

Transformative Scenario Planning

... Lunenburg County Style ...



what is it?

- constructs scenarios of possible futures for stuck problems
- constructs scenarios not only to understand and adapt to the future but also to influence and transform it
- offers us a new way to work together to change the future but it is not easy or straightforward or guaranteed.
- requires learning to make a specific series of steps and a profound a shift in how we approach one another and the situations of which we are part.

why and when to use TSP?

- you see your situation as unacceptable, unstable, or unsustainable
- you cannot transform the situation on your own, or by working only with your friends and colleagues — too complex to be grasped or shifted by any one person or organisation or sector
- the people whose cooperation you need to transform the situation don't understand or agree with or trust one another.



Convene the TSP team



Gather data - interviews, events, learning journeys



Pattern discern and choose scenarios

TSP - the basic process



Finalise scenarios and plan campaign



TSP team develop scenarios





Convene the TSP team

Purpose:

Bring together a team of 25-30 people with a wide range of backgrounds and perspectives that will eventually enable them to influence the whole system.

The make up of the team will determine whether or not the project is successful. They must:

- have a willingness to solve the problem.
- represent a microcosm of the whole system.
- have a strong stake in building a successful future system

Activity

Invitation, logistics, design

A facilitated weekend retreat - *form the team, see the bigger picture, build road ahead, train for observation*

Follow up documentation to the TSP

Communications



Observe current reality

Purpose:

to build up a shared understanding with this group. This process requires them to go beyond established views and see with fresh eyes.

The phase of observing has a rhythm of diverging, coming up with ideas, emerging, talking things through and converging, drawing conclusions on what matters and how to go next:

- the process of observation takes place in the physical and social setting
- the will of the scenario team is leading, no imposed structure of the organizers
- focus on what you see and what could happen and not on what you want to happen

Activity

Interviews, learning journeys, public events

Each observation group feeding back information to central online hub

Initial pattern discernment

Communications



Choose scenarios

Purpose:

to construct 3 or 4 scenarios about what we think could happen. (Not what people predict will happen, should happen or believe will happen.)

It is important to create an atmosphere in which people are encouraged to pause, 'breathe' and explore. This is a presencing / reflective retreat.

- formulate an overview of the options (incl. potential consequences and uncertainties)
- vital to take the time to reflect. This leads to breakthroughs and solidifying the stories

Activity

Invitation, logistics, design

A facilitated weekend retreat - *pattern discern, choose scenarios and begin contracting the narratives*

Follow up documentation to the TSP

Communications



Scenarios development

Purpose:

This is the time for shaping the future. Instead of simply adapting to circumstances, the TSP team can focus on building narratives to transform the future.

Take the transformative stance. You look at the scenarios as a set and ask:

- Which futures are better for me and my organization or community or country?
- What is my role in what is happening and could happen? What is my responsibility? What does the future need of me?
- What is happening in the world that could have an impact on us? And what impact do we want to have on the world?

Activity

Narrative groups meet to develop scenarios

Each narrative group feeding back content to central online hub

Communications



Finalize scenarios & plan the campaign

Purpose:

finalize the scenarios and plan the campaign for broad based public engagement

Success stories are crucial, because they help to shape people's views about what is possible. They also help to bring about and reinforce the new reality.

- Successful transformative work calls for the seeds propagating and spreading.
- It is also important to maintain a sense of perspective - you must try to do this work as best you can, but that its failure or success – like most things about the future – cannot be controlled or predicted or even known

Activity

Invitation, logistics, design

A facilitated weekend retreat - *finalize the scenarios, plan the campaign, make commitments to next phase*

Follow up documentation to the TSP

Communications



Pollination campaign

Purpose:

getting the scenarios out into the public realm to shift the narrative of Lunenburg County

Activity

Newspaper, trailers, events ...

- <http://www.thepositiveapproach.global/adam-kahane-and-otto-scharmer-combining-transformative-scenario-planning-and-theory-u-to-bring-about-real-change/>
- http://www.threesigma.com/scenario_process.htm
- this is going to need facilitation, project management/co-ordination, admin support, estimated total figure is currently?
- outcomes: a committed diverse group of leaders who have gone through a transformative process and see the future, 3 scenarios to push out that could change minds in across the county, data that can be helpful to any business leader in the community (focus on the economy), better conditions in place for successful change endeavours