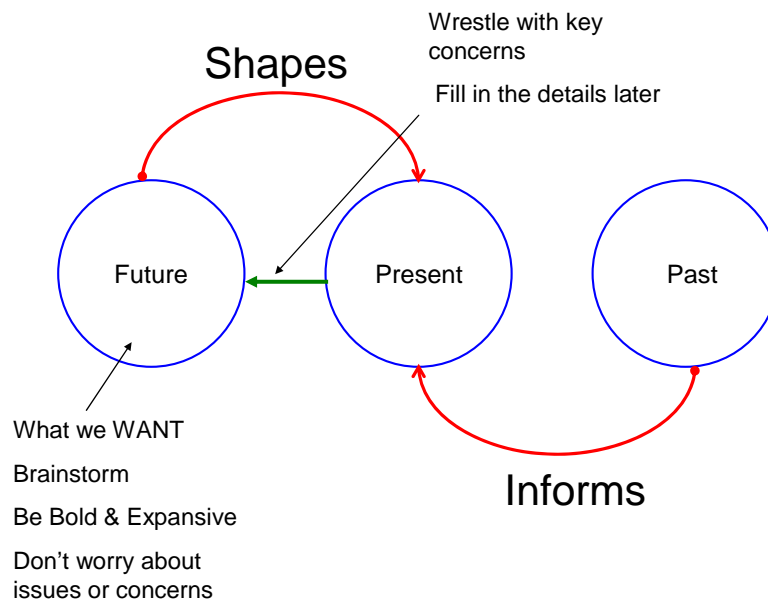


Future Designing Present: A Passionate Approach to Problem Solving

Introduction

- When we *start* to solve a problem by focusing on data and experience, we begin with what we know. Knowing creates blinders. We tend not explore what we don't know, or, the grayer realm: what we don't know, we don't know. In short, we are bound by our experience.
- If we begin, instead, by focusing on what we *want* we create the possibility for exploring a powerfully positive future because we are most passionate about what we truly want.
- The approach we will learn today engages groups in a way forward that they will believe in, commit to and execute, regardless of how tough the going gets. We are most engaged when our voices are heard.



Step 1: Clarify the Conversation: What Are We Working On?

1. Articulate the concern that is driving the conversation
2. Have a broader conversation on what is driving the concern.
3. Describe, generally, the scope of the conversation we need to have.

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Step 2: Describe the Future We Want

Personal Reflection: Imagine a time in the near future when this issue is solved. What do you *want* to be happening?

Be Bold.
Do not be constrained by what you *believe* is impossible, unaffordable, or not feasible.

In that future:

4. What are *we* doing?

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5. What are our stakeholders doing — parents, campers, alumni, beneficiaries, suppliers?

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6. What systems, tools, processes are in place to support us?

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7. How are we behaving in ways that will ensure what we are doing is sustainable? How are we treating each other?

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Group Discussion: share personal reflections as a brainstorming exercise. Continue to be bold in this conversation. Collect notes on flip charts or on post it notes.

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Step 3: Tell the Story of the Future We Want

Great leaders tell great stories. Recapture your group conversation as a powerful story that summarizes your conversation.

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Step 4: Focus on the *Best of the Past*: At this stage of the conversation, experience doesn't blind us, it teaches us and gives us confidence to go forward.

Save concerns related to the future we want for Step 5, below

- 8. In respect of the future we want, who here has already lived all or a part of this story *with great success*? What happened in your past experience that made this experience successful?

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Step 5: Getting from the Present to the Future We Want: Focus on Concerns:

- 9. Brainstorm: What concerns do we have about this solution? Focus on possible deal breakers.

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10. How can we overcome the deal breakers, **while retaining the future we want?**: eg. phased approaches, smaller scaled solutions?

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Step 6: Creating a Sustainable Way Forward

11. Discuss: How will we need to work together to ensure that we get from here to there? Discuss key behaviours:

- How will we communicate?
- How will we re-negotiate commitments when we need to?

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12. Generate work plans and make personal commitments

13. Brainstorm risks.

14. Create strategies to mitigate risks; eg. monitoring strategies, Plan B.2 and C.2.

15. What will we do over the next 3 weeks to get this solution going?

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