Future Skills

A Professional Skills Solution designed to support your organisation in these rapidly changing times

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Agile Thinking

Agile Thinking Introduction

ALIGNING MINDSETS AND CRITICAL THINKING

As information proliferates, and the possible interpretations multiply, leaders need to think through, think ahead, and think around any problem. They need a playbook of good problem-solving and decision-making strategies coupled with an understanding of how multiple perspectives can add value. The benefits of re-tooling in this area are:

Benefits:

Deeper engagement and loyalty
colleagues are more closely involved and empowered

Flexibility of attitude and workflow
less reliance on habit, dogma and bureaucracy

Accelerated decision-making & information-sharing
better understanding of which considerations are decision-critical

Innovation & collaboration
open-minded, curious and courageous in every field of work

Ability to solve or break up intractable problems
going back to fundamentals to assess what needs to change

The four Agile Thinking courses are:

01 **Creative Thinking**

02 **Scientific Thinking**

03 **Collaborative Thinking**

04 **Flexible Thinking**

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Creative Thinking

WHY THIS COURSE?

Creativity is a future skill relevant to every area of business. We need to be able to re-imagine how we do what we do, so as to change up. It's an essential part of the problem-solving kit.

There are obstacles to the creative mindset – in individuals, groups and institutions. So the first step is to remove these and create conditions where creativity becomes possible - ideas flow, mistakes are recycled into the process, and a growth mindset prevails.

We take the participants through a 'No Stone Unturned' method that ensures we are systematic in our problem-solving. This method is interwoven with a set of 5 Key Tips to kick start the ideas process. These are creative hacks taken from artists, entrepreneurs and product developers.

WHAT THE COURSE CONTAINS:

Why innovation is essential   What will innovation look like in your area, your team, your working life?

What creativity is   Finding a creative process that is productive and effective - not just exploring ideas

What creativity needs   Create conditions where creativity thrives – keep anxiety and ambition at a distance as they stifle creativity

The right process   How to explore new areas while keeping focused on the goal - No Stone Unturned

The 5 'R's: Creativity hacks   Re-expression, Revolution, Related Worlds, Random Links, Reality Holiday

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Scientific Thinking

WHY THIS COURSE?

Information arrives thick and fast in the 2020s. And no sooner have we assimilated the new ideas, than even newer ones come along. We need to make rapid assessments and decisions while resisting the urge to just follow what seems to be the trend.

Data is also an increasing part of every job. To capitalise on the insights available with ever larger data sets, we need an awareness of how data should inform our decision-making and what the pitfalls are.

In the economy of the future, true knowledge and expertise need to be differentiated from mere information, analysis or automated response. And scientific-looking work can be persuasive without being scientific at all. That means we'll need to separate real knowledge from received wisdom, reflexive thinking, motivated reasoning, bias, and pseudo-science.

WHAT THE COURSE CONTAINS:

Principles of knowledge-building   How the laws of science and statistics apply in business thinking

Bias, Fallacy & Dogma   How the human brain's belief-building system works – and how to make it more rational.

A Knowledge Audit   How to interrogate data and factual claims

From fact to action   How to evaluate information for decision-making

The Big 7 Data Fails   The ways that data-based decision-making can fail at each of 7 different stages

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Collaborative Thinking

WHY THIS COURSE?

To home in on the truth, and to locate the signal amidst the noise of everyday communication, we need to appreciate the value of two traits: Intellectual Diversity and Intellectual Humility. These allow us to profit from the thinking of others while constructing our own view.

Intellectual Diversity is about having a rich field of sources – about looking for alternative viewpoints. We can do this by looking to other disciplines, to other types of personality and to people of different backgrounds. This simply means that wherever the truth lies, we're more likely to hear it and spot it.

Intellectual Humility is the ability to review, revise and even reverse our thinking in the light of new information. If we don't change our minds it shouldn't be because our egos are invested in an entrenched position.

WHAT THE COURSE CONTAINS:

Group–think and other dangers   Why we need Intellectual Diversity & Humility – the irrational forces we're up against

Cognitive Dissonance   The brain's need to protect itself from contradiction and outside interference – and how to get around it

Psychological Safety   Creating an environment where people feel comfortable speaking up without anxiety or repercussion

Building a diverse knowledge base   Breaking out of inertia and groupthink. Using eclectic, trans–disciplinary sources.

Confidence through humility   How to change your mind and use this flexibility as a point of strength

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Flexible Thinking

WHY THIS COURSE?

Mental models are simple but powerful models of the world and the way it works. Every time we use concepts like *the scientific method, economy of scale, margin of safety, first principles, diminishing returns* – and so on – we use a mental model. This course explores how we can combine and apply these models systematically.

Most people rely on just a few mental models throughout their lives. But these operational beliefs may fail when the context changes. To be agile and effective across any present or future context, we have to assemble a 'latticework': interconnected models drawn from a variety of disciplines, including psychology, physics, statistics and even art history.

'If the facts don't hang together on a latticework of theory, you don't have them in a usable form. You've got to have models in your head. And you've got to array your experience both vicarious and direct on this latticework of models.' – Charlie Munger

WHAT THE COURSE CONTAINS:

Why Models Work   Seeing trends, types and patterns in data and events.

Applying Models   The difference between applying and mis-applying a model

Models & Systems   How organisational systems struggle to adopt new models and what to do about it

Alternating models   The importance of trying out different models to find the 'best fit' and toggling between alternatives

The Eternal Student   Why we need to be a learning organisation and each have a growth mindset

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