



FUTURES LITERACY LEARNING JOURNEY

MASTERY

An adaptive
futures culture

INTEGRATION

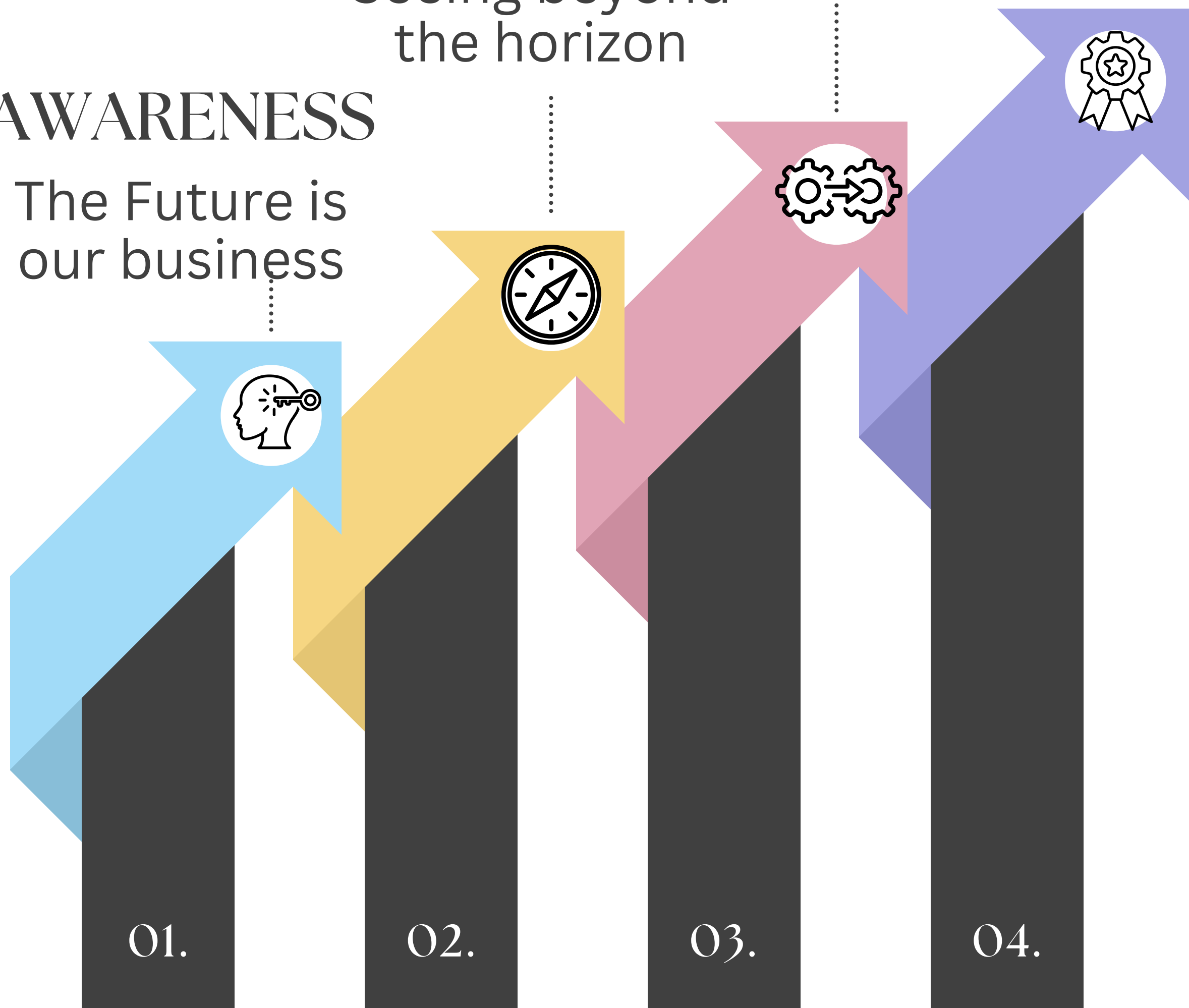
Foresight
in the flow

EXPLORATION

Seeing beyond
the horizon

AWARENESS

The Future is
our business





FUTURES LITERACY LEARNING JOURNEY

Description	Audience and Activities
Stage 1 - Awareness	
Mindset Focus - Awaken curiosity. Introduce the idea that the future is not fixed—it's influenceable. Toolset Focus - Introduce simple language—signals, drivers, trends, futures thinking. Skillset Focus - Develop the ability to notice and share early signs of change.	- Motivational leadership messages – All staff - Futures quote of the week – All departments “Signals of Change” in comms/news – Comms, Ops - Futures awareness micro-learning – L&D
Stage 2 - Exploration	
Mindset Focus - Shift from reactive to curious and open. Encourage challenging assumptions. Toolset Focus - Basic foresight tools (PESTLE, Futures Wheel, What-If thinking). Skillset Focus - Team-level futures discussions and trend applications.	- Team workshops on trend mapping - Department teams “Lunch & Learn” foresight conversations - HR, L&D - Scenario sketching with sticky notes - Innovation, Strategy - PESTLE for project planning - PMO, Ops
Stage 3 - Integration	
Mindset Focus - Futures thinking becomes part of problem-solving and opportunity exploration. Toolset Focus - Intermediate tools integrated into existing business functions. Skillset Focus - Confidence in applying foresight to decisions, forecasts, and planning.	- Embed foresight in strategic planning – Exec Team, Strategy - Signal dashboards for performance reviews – Ops, HR - Role-based foresight training – Finance, Sales, HR - Trend Impact Matrix for risk/opportunity – Risk, Compliance
Stage 4 - Mastery	
Mindset Focus - All staff recognize uncertainty as creative fuel, not just risk. Toolset Focus - Advanced and customized methods for sense-making, anticipation, and transformation. Skillset Focus - Leaders mentor others, foresight embedded in leadership DNA.	- Anticipatory governance training – Exec, Governance - Three Horizons & CLA sessions – Innovation, Strategy - Internal foresight fellowships or “Futures Guides” – Selected staff champions - Futures in onboarding & leadership programs – HR, L&D, C-Suite