


Think Like a Futurist
AFIT Virtual Workshop
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“If you don’t go far enough back in memory or far enough ahead in hope, your present will be impoverished.”

Edward Lindaman

Director Program Planning Apollo, Rockwell
President, Whitworth College 1970-1980

Think Like a Futurist

- ❖ Examine Assumptions
 - ❖ From “the future” to “futures”
 - ❖ From predicting & responding, to complexity thinking & strategic foresight
- ❖ Explore Futures - Events, Trends, Developments
- ❖ Envision Preferred Future Options
- ❖ Build Cooperative Systems and create “First Wins”



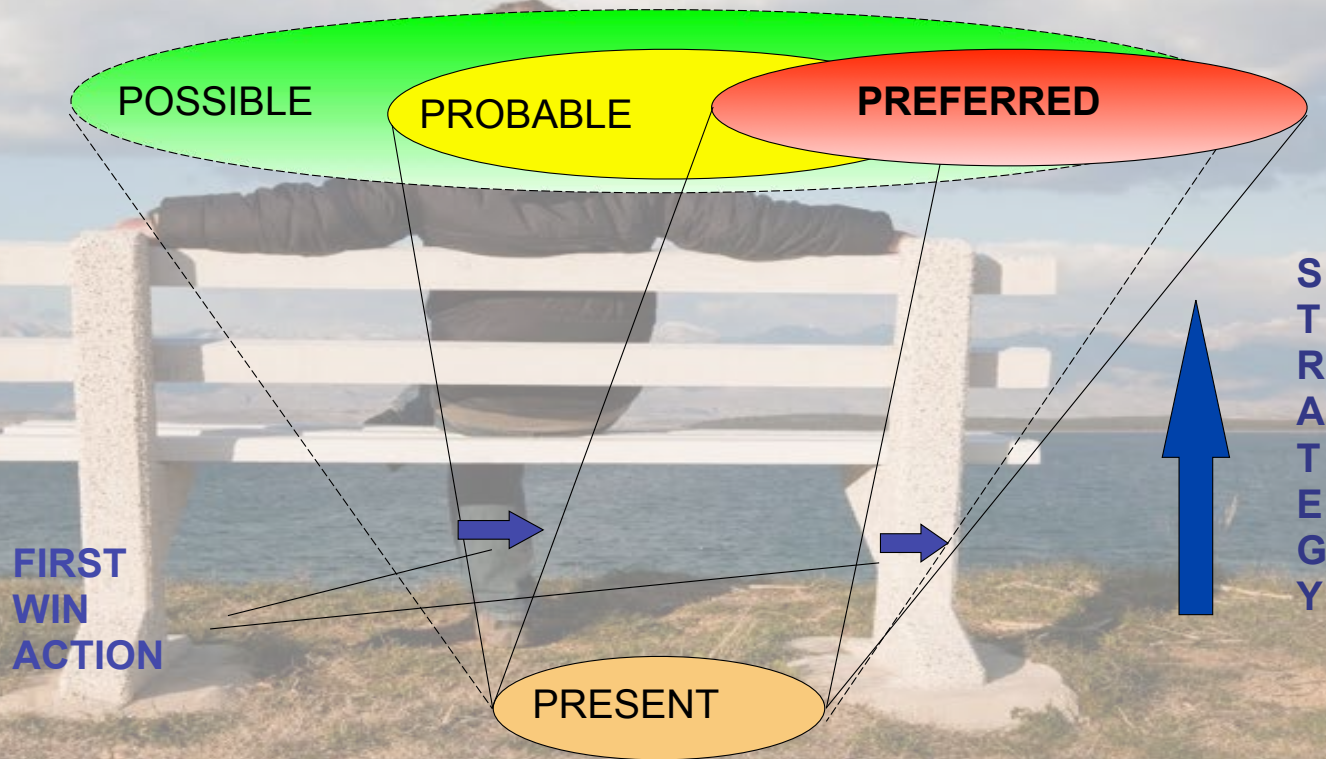
Think like a futurist - three questions

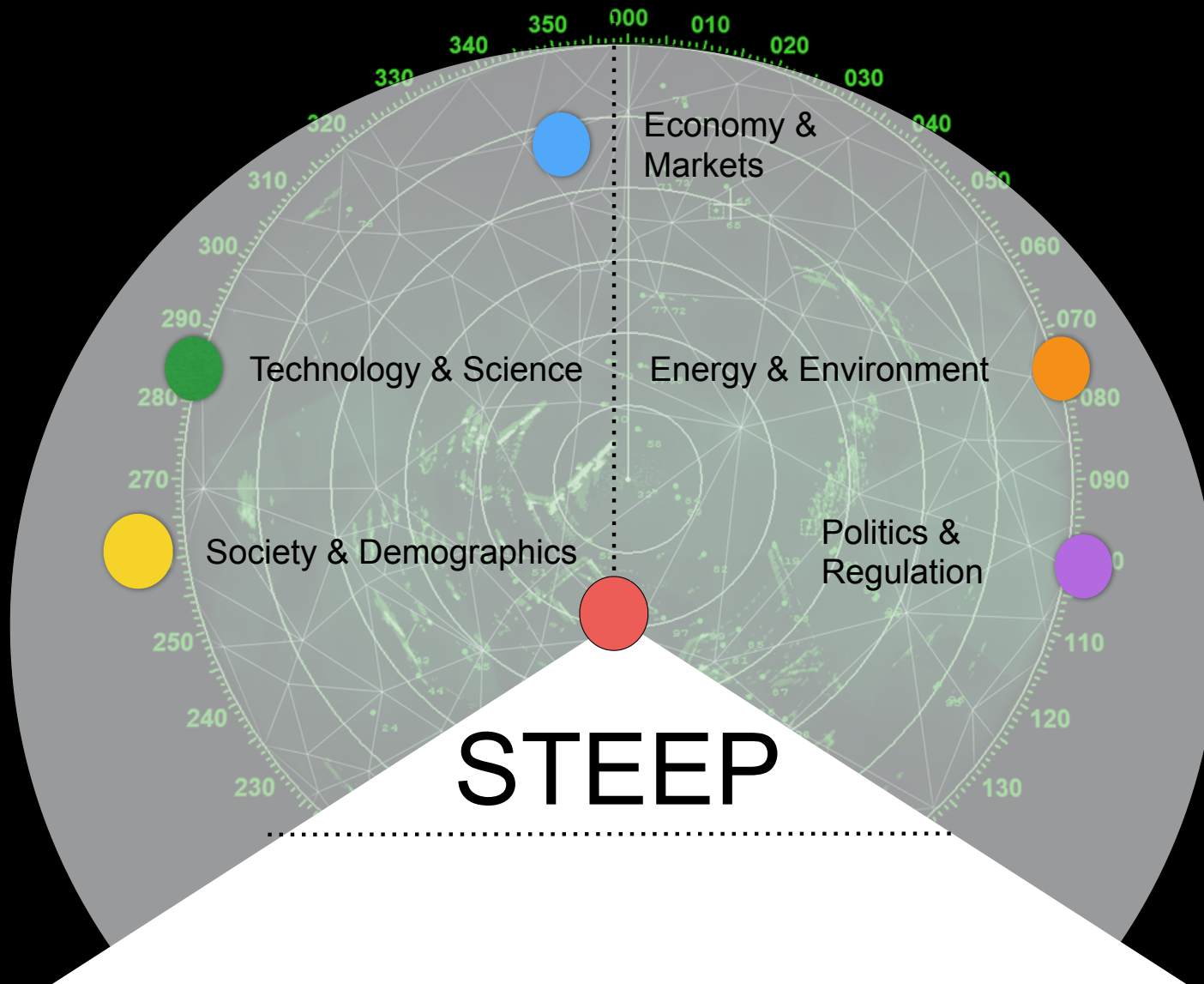
probable?

possible?

preferred?

shaping the future





Microsoft
Conference Center

Time Capsule

November 12, 1999



Discussion 1 Reverse Time Capsule

- ◆ You're on 2033 Time Capsule Task Force
 - ◆ What disruptions, changes, trends do you place into time capsule to send back to 2023
 - ◆ List a few that are probable, or possible
 - ◆ Volunteer to share 1 or 2 when called on, and/or list in Chat



long term future

- ◆ Demographic cliffs, diverse generations, metro concentration
- ◆ AI promise & peril, space-faring
- ◆ Global econ growth & localization long term?
- ◆ Emerging electric century & environmental imperatives
- ◆ Political values challenge to higher ed all levels

Nature of Work in the Present-Future

20th

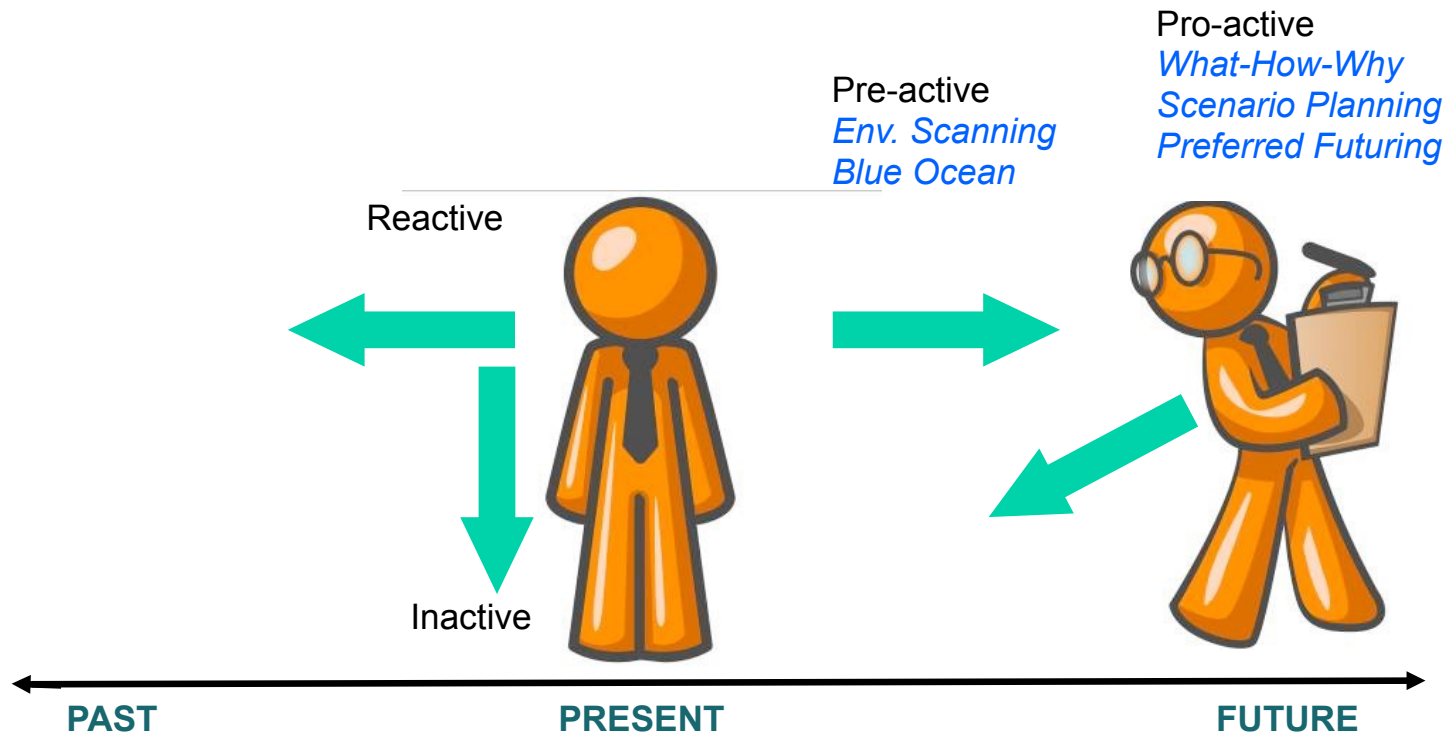
- ❖ **Job-based**
- ❖ **Fixed Time & Place**
- ❖ **Supervised**
- ❖ **Static, Secure**
- ❖ **One size, full time**
- ❖ **Pay per Scale**
- ❖ **Technical or Personal**
- ❖ **Change is Slow & Ruled**

21st

- ❖ **Stint-based**
- ❖ **Asynchronous, Moving**
- ❖ **Self Managed**
- ❖ **Innovation, Uncertain**
- ❖ **Many Options**
- ❖ **Pay for Performance**
- ❖ **Technical and Personal**
- ❖ **Change is Fast & Chaotic**

Think Like a Futurist

Long Range Preferred Futuring



Discussion 2

Preferred Future Images

- ◆ If we overcame our limitations, and we knew that we could not fail, what is something our institution will have accomplished in 10 years?
- ◆ Write one or more headlines in 2033 that make us proud
- ◆ Feature an innovation in organization, program content, in teaching, in community connection
- ◆ Enter headline into Chat when you return from breakout

How do you innovate from here?





when planned change succeeds

- ◆ sense of urgency
- ◆ understood vision
- ◆ small winnable steps that succeed
- ◆ committed senior leadership

John Kotter
Harvard Business School

overcoming change resistance



$$D \times V + FW > R$$

Discussion 3

Time Horizons Implications discussion

- ◆ 5-10 yrs - what should we be learning about for the long term?
- ◆ 3-5 yrs - what should we prepare for in the medium term?
- ◆ 0-2 yrs - what should we do or stop doing in the next year or two
 - ◆ Enter one for each time horizon into Chat when you return from breakout, volunteer to share an example



The future is not something that just happens to us.

The future is something we do.

Glen Hiemstra