

## CARD FRONT

### CARD NAME

How the card is referred to in the system.

### COLOUR

The cards are coloured to help differentiate where in the system they fall

### INTRODUCTORY TEXT

Short overview of the purpose and nature of the card

### IGNITES

We use symbols to set out the nature of the inspiration level the card delivers. We call these Spark/Flame/Fire

### TIME

Quick icebreaker, or in-depth session shown by number of hourglasses

### FOR YOU

These are instructions for you as a trainer about the nature of the card.



## ACT.ivate PESTLE C

### Reviewing processes against future trends

Source: Hwb Dyfodol



Often, work feels like a **process-driven hamster wheel**. Our work plans are frequently copies of previous years, where the only parameters for change are the money and resources available. Anything new feels like the wheel is even harder to spin. **This activity is an opportunity to stop going round in circles and find out where you actually need to be heading.** By adapting a traditional PESTLE analysis to include C for Culture, we can spot the drivers that pose a risk to derailing us entirely



IGNITES



TIME



FOR YOU

## CARD BACK

### PESTLE-C

Tailor the topic to something relevant to the group you are working with. E.g. The workforce of the future for HR, financial planning etc

Use a cabaret style set up to organise trainees into groups of between 4-6. On each table place a large piece of paper which already has the PESTLC grid drawn onto it. Post-it notes, pens,

Task each group to think of at least one tangible change in each category over the next twenty years that may impact their day-to-day work. Use post-it notes to record the impact and why they think it is a threat.

Look for the empty boxes. If a category is blank, that is a collective blind spot. Provide the group with printed summaries of *Future Trends* report - (like the infographics) Give them more time to review the evidence and add into their map.

Bring the group to a pause and in plenary use reflective questioning to see what the activity surfaced in them - appoint a scribe to take notes on a flip chart in the room.

### WORKS WITH

- Activate Axis of Uncertainty - the next logical step - takes you on the journey to work through what to do with the threats now they are identified

### WORKS WITH

Some cards work well better with others, refer to the suggestions if making a stacked training session



### MORE DETAILED INFORMATION

Instructions on how to use the card. These are just suggestions, please do amend the ideas to make fit your circumstances.

## Act.iVATE Symbols Key

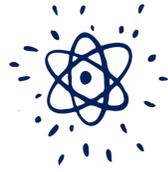
Yellow cards are Setting the Scene

Blue cards are Priming for Impact

Green cards are Catalysing Action

Turquoise cards are Sustaining Impact

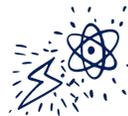
### SPARKING INSPIRATION



A spark activity -  
designed to spark  
inspiration



A flame activity -  
designed to allow  
inspiration to grow



A fire activity - designed  
to embed learning  
through activity and  
practice

### FOR YOU



This activity will require  
you to research and  
prepare ahead of the  
session



A facilitation technique  
you can use in multiple  
training scenarios



An opening activity  
designed to build trust  
in the group



An stretch activity -  
these are activities  
which may require some  
participants to  
experiment with  
learning styles outside of  
their comfort zone. Eg,  
creative or emotional  
practice. You will need  
to think about the extent  
to which such activities  
can be adapted to fit a  
general audience, or  
build trust ahead of the  
activity to put everyone  
at their ease before  
employing them.

### TIME



A short activity that should take about 15 minutes



An activity that will take between 45-60 mins



An activity that will take longer than an hour