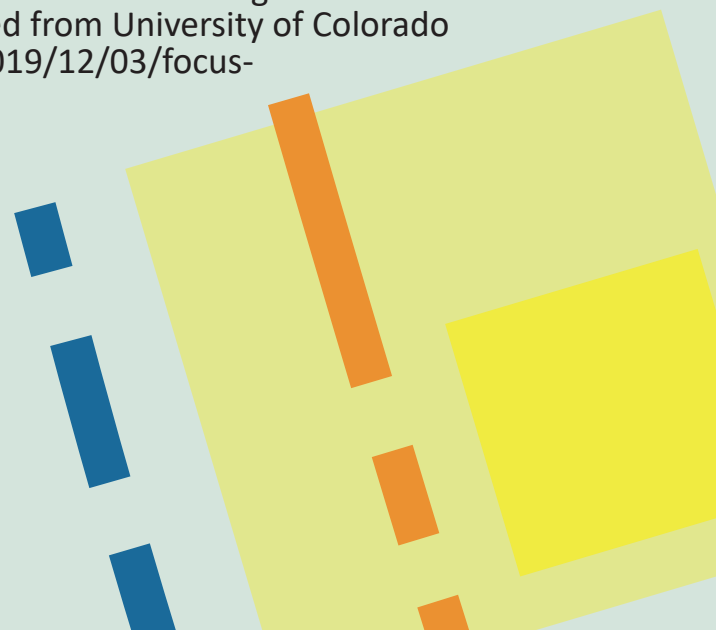
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**POST-HUMAN  
ARCHITECT**

**COMPETENCE FRAMEWORK**  
This framework was developed by



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