

FORESIGHT



ACT-ivate

AXIS OF UNCERTAINTY

Stress-testing work plans for future resilience



Resilience comes from acknowledging that the **future is a range of possibilities**, not a single track. This activity **moves** participants **towards adaptive thinking**. By stress-testing current processes against **different versions of tomorrow**, they can identify which actions are safe bets and which make them vulnerable when the environment shifts.

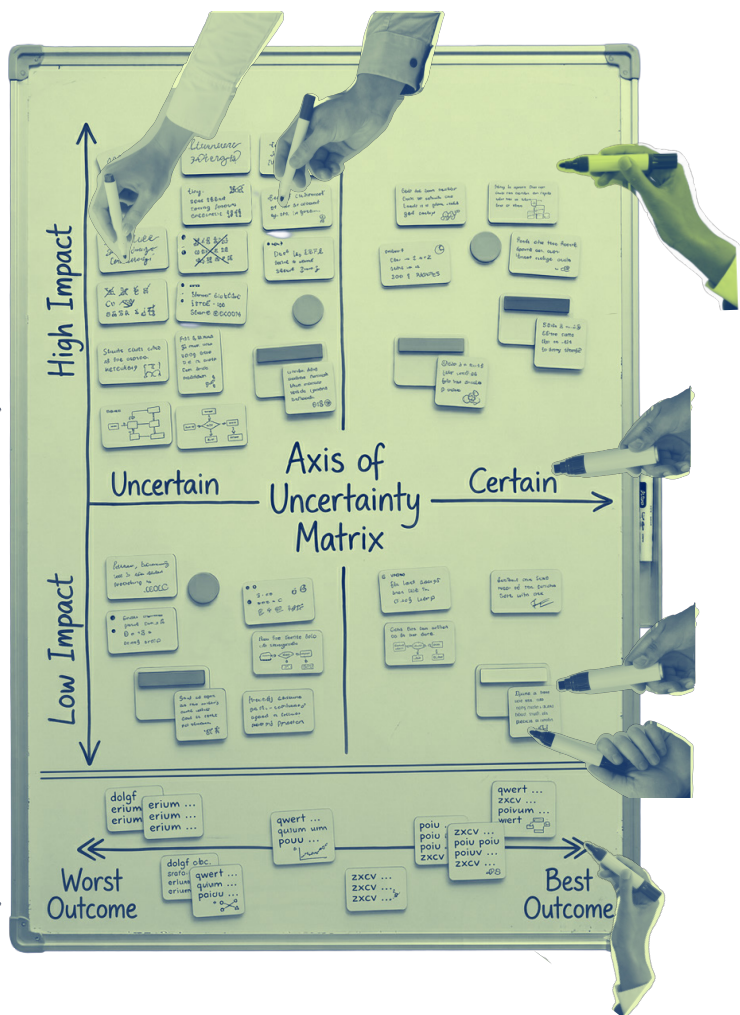
AXIS OF UNCERTAINTY

1. **Tailor the topic to something relevant to the group** you are working with. Eg The workforce of the future for HR, Finance planning etc.
2. Use a cabaret style set up to **organise trainees into groups between 4-6**. If using the sustainable toolkit give each table a large double sided dry wipe board with the impact/certainty matrix drawn out (see over). Use flip chart and sticky notes if this isn't available.
3. *If this follows from PESTLE-C analysis refer the group to the changes previously identified. If using this as a standalone activity you will need to provide this information to the group. We recommend using the key headings from the future trends infographics as moveable 'tiles'.*
4. Taking it in turns, encourage the group to **take a driver tile and move it to the relevant part of the matrix**. Ask your participants:- *Do you think this driver could have a big impact on the future of your work? How certain are we about what that might look like?* the tile is **placed on the matrix according to impact and certainty**.
5. Ask the group to **identify one tile from the high impact high uncertainty quadrant and remove it from the board**. If using the sustainable toolkit flip over your board to reveal a continuum drawn out from worst to best outcome. Looking at the driver that they have chosen answer the following questions - **What worries you about this trend? What are your hopes?** (What is uncertain about this trend/ driver?). Write answers directly on the board and place along the continuum depending on group views. *Talk through an example in plenary to aid the conversation.*
6. Bring the group back together and ask what drivers people looked at. Choose one and ask - **how might we use our work to nudge the future towards the best outcomes.**

**Axis of uncertainty
sustainable
toolkit
worked
example**



**Outcome
continuum
sustainable
toolkit
worked
example**



WORKS WITH



Follow **Act-ivate PESTLE-C** analysis to root discussion in the drivers of change they have identified as relevant to their job.



Act-ivate Ambiguity to help address any uncomfortable feelings from the activities

SOURCE

Hwb Dyfodol Community of Practice. Welsh Government **Future Trends Report**





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UNCERTAINTY