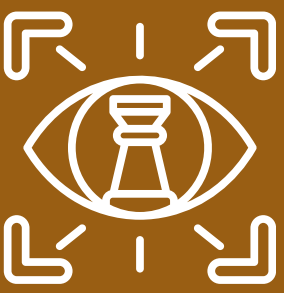




7 Essential *Futures Skills*



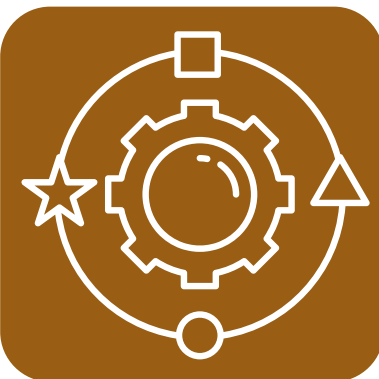
Strategic Foresight

The ability to systematically explore, imagine, and prepare for multiple plausible futures to inform present-day decisions.



Systems Thinking

A holistic approach that maps and leverages interdependencies, feedback loops, and emergent behaviors within complex systems.



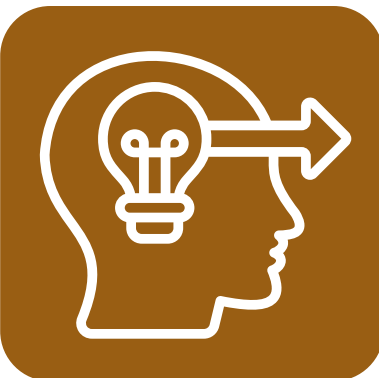
Adaptive Leadership

The capacity to navigate people through uncertainty by adjusting one's style, encouraging experimentation, and learning from failure.



Innovation & Creativity

The skill to generate, prototype, and implement novel ideas that create value in products, services, or processes.



Anticipatory Planning

Proactively setting up structures (indicators, flexible roadmaps, contingency plans) that allow quick pivots as circumstances evolve.



Strategic Communication

The art of conveying complex, future-oriented insights in clear, compelling ways that mobilize stakeholders.



Ethical Decision Making

The practice of evaluating long-term strategies through ethical frameworks to safeguard stakeholders' rights, equity, and well-being.

Boardroom
Briefs

Charlotte Kemp
FUTURES ALCHEMIST



VALUE, RISKS, DEVELOPMENT OF THESE FUTURES SKILLS

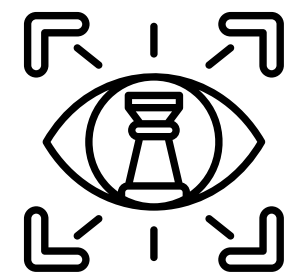
Strategic Foresight

Risk if missing

- Overinvestment in soon-to-be obsolete initiatives.
- Reactive, crisis-driven decision-making.

Value

- Ensures the organization isn't blindsided by disruptive trends.
- Aligns investments and innovation pipelines to long-term opportunities and threats.



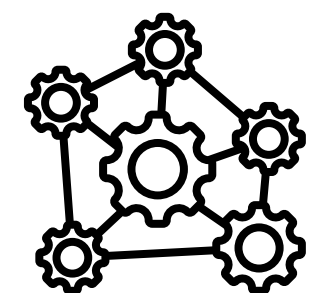
Systems Thinking

Risk if missing

- Well-intentioned changes trigger unforeseen negative outcomes elsewhere.
- Persistent "whack-a-mole" problems as root causes go unaddressed.

Value

- Prevents siloed decisions by surfacing hidden linkages.
- Enables more durable, whole-system interventions rather than quick fixes.



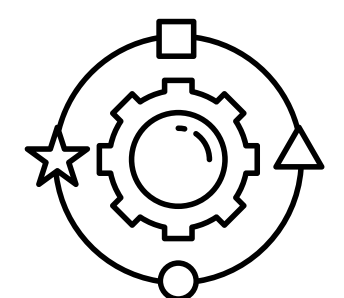
Adaptive Leadership

Risk if missing

- Rigid hierarchies stifle creativity and slow response to change.
- Fear of failure prevents experimentation critical for innovation.

Value

- Builds organizational resilience and agility in volatile environments.
- Fosters a culture of continuous learning and ownership.





THE VALUE OF THESE FUTURES SKILLS

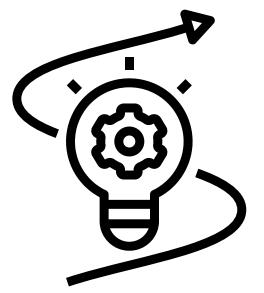
Innovation & Creativity

Risk if missing

- Products/services become stale or commoditised.
- Talented visionaries leave for more innovative workplaces.

Value

- Fuels differentiation and new revenue streams.
- Keeps the organization ahead of competitors' offerings.



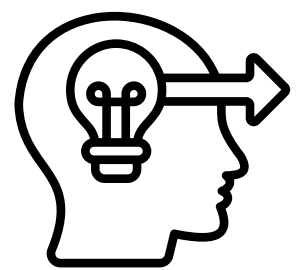
Anticipatory Planning

Risk if missing

- Plans become obsolete before execution.
- Crisis reaction dominates resource allocation.

Value

- Reduces blind-side risks and accelerates decision speed.
- Embeds agility into standard planning cycles.



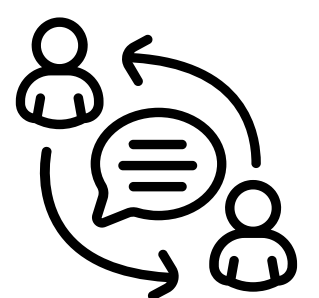
Strategic Communication

Risk if missing

- Stakeholders disengage or resist due to confusion or skepticism.
- Valuable foresight insights fail to translate into action.

Value

- Builds shared understanding and buy-in for long-range initiatives.
- Minimizes misinterpretation of foresight data.



THE VALUE OF THESE FUTURES SKILLS

Ethical Decision Making

Risk if missing

- Unintended harms go unchecked, leading to backlash or crises.
- Short-term gains compromise long-term legitimacy and license to operate.

Value

- Builds trust with customers, regulators, and communities.
- Prevents reputational and legal risks tied to unethical outcomes.



Do the Assessment

Starting point

The assessment has 21 questions to give you a starting point in understanding and developing these futures skills.

[Assessment](#)

More Resources



Put the Future on the Agenda

These Futures Skills are necessary so that we can fully embrace the future instead of trying desperately to keep up.

Download the first book at no charge, on [Amazon](#) or other [online book stores](#).