

About Future Considerations

We co-create with our clients to build their capacity for the future. Our work develops leaders, strengthens relationships and helps organisations, institutions and communities find direction and purpose in complex environments. Our approaches focus on the underlying beliefs and behaviours that can bring about transformational change.

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Future Considerations (FC)

Description:

We are a global consultancy that co-creates with forward thinking clients to build their capacity for the future. Our work develops leaders, strengthens relationships and helps organisations, institutions and communities find direction and purpose in complex environments.

Stakeholder(s):

Leaders

Mark Young

Institutions

Martin Kalunga-Banda

Systems

Michael Meaney

Future Considerations Team :

Nick Kitchen, PCC

Our multi-cultural team bring diverse backgrounds including: leadership development; organisational development and change; personal transformation and coaching; sustainability; multi-stakeholder innovation and cross-sector partnerships.

Nick Putnam

What unites us is the desire to do great work in pursuit of a future worth having.

Pete Hamill

Pete Masters

AJ Pape

Richard Spence

Ali Warner

Simon Geoghegan, CPCC

Alyse Ashton

Simon Lamb

Beth mAcDonald

Tim Stanyon

Celine McKeown

Chris Clark

Dick Baker

Fiona Ellis, MSc, CIPD

Jackie Thoms

Jane Corbett

Jaroslav Dokoupil

John Watters

Jon Freeman

Julia Fell

Laura Davies-Clare

Laura Lewin

Lycia Harper

Vision

A sustainable and abundant world in which all elements – business, government, civil society, people and the environment – co-exist and develop in concert.

Mission

To enable the world's leaders, institutions and systems to evolve and to influence the great challenges of our time.

Values

Authenticity: We pursue authentic relationships. We enable our clients to build connections of intimacy, trust and openness where greater creativity becomes possible. Together, we produce effective results from the power that authentic communication and action possess.

Courage: We look further ahead than most dare to, and do not back away from challenges, speaking our truth or tough conversations. Stretching ourselves and our clients, we are able to journey together to bold new possibilities, intense learning and powerful change.

Integrity: You can count on us to do what we say we will do. We strive for consistency and harmony between purpose, words, actions & outcomes; between our values and the way we live our lives.

Care: We pay attention to the entire person and system in front of us. We bring a quality of care, combining rigour and compassion to produce extraordinary outcomes for ourselves, our clients and the world.

Learning: We learn and grow from what has and hasn't worked in the past, co-creating the future with our clients. Our hunger for what is new & effective, coupled with our commitment to mastery, ensures that our practice generates results within a constantly changing reality.

1. Leadership

Develop whole-selves; leaders who imbued passion, authenticity, a sense of their values and the personal impact to make things happen.

Our clients routinely comment that we change their lives, as well as their organisations for the better. We are dedicated to unleashing the promise that is present inside every leader and potential leader. We have 15+ years of experience running large, long-term and typically global leadership development programmes across sectors, geographies and levels. Programmes that are courageous, game-shifting and bold. Programmes dedicated to unleashing the promise that is present inside every leader (and potential leader) and their organisations. Organisations demand a lot from their leaders today. They need to be inspiring, organised, able to lead from the future, deliver results, and be balanced role models for their teams. We believe leadership development is not just about developing the individual; it must also serve the organisation's needs and deliver a significant return on investment.

1.1. Leadership Development

Design, facilitate and run award leadership development programmes.

Field-challenge based learning programmes — We design, facilitate and run award winning leadership development programmes, which work at the cross-section of personal development, organisational effectiveness and global sustainability challenges.

Stakeholder(s):

HSBC :

We've been helping HSBC for over 9 years to develop a cadre of future leaders, by working in teams and learning to lead and innovate in the midst of complexity, and then with local community challenges.

1.2. Executive Leaders

Develop the next tier of executive leadership.

High-potential executive development — We can help to develop the next tier of executive leadership through a blended design of leadership assessment, business school input and transformational learning around leadership. We partnered with Insead Business School to develop Shell's Group Business Leadership Programme.

Stakeholder(s):

Executive Leaders

1.3. New Leaders

Develop new leaders.

Developing new leaders — We design and deliver management programmes that cover all aspects of people leadership. We can work alongside, and train, your in-house facilitators to roll-out globally. We've helped Cadbury Schweppes and the British Council develop new leaders to enhance the future on their organisations.

Stakeholder(s):

Leaders

1.4. Partners & Consulting

Develop business partners & consulting capability.

Developing business partners & consulting capability — We have a niche for developing people with the skills to influence the course of their organisations without necessarily having positional power.

Stakeholder(s):

Shell :

Our programmes, currently run globally across all of the functions in Shell and Philips, help them to understand the systemic and cultural context within which they partner.

Philips

1.5. Coaching

Help leaders at all levels of organisations.

Executive coaching — We work with leaders at all levels of the organisation – from Board-level to first-time managers – to help them work at their personal best, achieve their strategic goals as leaders and align with their organisational needs and values.

Stakeholder(s):

Executives

Leaders

Boards of Directors

Managers

1.6. Leadership Teams

Develop leadership in leadership teams.

Developing leadership in leadership teams — We work with the ‘top’ of the organisation – your leaders and their leadership team – to produce lasting shifts in both individual and leadership team effectiveness and sizeable uplifts in business performance.

Stakeholder(s):

Leadership Teams

KPMG :

We helped KPMG produce lasting shifts in both individual and leadership team effectiveness.

2. Relationships

Build relationships of trust, openness and collaboration between individuals and organisational units.

Stakeholder(s)

Organisations :

We believe organisations have the potential to be a force for good in society.

Individuals :

And we believe that lasting organisational change cannot be achieved without individuals bringing their whole self to the change and to the organisation.

Employees :

Old ways of organising are tried and tired. Many organisations remain beset by overload at the top, tearing in the middle and high levels of disengagement and cynicism amongst employees. Trust has diminished and they struggle to respond to complex challenges and address changed societal expectations.

Leaders :

A significant number of leaders we meet are interested in a new way of organising: one that is centred on a larger and more compelling sense of purpose than just meeting the numbers, that liberates human potential and treats people as whole human beings not just human resources. A new way of organising that builds trust and confidence with the organisation's wider stakeholders, not just its shareholders. Courage is required amongst these leaders to reconsider taken-for-granted assumptions about leading and organising and a willingness to experiment. We partner with leaders who want to steward responsibly and practically this transition in their own organisation, in the midst of complexity and uncertainty.

We believe a better future is not only possible; it is absolutely necessary for organisations to survive and thrive. Since 2001, we at Future Considerations have been continuously learning and reinventing our way of organising to better realise our sense of purpose.

2.1. Purposes

Enable the realisation of organisational purposes.

Stakeholder(s):

Barry Oshry :

Barry Oshry's Systemic Frameworks — The unique power of our way of working and interventions, is our ability to connect three key lenses – the individual/team lens, the systemic lens and the cultural lens – which together positively impacts organisational dynamics and performance and enables the realisation of the organisation's purpose.

John Watters :

John Watters pioneered the introduction of Barry Oshry's work into Europe and has worked in close partnership with Oshry for 15 years.

Future Consideration Consultants :

We have a global team of Oshry accredited consultants who integrate Oshry's powerful systemic lens and experiential workshops into their consulting work.

2.1.1. Individuals & Teams

Connect the individual/team lens.

Stakeholder(s):

Teams

2.1.2. Systems

Connect the systemic lens.

2.1.3. Cultures

Connect the cultural lens.

2.2. Reinvention

Reinvent organizations as “teal” organisations.

Drawing on our experience with WorldBlu and Holacracy – and our own organisational journey – we are exploring this new territory with clients who are either firmly in the “teal” world, or just dipping a toe in the water.

Stakeholder(s):

Organisations :

Purpose-led organisations — We partner with leaders to help teams, divisions and whole organisations practically apply the insights from the work of Frederic Laloux and his best-selling management book “Reinventing Organizations”. Frederic’s work on “teal organisations” resonates with our understanding of organisations as living systems.

Frederic Laloux :

We work with clients to apply Laloux’s three related breakthroughs of greater self-management, bringing more wholeness to their workplace, and sensing and responding to the organisation’s evolutionary purpose.

Teams

Divisions

2.2.1. Purposes

Fulfill the unique purposes of organisations.

Start with purpose – we have little interest in organisational change for the sake of efficiency, but a great deal of interest in change that is part of fulfilling more fully on the unique purpose of that organisation. And we know that developing here does produce tangible results.

2.2.2. Amplification

Amplify what already works.

Build on success – Appreciative Inquiry teaches us that there can be more energy from amplifying pockets of what already works.

2.2.3. Inquiries

Encourage deep sensing.

High quality inquiry – bringing mindful approaches to encourage deep sensing as part of our own, and our client's intervention.

2.2.4. Systemics

Address adaptive challenges in shifting systems.

Systemic thinking – drawing on the work of Barry Oshry, Ken Wilber, Otto Scharmer (Theory U) and adaptive challenges in our approach to shifting systems.

Stakeholder(s):

Barry Oshry

Ken Wilber

Otto Scharmer

2.2.5. Engagement & Co-Creation

Bring all stakeholders into change and co-creation processes.

Collaborative / co-inquiry – bringing in all the stakeholders into the change and co-creating with our client.

2.2.6. Nudges

Hone intervention points.

Generative nudges – in every intervention, we try to hone the intervention points and encourage each person we work with in the client system to do the same.

2.2.7. Wholeness

Bring whole selves to changes and organisations.

Wholeness – we believe that lasting organisational evolution cannot be achieved without individuals bringing their whole self to the change and to the organisation.

2.2.8. Action

Drive practical action to accelerate change.

Making it practical – using approaches such as experiential learning and coaching, and methods such as the Action Cycle, we help to drive practical action to accelerate change.

2.3. Innovation & Productivity

Foster innovation and improve productive capacity.

We deliver strategic consulting services and training on fostering innovation and improving productive capacity through what is often referred to as ‘the future of organisational design’: communities of practice.

Stakeholder(s):

Communities of Practice :

They are groups of professionals who share a passion for what they do, and learn to do it better as they interact regularly. Our role is to help maximise community-enabled organisational and business results.

George Pór :

George Pór is a renowned authority in this field and has advised the NHS, EU Commission, Ford Motor, Greenpeace, Shell, Siemens, UN, World Wildlife Foundation, and many other organisations in the private, public and social sectors.

2.4. Sustainability

Help companies play their full roles in society.

Embedding Corporate Sustainability — Phrases come and go – CSR, the triple bottom line, sustainability – but what remains vital is that companies step up to play their full role in society and ensure a thriving future, for themselves, their network of stakeholders, society and the environment at large. We believe in the move to a circular economy and towards corporate “thriveability”. We partner with organisations to define their sustainability strategy, align their organisation and culture to deliver on their priorities and communicate effectively around their sustainability agenda. Ideally, our approach to this involves breaking down some of the internal silos that often cause sustainability to be a marginalised department rather than the central pillar of the strategy.

Stakeholder(s):

Companies

2.4.1. Strategies

Define sustainability strategies.

2.4.2. Cultures

Align organisations and cultures to deliver on priorities.

2.4.3. Communications

Communicate effectively around sustainability agendas.

2.5. Transformation

Achieve a lasting breakthrough in results to realise organisational purposes and potentials.

Integral organisational change — With a strategic issue, or a desire to transform the working culture as starting-point, we can help our clients link up purpose, strategy, leadership, culture and organisational development to achieve a lasting breakthrough in results and realisation of the organisation's purpose and potential. We help to break down the organisational silos that stifle innovation and team collaboration.

2.6. Teams & Retreats

Facilitate teams and retreats.

Team facilitation and retreats — We work with leadership teams – across sectors, organisations and levels of complexity – to achieve cohesion, trust, alignment, realise the value of diversity, and to lead their businesses to greater success. We bring our very best lessons from the world of leadership development to ensure that a journey which can be transformative for a team and their business, can be equally transformative for the individuals.

2.7. Strategies

Bring strategies to life.

Bringing strategy to life — We work with the senior team and leaders throughout a division or organisation to align on strategy, build deep commitment to purpose and direction, and develop new capabilities for delivery. We can provide ongoing partnering with the teams delivering on the key strategic elements, maximising learning and impact.

Stakeholder(s):

Senior Team

Leaders

2.7.1. Alignment

Align on strategies.

2.7.2. Commitment

Build commitment to purposes and directions.

2.7.3. Capabilities

Develop new capabilities for delivery.

2.8. Events

Design and facilitate high-impact 50-to-250-person events.

Large-group leadership events — We have a long track record of designing and facilitating high-impact 50-to-250-person events. Our experience is in co-creating with our clients to run transformational and memorable leadership gatherings which combine a focus on strategic issues, developing collective capability, strengthening relationships and evolving the working culture. We bring in the best human technologies and well as IT technologies

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3. Society

Navigate complexity and facilitate collaboration to unite communities, organisations and institutions in addressing the great challenges we face.

We share a commitment to support the growing global trends for societal, ecological and economic change. We act as partners in co-creation and innovation. There's a race between the galloping complexity of societal challenges and the capacity of organisations and global systems to meet them with collaborative innovation. We thrive on working with people from around the world and across sectors – government, academic, corporate and NGO – who wish to break down the barriers, set aside personal agendas and collaborate to find fresh solutions to local and global challenges. Drawing on our deep knowledge of social technologies for facilitating cross-sectoral change, we create learning journeys that result in deep mindset shifts, enabling people to 'step beyond positions' and form new strategic relationships that can transcend geography, background and expertise in the face of a common purpose. We act as partners in co-creation and innovation. Our experienced facilitation allows not only for deep understanding and collaboration, but also fast-cycle prototyping and action. We draw on Theory-U from the work of The Presencing Institute, Art of Hosting, and People Centred Design. We ensure that the skills, processes, and techniques are in place to continue any ongoing work through introducing self organising approaches from the outset, such as multi-sectoral communities of practice, knowledge networks, and innovation labs. Systems thinking and managing complexity are at the heart of success in multi-stakeholder work. The value lies in bringing representatives of the system together for shared understanding and innovation.

3.1. Leadership Development

Develop leaders from multiple organisations and sectors who share common societal concerns across boundaries.

Leadership across boundaries — We believe that the true potential of this work is to develop leaders from multiple organisations and sectors who share a common societal concern. Using the field-challenge approach, they could not only make an immediate difference but achieve a rapid boost in their capacity to innovate and embed change in communities.

Stakeholder(s):

Community-Based Organisations

Leaders

HSBC :

Through our work with HSBC on the Next Generation Development Programme, we have now facilitated week-long high-impact innovation processes encompassing 60 different projects with community-based organisations in Brazil, Mexico, India and Indonesia. But we see this as just the start.

Brazil

Mexico

India

Indonesia

Communities

3.2. Processes

Design and partner with convenors of multi-stakeholder processes

Social innovation processes — Beyond the event itself, we help to design and partner with convenors of multi-stakeholder processes on journeys to breakthrough, cross-sectoral innovation. We partnered with Anglo American, trade unions and governments on a global journey to innovate on mining safety.

3.3. Events

Facilitate multi-stakeholder events

Our rich experience as large-group facilitators within organisations and in cross-sectoral networks has been of service in areas as diverse as climate change, mining safety and the health sector. We bring an integral approach to the design and delivery processes, and use virtual technology in the lead-up and follow-through to deepen relationships and forward action. See our work with the first Climate & Development Knowledge Network Action Lab.

Administrative Information

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Submitter:

Given Name: Owen

Surname: Ambur

Email: Owen.Ambur@verizon.net

Phone: