



Diversity & Inclusion FutureSearch Process

What Is Future Search?

Future Search



- Design comes from theories and principles tested in many cultures.
- Brings different stakeholders into the room to foster mutual learning.
- Allows people to work in large and small groups, and explore the "whole elephant" before seeking to fix any part.
- Participants stay task-focused, make and devise new action plans.

What Will We Cover?

Map the Past

Focus on the Present: External Trends

Build Future Scenarios

Create Specific Actions

Focus on the Past:

Create a Timeline for What Worked and Did Not Work

What Worked

2000

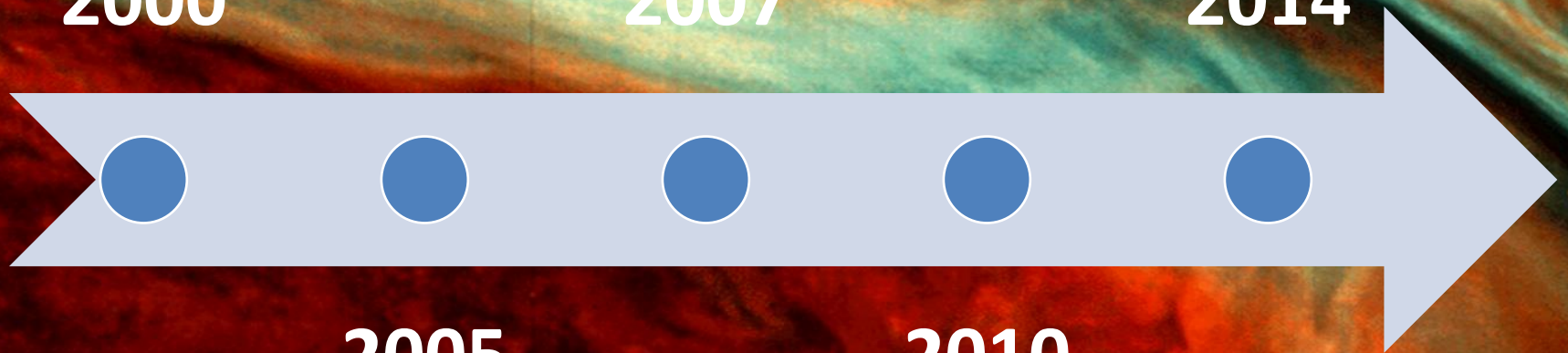
2007

2014

2005

2010

What Did Not Work



Focus on the Present:

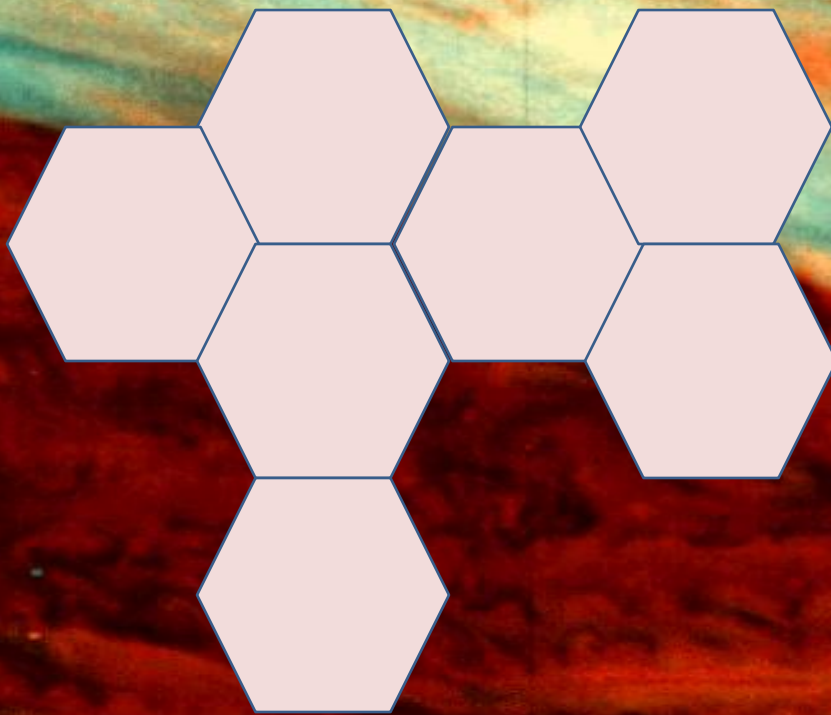
External Trends

- What external trends do you see that are impacting your D&I efforts today? Use the colored hexagons to map these trends.



Key Trends:

Current and Future Responses



- What are we doing now about these key trends?
- What do we want to do in the future?

Focus on the Present:

Current State

- What are you proud of in your current D&I efforts?
- What needs to change in the way you are dealing with D&I?

Proud of...

Need to change...

Create Future Scenarios

- Describe our preferred future as if it has already been accomplished.

TALK SHOW INTERVIEW

COMMERCIAL

ADVERTISEMENT POSTER

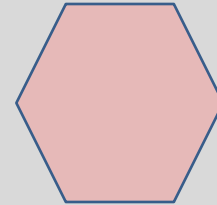
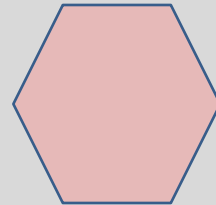
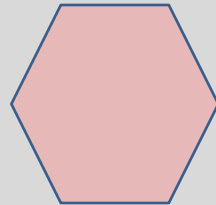
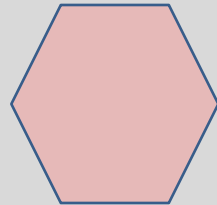
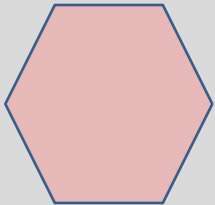
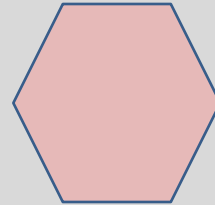
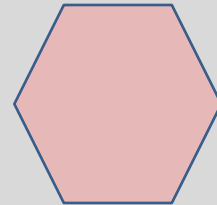
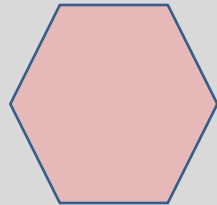
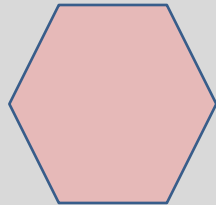
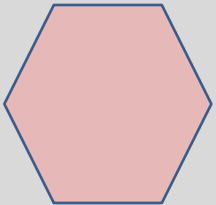
DRAWING

ACT OUT SCENARIO

OTHER?

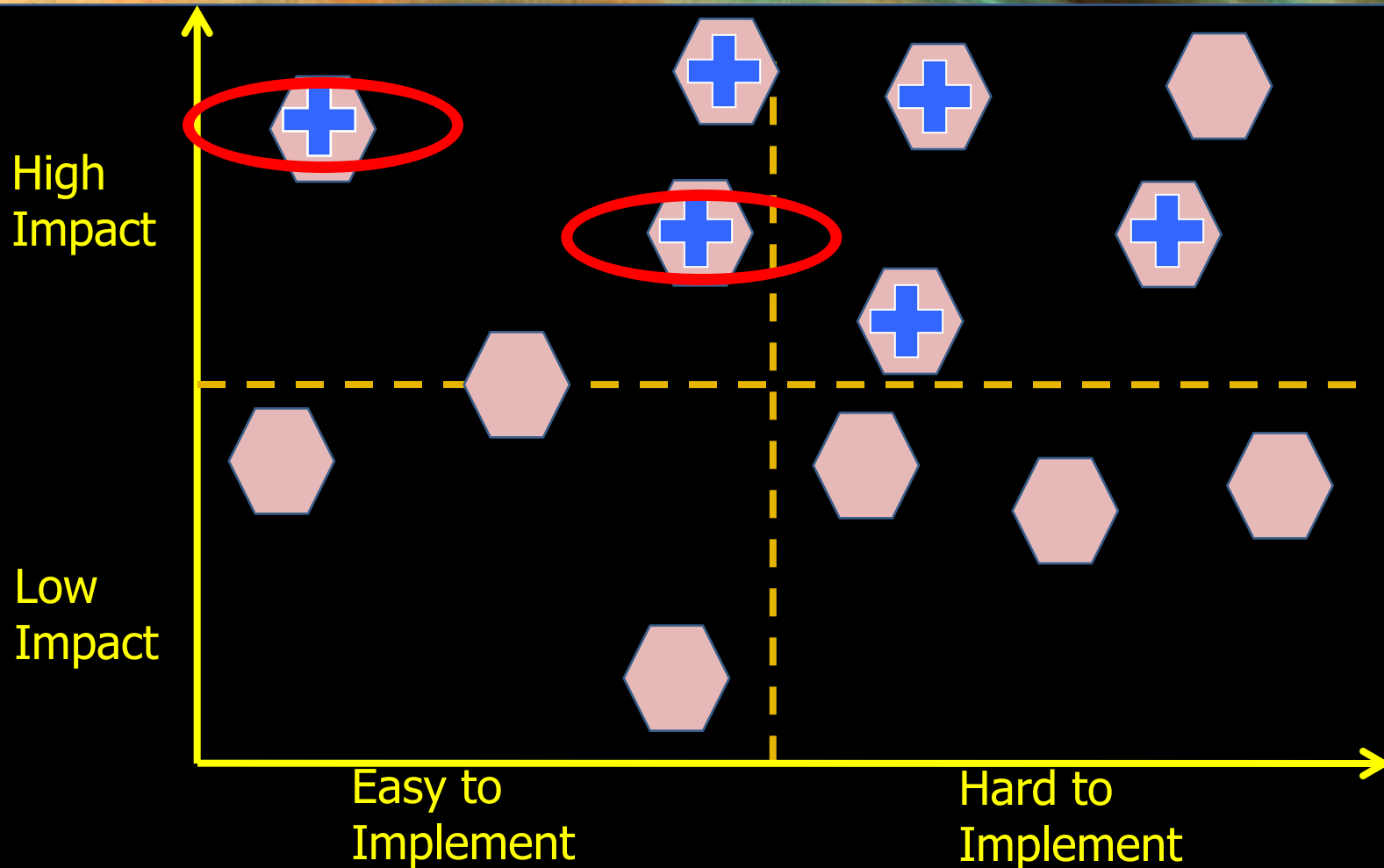
Create Action Plan by Generating Ideas

Action Plan



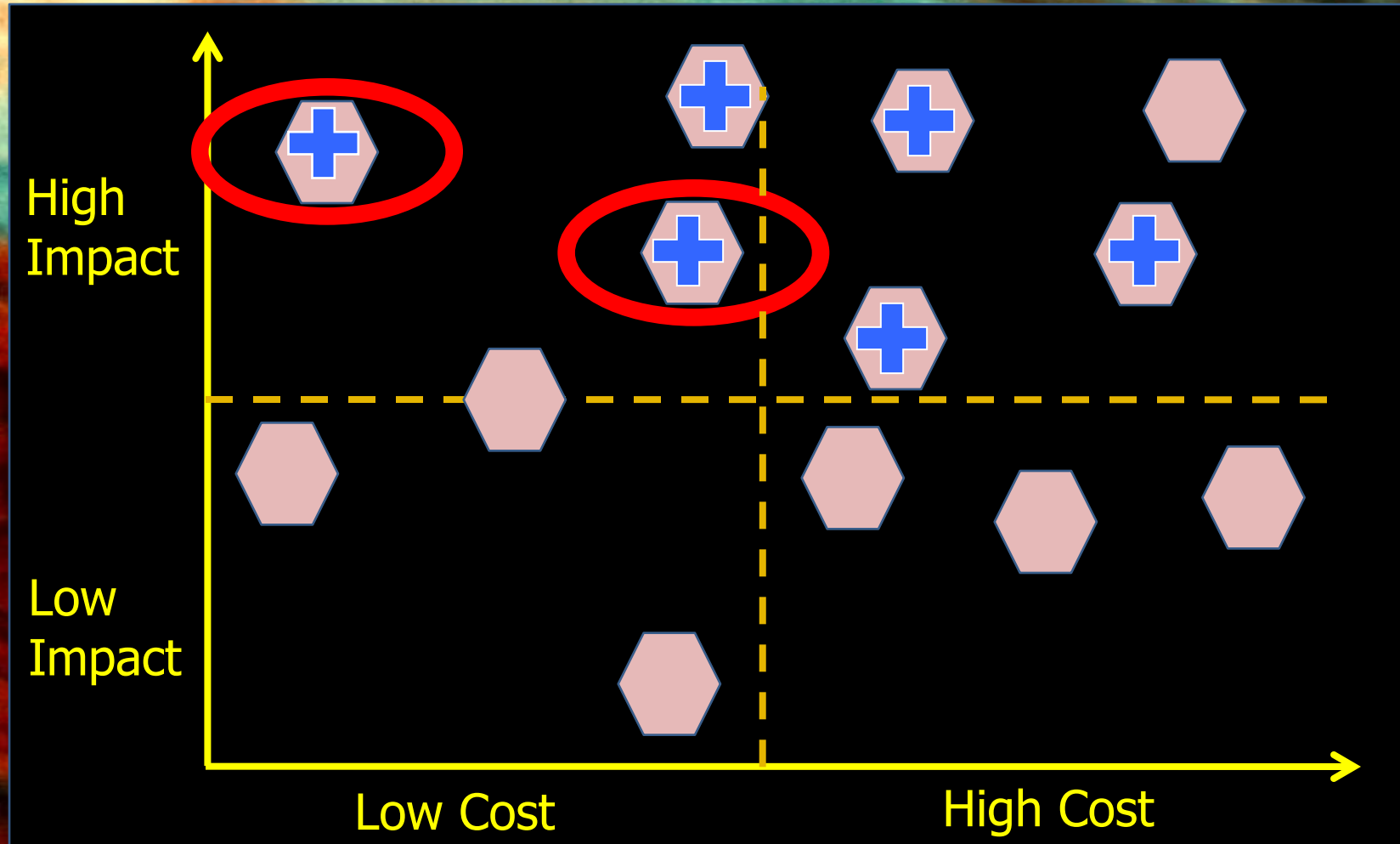
Evaluate and Select:

Refine Your Ideas and Place Them
in the Impact/Implementation Grid



Evaluate and Select:

Refine Your Ideas and Place Them
in the Impact/Cost Grid





Select Your Top Ideas: Create Implementation Plan

Team Members:

What	Who	When

Identify and Confirm Common Ground

- Dialogues with whole group to agree on common ground.

Common
Themes

