



G·R·I·D
ARENDAL

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GRID-Arendal

How can Early Career Ocean Professionals
contribute to transformative change?

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We'll cover:

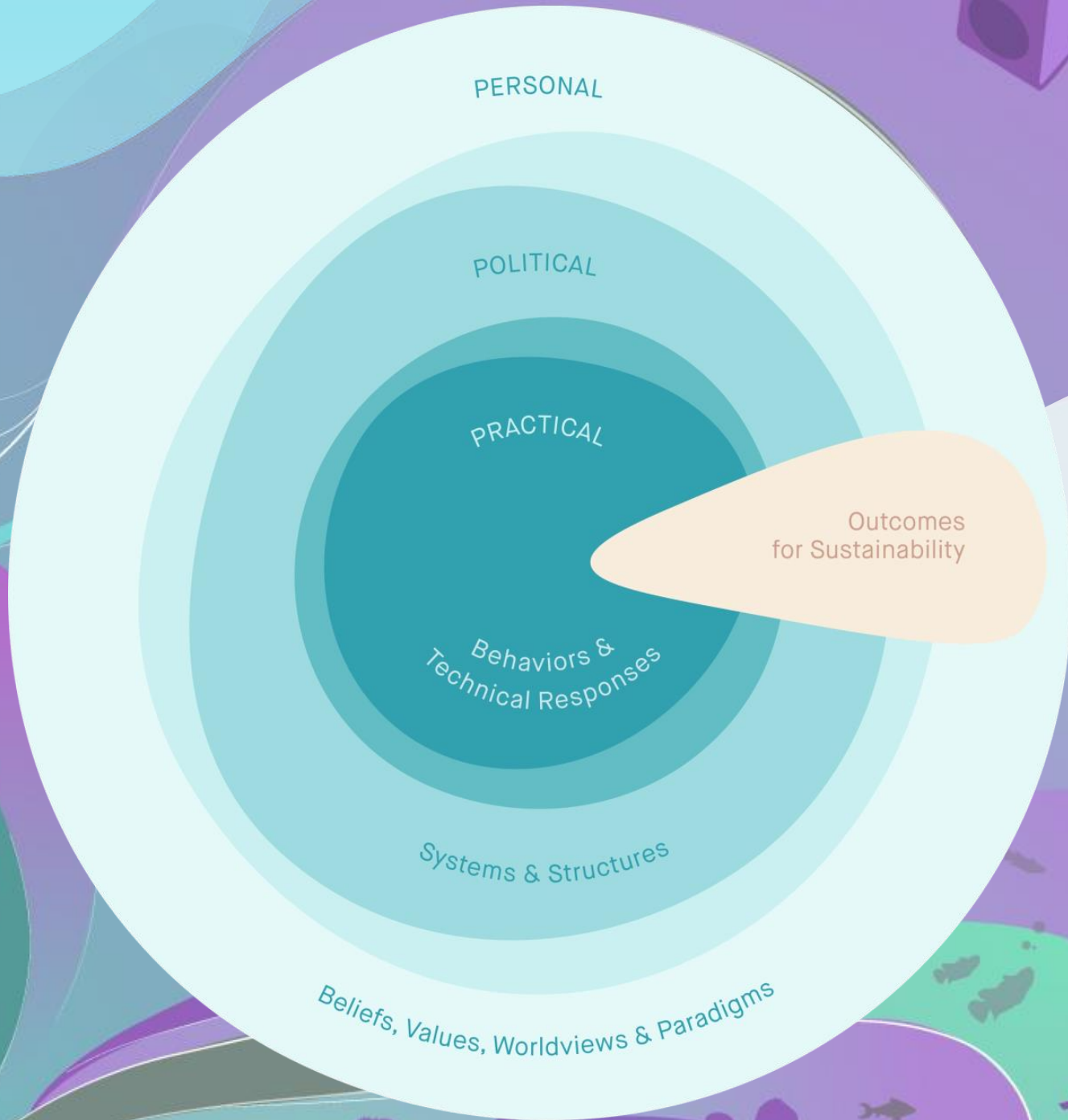
- GRID-Arendal & transformative change
- How contribute to transformative change?
 - Check IPBES strategies
 - It starts with you
 - Designing for change
 - Process > product
 - Practice.
- Questions?



GRID-Arendal in brief

- **Non-profit environmental organisation**
- **Established 1989 – United Nations & Norwegian** governance system.
- **Climate, nature & pollution action**
 - **Scientific depth**
 - **Creative communication**
 - **Transformative responses**

Turning knowledge into equitable impact



Transformative change

“fundamental, system-wide shifts in views, structures, and practices”
(IPBES)

GRID-Arendal approach

Changing the “rules of the game”:

- **Targeting root causes:** Tackling immediate problems, such as pollution or deforestation, as well as the economic, social, and cultural patterns that drive them.
- **Working across silos:** Bringing together science, policy, and practice in a holistic way.
- **Promoting new narratives:** Shifting how societies view nature—not as a resource to exploit, but as a living system we are part of.
- **Focusing on systems thinking:** Understanding the interconnections between climate, biodiversity, pollution, and social justice—and acting accordingly.



How contribute to transformative change?

- Check IPBES strategies
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Check IPBES Strategies

- Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services
- 2024 Transformative Change report (+ Nexus report + Business & Biodiversity report)
- Problem solving *and* systems change



ipbes

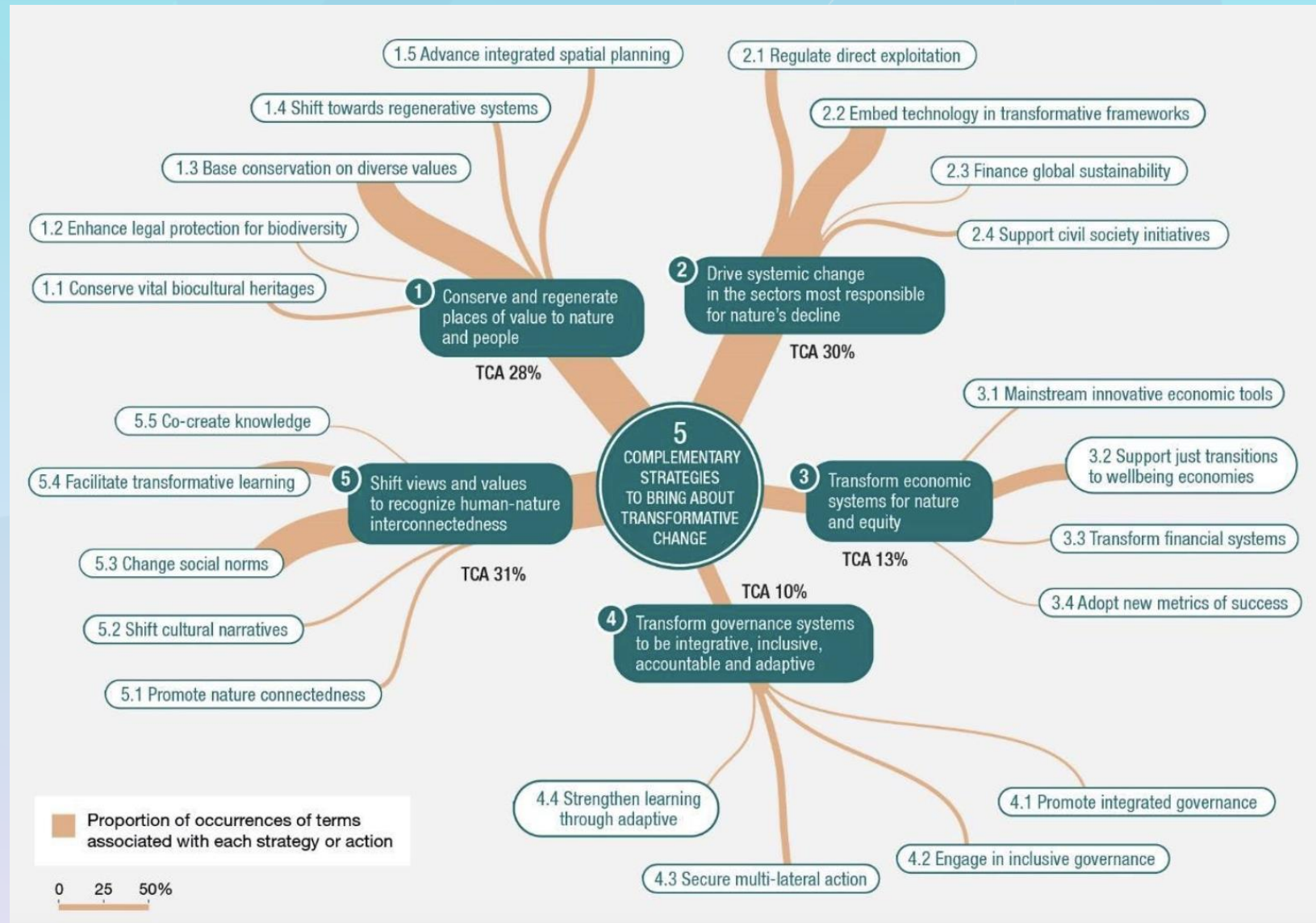
The thematic assessment report on
**THE UNDERLYING CAUSES OF BIODIVERSITY
LOSS AND THE DETERMINANTS OF
TRANSFORMATIVE CHANGE AND OPTIONS
FOR ACHIEVING THE 2050 VISION
FOR BIODIVERSITY**

SUMMARY FOR POLICYMAKERS



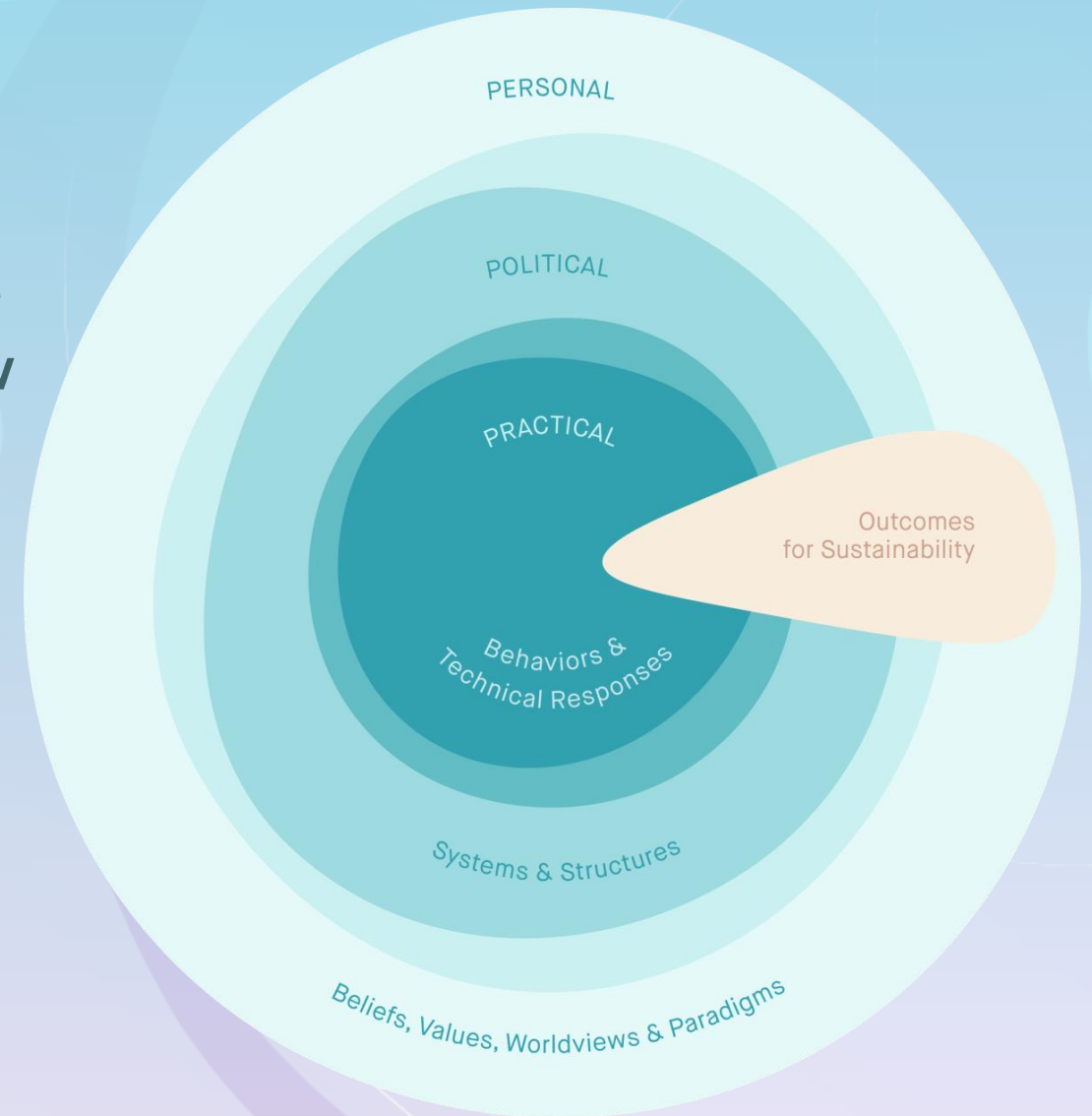
IPBES Strategies

- 5 complementary strategies → transformative change
- You are part of something bigger – find your allies



It starts with you

- Problem solving, systems change + personal sphere – *including you*
- Fractals of change
- Universal values



Designing for change

Design projects & initiatives to include all 3 Spheres

Personal

1. What universal values must I source to generate equitable results through my project?
2. What universal values & principles underpin the project?

Problem solving

3. How do the problems I am addressing show up? (1-2 points)
4. What will change visibly because of my actions?

Systems & structures

5. What systems and cultural norms must be changed to create sustainable and equitable outcomes? (*From Z current state to Y new state*)

From “The Three Spheres Project Worksheet” by Monica Sharma and Karen O’Brien

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Process > product

- Relationships matter. How you show up matters.
 - Use your values for decision making
 - Dare to talk feelings
 - Make “I” statements
 - ...and “we” > “you”
 - Frustration as commitment
- Find your allies
 - What’s going to move people to act on the information you hold?
 - Who do you need to work with to make that happen?

Practice.

- Transformative change = practice > theoretical exercise
- Training-in-action courses
 - Transformational Leadership for Sustainability (www.transformational-leadership.no) (early bird until 10 June for 2027 course)
 - Other options?
- More reading
 - Monica Sharma - *Radical Transformational Leadership*
 - Karen O'Brien - *You Matter More Than You Think*
- Free ways to connect with *you* in the moment
 - Meditation, mindfulness, running, dancing, playing an instrument...

The background features a vibrant, abstract design with overlapping curved shapes in shades of purple, teal, and light green. Faint icons are scattered throughout, including a polar bear in the top left, a drone in the center, a satellite dish in the top right, and server racks on the right side. A large, stylized tree is visible in the lower left.

Thank you

(and what questions do you have?)

www.grida.no



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