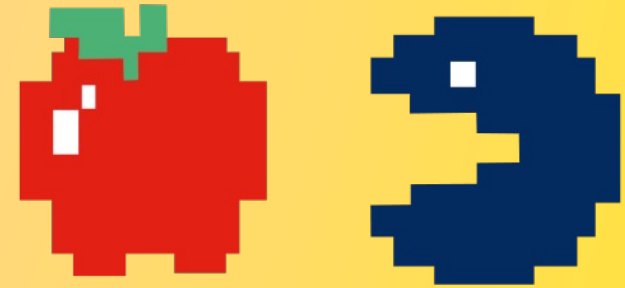


Minkowski

Our programs

Overview of 10 modules



What we do

SCOPE for Change



= *Futures Ready Organizations*

SCOPE for Change



AWAKEN

People are only willing to change if they have a clear vision of the desired future state. In this step we establish a clear focus for the future with proven future thinking methods.

X



ASSESS

There must be a collective drive to want to change for the future. This step challenges assumptions and limiting beliefs to create space for change.

X



ACCELERATE

In this step, we bridge the gap between where you want to go and the current reality. We align expectations, milestones, structures, systems and behavior to the desired future and summarize it in a plan.

X

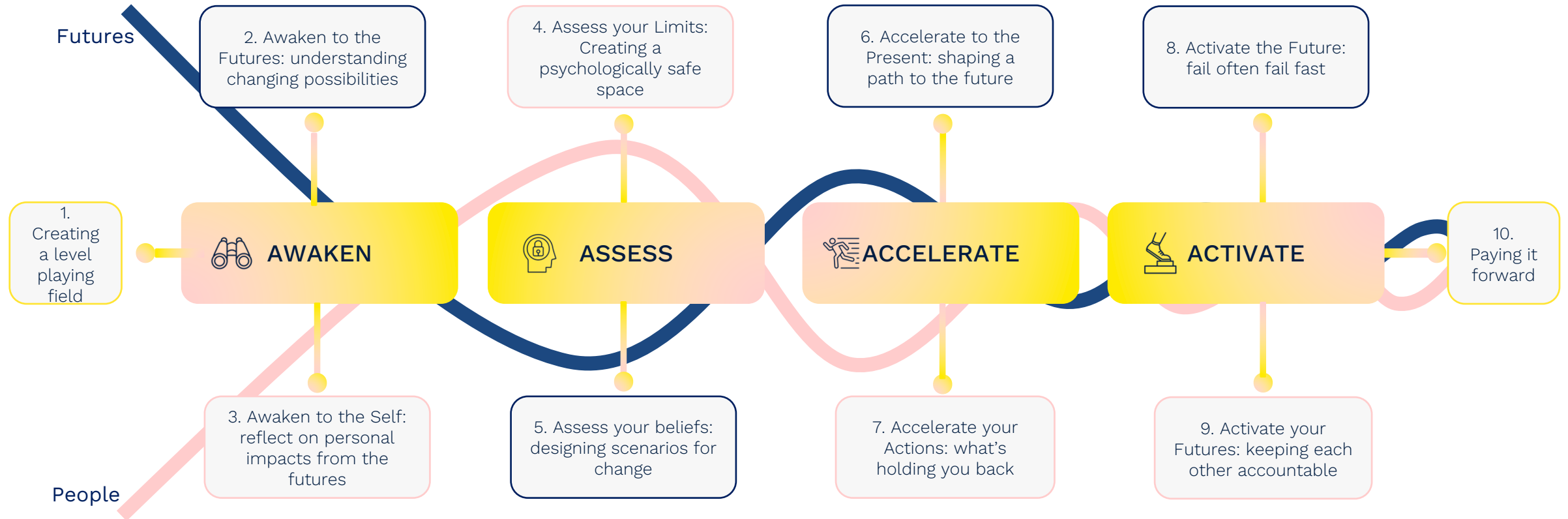


ACTIVATE

Together we make the plan personal and pragmatic. What culture and (new) behavior is needed to accomplish your goals and how do you start to make change?

What we do

Merging futures thinking and leadership development



Futures thinking and leadership development in 10 modules



AWAKEN



ASSESS

Module 1. Creating a level playing field

There's always a first module. During this module all participants are introduced to the program that was designed for them. All relevant information from the organization as well as from Minkowski is shared so that everyone is on the same page. This first module aims to create commitment from all participants to the process that they will embark upon together.

Outcome: shared objectives, commitment and engagement to the program.

Module 2. Awaken to the Futures

In this second module of the SCOPE for Change program we will explore the future together to understand the changing possibilities for the organization. In various exercises we will map trends and observations that are relevant for the business of your organization on a futures cone to understand what the impact of these trends are, when they will occur and how likely it is for them to be impactful.

Outcome: trends mapped, relevance identified, shared vision on the future.

Module 4. Assess your Limits

In order for a team to act towards the future they wish to see, they have to create the right circumstances to act effectively. In the fourth module we are therefore focusing on trust and psychological safety. These aspects will guide the team to be committed to the actions that are needed and to also be accountable for whatever happens. That is the only way that the right results can be achieved.

Outcome: building trust, commitment, accountability, and performance.

Module 3. Awaken to the Self

A changing future has impact on people: their circumstances might change and change doesn't happen without people getting out of their comfort zones. The third module therefore focuses on the human side of change. Participants will be challenged with feedback from the people that are close to them. They will reflect on this to learn what it tells them about themselves. For the team this module also focuses on radical candor: how to give feedback and grow into a high performing team.

Outcome: high performing team, candid feedback.

Module 5: Assess your Beliefs

The fifth module of the SCOPE for Change program shifts the focus from limits to beliefs. Various scenarios for the future of the organization (or team) will be designed to expand thinking about possibilities and build the belief that the changes can be accomplished. Practices of futures thinking and scenario building form the heart of this module. Participants will draft personal stories for change.

Outcome: scenarios for change, sensitivity for moonshots, loonshots, black swans, rationale and stories for change



☘ What we do

Futures thinking and leadership development in 10 modules



ACCELERATE

Module 6. Accelerate to the Present

Strategy is a set of choices that positions you on a playing field of your choice in a way that you are able to be successful. In Module 6 of the SCOPE for Change program we will work on a futures ready approach to decision making that will enable the participants to translate the companies strategic plan to their daily practice and orchestrate it in a way that creates resilience and adaptability

Outcome: *futures ready outline, strategic decision making, 5 steps to be ready for the future(s)*

Module 7. Accelerate your Actions

Wherever change occurs, resistance is met. It is most difficult for people to change the way they act because new ways of working create uncertainty. That's why people tend to object any change they see coming. In this module participants learn how to recognize this, label it and uncover the real concern behind the pushback. Leaders become coaches and through this practice understand how they can guide their teams to embrace change.

Outcome: *understand how to deal with resistance, coaching practice*



ACTIVATE

Module 8. Activate the Future

Even though the change that is needed to activate the plans and strategy of the organization might be big, the way you get there is with small steps. The trick is to identify which small interventions will have a big impact. In Module 8 we focus on designing these small steps as experiments that leaders can immediately activate in their teams and daily practice. Through a shared commitment on these small steps the team can be held accountable to activate the future.

Outcome: *a set of actions and experiments that will activate the plans and strategy for the future.*

Module 9: Activate your Futures

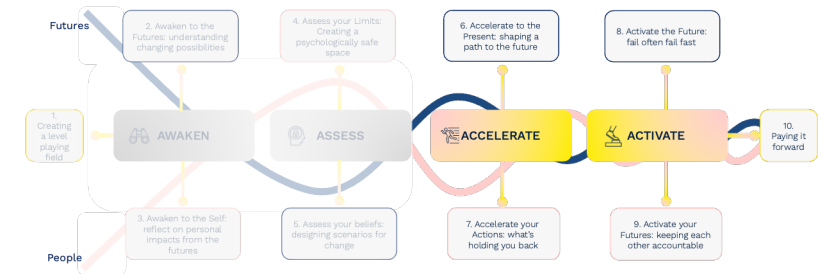
Even after all that work together and commitment on the actions, it is still hard to walk the talk and make things happen. We each have our internal and external saboteurs that undermine the promises we've made and derail the road towards the future. The ninth module of the SCOPE for Change program shifts the perspective back to people and confronts the leaders with (in)activity).

Outcome: *awareness of internal saboteurs and tools to help leaders overcome this and become truly accountable to what they say they will do.*

Module 10. Paying it forward

Just like there's always a first module there is also always a last module. Turning your plans into reality and be ready for the futures is an ongoing journey and it doesn't stop when the SCOPE for Change program stops. Some might say: that is when it begins. In this last module we focus on how to turn strategy into an everyday experience and how to grow as futures ready leaders of the organization. We will help them to engage the entire organization and turn their new behaviors into habits

Outcome: *engagement strategy*



Futures perspective

Leadership perspective

Minkowski

Making history by
changing the future.



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