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MODULE 2. ANTICIPATION FOR EMERGENCE
Training session 1: Futures Literacy Laboratory

Futures Literacy Laboratory

Hanze University/FORTH



The Future of Work

Three hour workshop

Futures Literacy Laboratory: an experiment with different futures in three phases

- Reveal: making your probable and desirable futures explicit
Reframe: playing with an alternative future
- Rethink: seeing the present differently

The Polak Game: where do you stand? *(10 minutes)*

The Future is Bright

vs

The Future is Bleak

Take a position on this imaginary line between two extremes

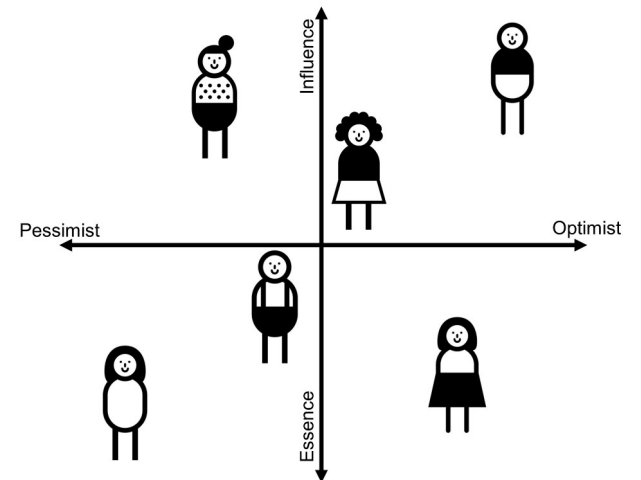
I can influence the future

vs

bigger forces are at play

Take a position on this imaginary line

In what quadrant are you? Why?



The Probable Future: phase 1 *(15 minutes)*

We go on a journey to the year 2070:

*What do you **expect** work looks like? **How** do we work? **Where**?*

*Write down your predictions *(5 minutes)**

Be specific!

*Share your future visions! *(10 minutes)**

The Iceberg *(20 minutes)*

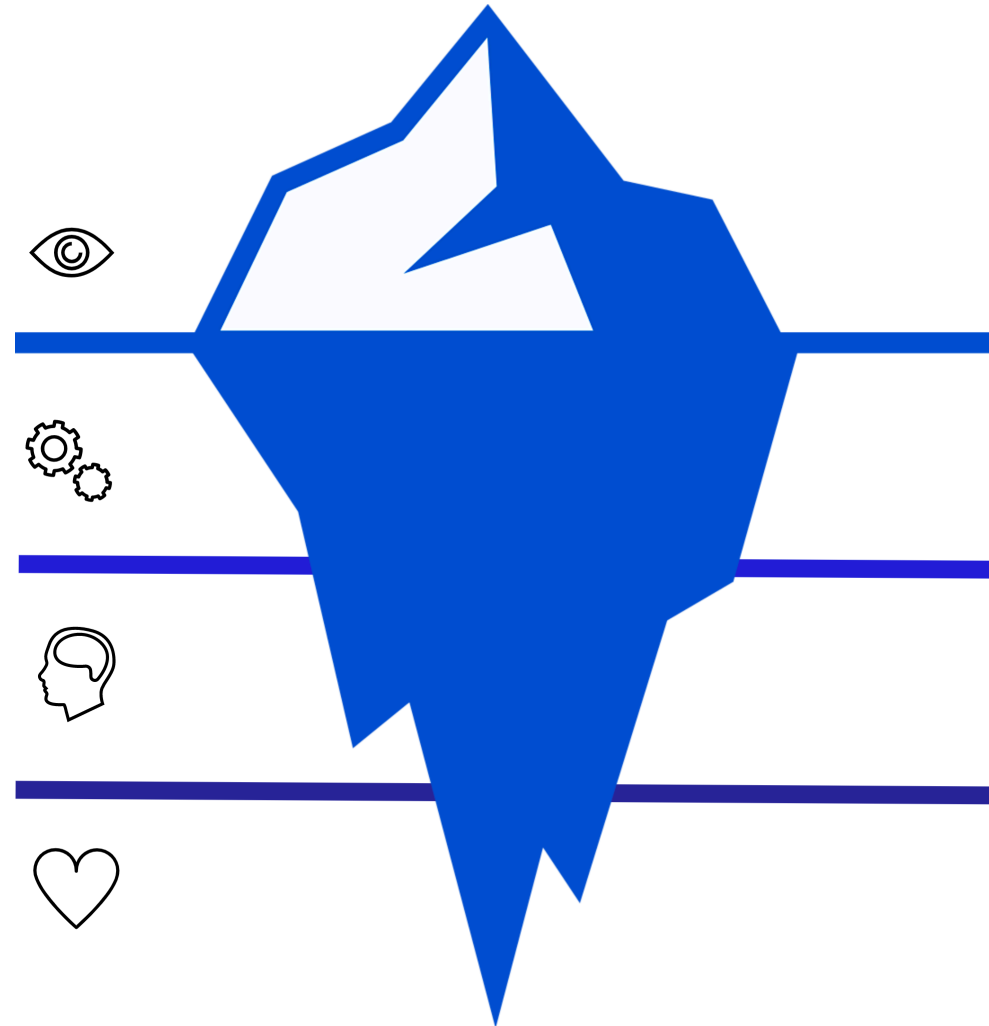
Layer your future visions

What do you see/hear/notice?

What systems are supporting this scenario?

What worldview do people have in this future? (think of norms, culture)

What do people believe in that is expressed through an image or symbol?
(core value)



The Desirable Future *(15 minutes)*

We stay in the year 2070.

But now in a world full of endless possibilities!

*What do you **hope** work looks like?*

Where and how? What would make you very happy?

Write down your dreams... (5 minutes)

Be specific!

Share your future visions! (10 minutes)

The Iceberg *(10 minutes)*

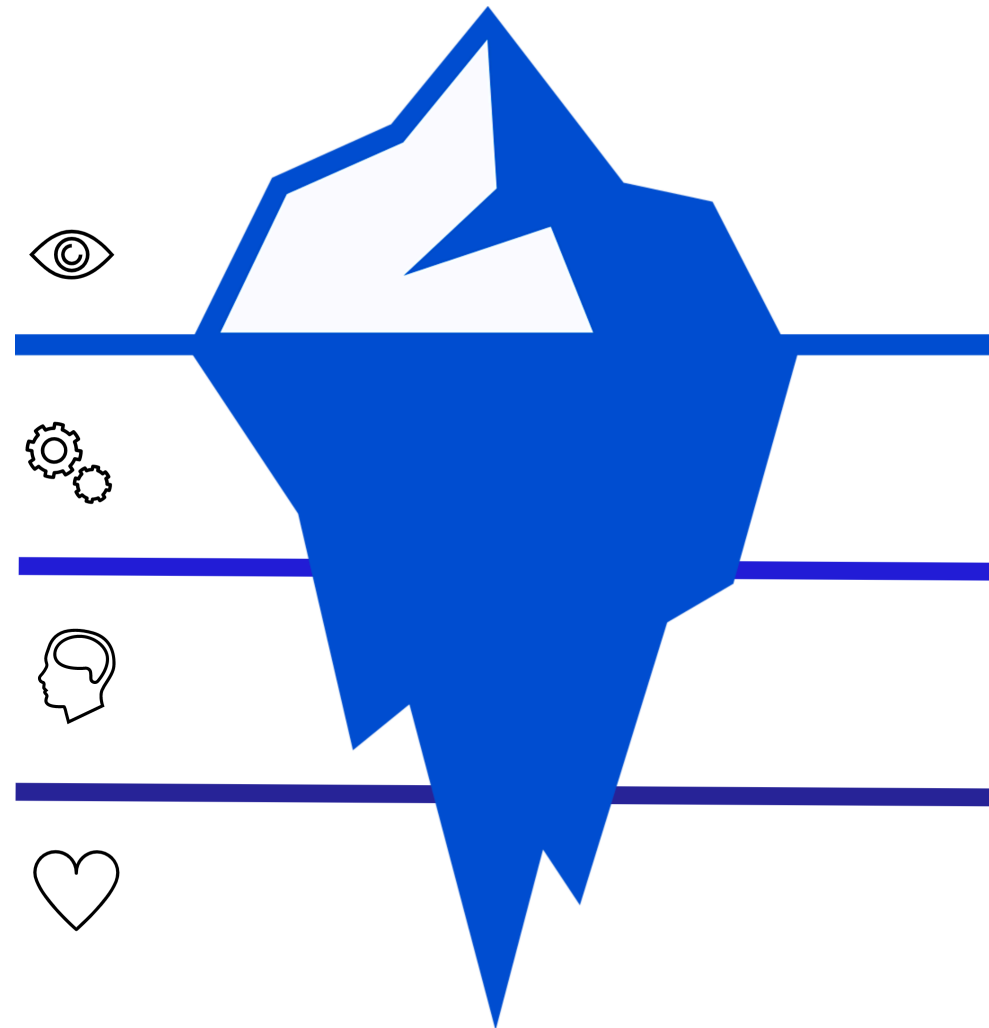
Layer your future visions

What do you see/hear/notice?

What systems are supporting this scenario?

What worldview do people have in this future? (think of norms, culture)

What do people believe in that is expressed through an image or symbol?
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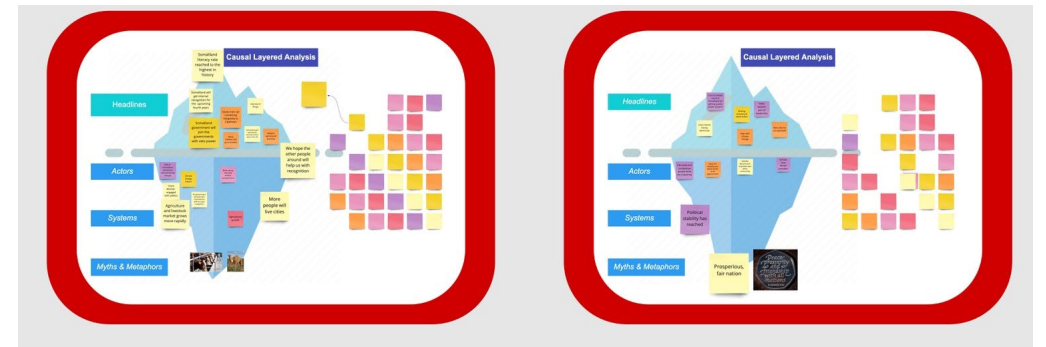
Compare and share

Give a short recap per group about your findings

Did you notice any differences between the probable and desirable future?

Why/why not?

What are your main ideas?



Reframe: phase 2

An alternative future of work....

Reflect (5 minutes):

What is your first response?

What makes you curious about this future?

What did you take for granted?

Share (15 minutes)

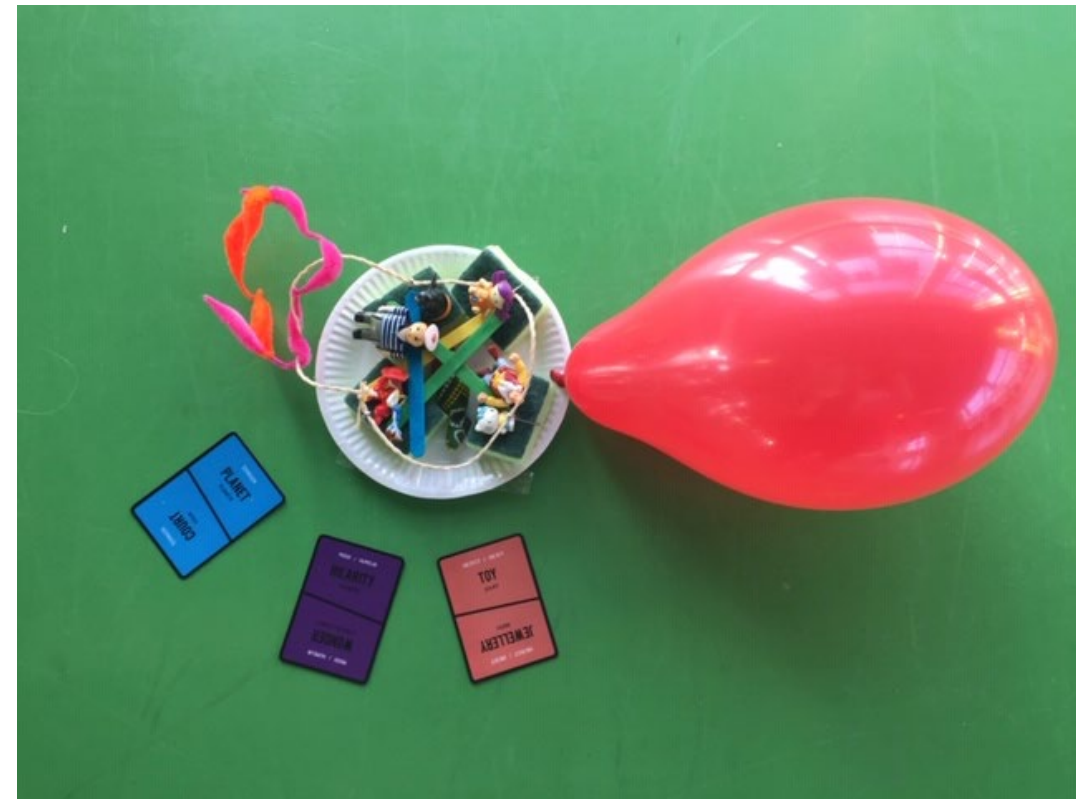


Build the reframe world *(10 minutes)*

Use all available material to build a 3D sculpture of this future

*Don't discuss or overthink,
just start making!*

Share with all the groups



Rethink: phase 3

We go back to the present.

After visiting and exploring three different futures, what questions emerge about ***the present of work***? Think of 3 new questions (10 minutes)

Questions that:

- *Do not have answers yet*
- *Have emerged from this workshop*



New Questions

Share your new questions in your group.

Try to come up with a list of **three new questions on the future of work** that reflect the individual ones. (15 minutes)

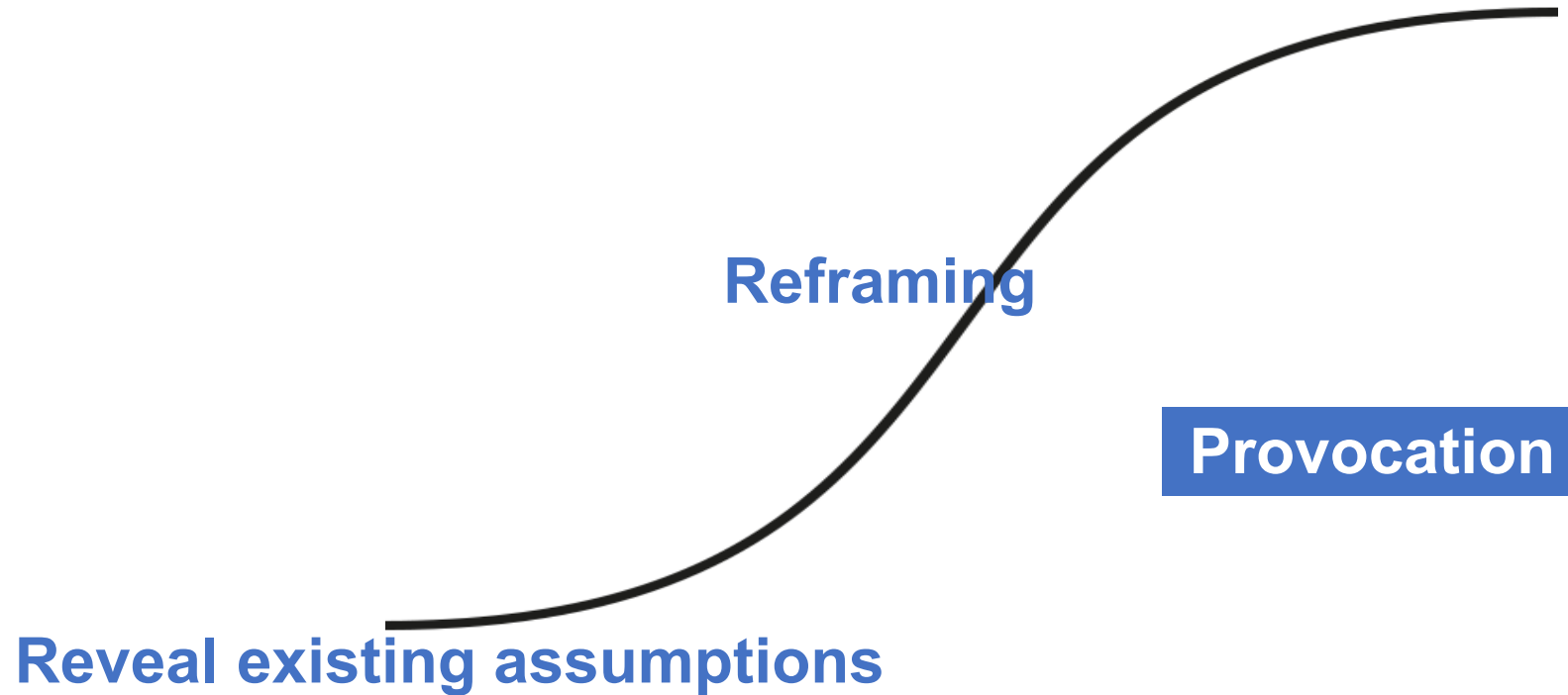
Share plenary

Futures Literacy Laboratory: the Process

Using collective intelligence:
sense making as learning



New questions



Source: Riel Miller, 2015

Check out

Finish this sentence:

In the future I want to be.....

thank you for **your** attention