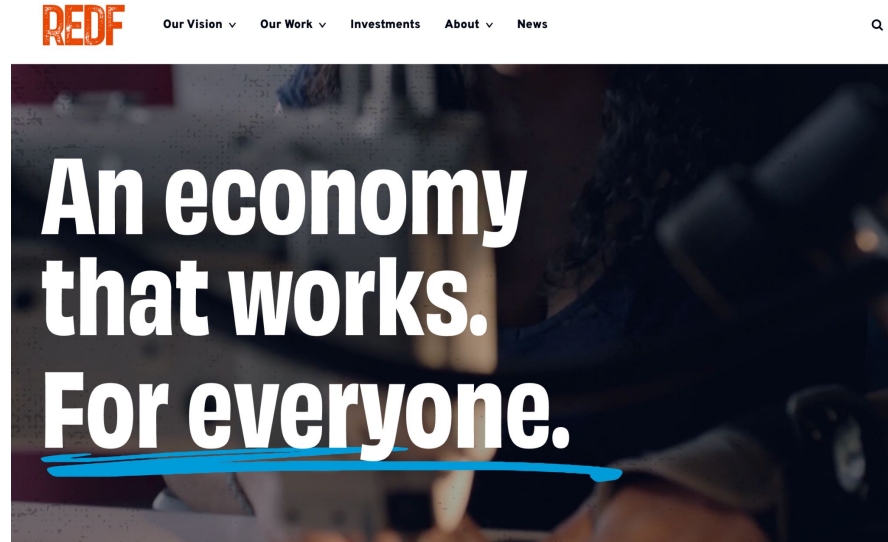


SMALLIFY U : Futures Thinking

- Welcome, Setting intentions, Connecting
- What is Futures Thinking?
- Talk Story:
- Tools for Futures Thinking
- How to bring these practices to your team.
- Key Takeaways & Small Bets



Chat In:

When you hear the word future, what words come to mind?

Futures Thinking

- Method of designing strategy that considers what is likely to change and what is likely to stay the same in the future, as a means to be more reflective and proactive in strategic planning
- Futures thinking considers a wide range future scenarios that are likely to happen in order to make the best choices for a preferred future

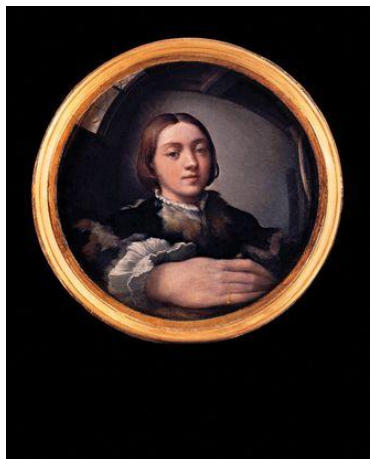
“With futures thinking, we use the future to change the present”

- Dr. Sohail Inayatullah

“Energy follows intention”

- Chris Block

SIGNALS OF THE FUTURE



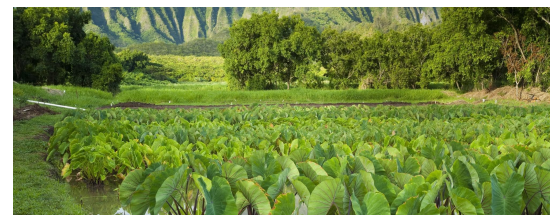
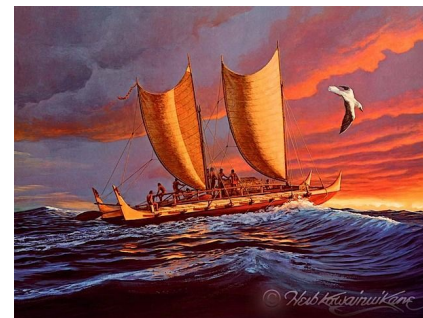
**Parmigianino's Self-Portrait
in a Convex Mirror, 1523-24**



1975

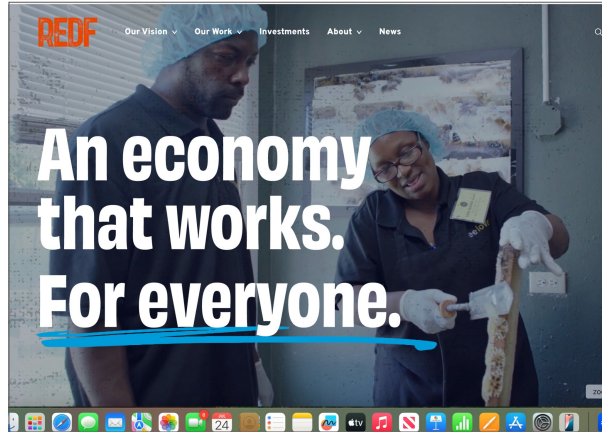


Founded in 2011



1000-1200 AD

The future is already here – it's just not very evenly distributed.
– William Gibson



The circular economy model:
less raw material, less waste, fewer emissions



Source: European Parliament Research Service



The seeds of the future are in the past — we just need to water the right ones ...



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Futures Thinking

Reflect silently and chat in:

- What signals of the future are you seeing in general?
- What signals of the future are you seeing related to our work as ESE leaders?
- What signals excite you?
- What signals give you pause or concern?



A Futures Thinking Tool for Organizations and Teams

- Who is your primary client? (the people you're primarily delivering value to)
- What value are you delivering to your primary client?
- How are you delivering that value right now?
- What signals of the future are you seeing through your work on your project?
- How might your delivery of value to your client need to change based on the signals of the future you're seeing?
- What might you do now to start moving toward this future? (a small bet)

SMALLIFY Example from June 2020

Primary Partners: Leaders and organizations who drive positive societal change for ALL

Value: Providing skills, tools and mindsets for leaders and teams to build positive futures for ALL

Current Delivery (2020): Online SMALLIFY Labs - Facilitation, training, and coaching (single or serialized labs for leaders, teams, organizations, and networks)

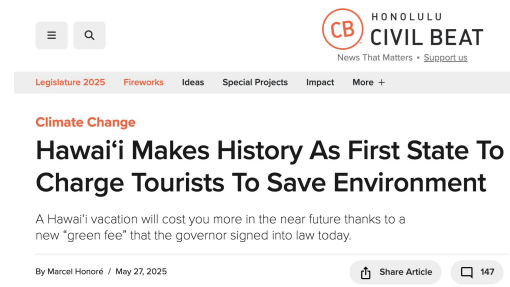
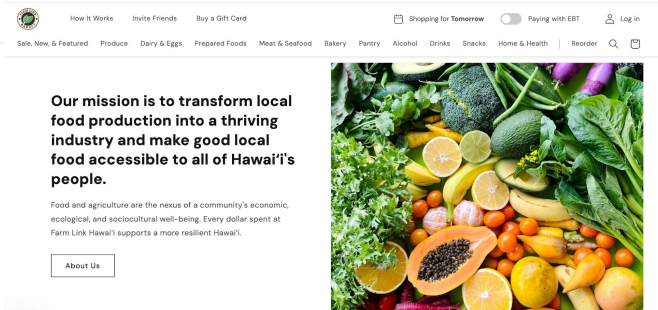
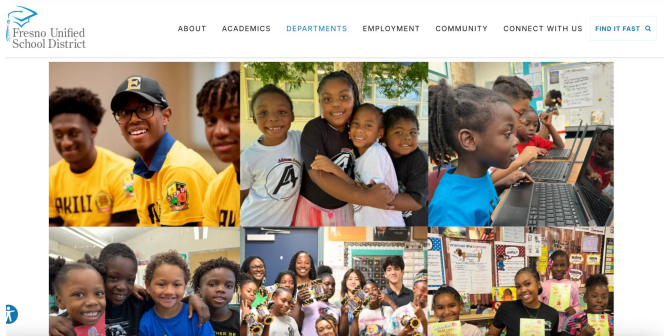
Future Signals: Return to some level of in-person activity, but not fully; great need/opportunity to build more inclusive workforces/healthy communities; clients want adaptable support/co-facilitation

Future Delivery: Hybrid in person (relationship building) and on-going remote support (more scalable, allows for more touch points and inclusion of more perspectives and experiences, yielding better results; plus more sustainable and scalable for me personally); opportunity for co-facilitation and subscription offering to have deeper impact with/through key clients. SMALLIFY not BIGIFY.

Small Bet: Test a hybrid model with at least two customers by June 2021 (or when travel allowed)



Energy Follows Intention: Today (2025)



What's Next for SMALLIFY? (Check back in 5 years!)

Primary Partners: Leaders and organizations who drive positive societal change for ALL

Value: Providing tools for leaders and organizations to build positive futures for ALL

Current Delivery (2025): Hybrid online and in-person; developing leaders within key partner orgs, use of subscription model for full catalog of content, coaching and co-facilitation (depth, not breadth)

Future Signals: AI-augmented reality, desire for human connection and regenerative practices, place-based impact communities, desire for healthy, accessible food systems (connect people to place)

Future Delivery: AI-Augmented Coaching (“DaveBot” to help people prep for a lab, design a team meeting, or get advice on a challenge), open-source and community-led tools, retreat as regenerative practice, learning labs at my home in Italy or Hawaii focused on local food systems, purposeful subscription communities, distributed place-based, impact communities

Small Bet: Create “D.Lite (bot) Prompt Pack” that leaders can feed into ChatGPT. Test it next month



Your Turn: Silent Reflection (Quick Futures Planning Tool)

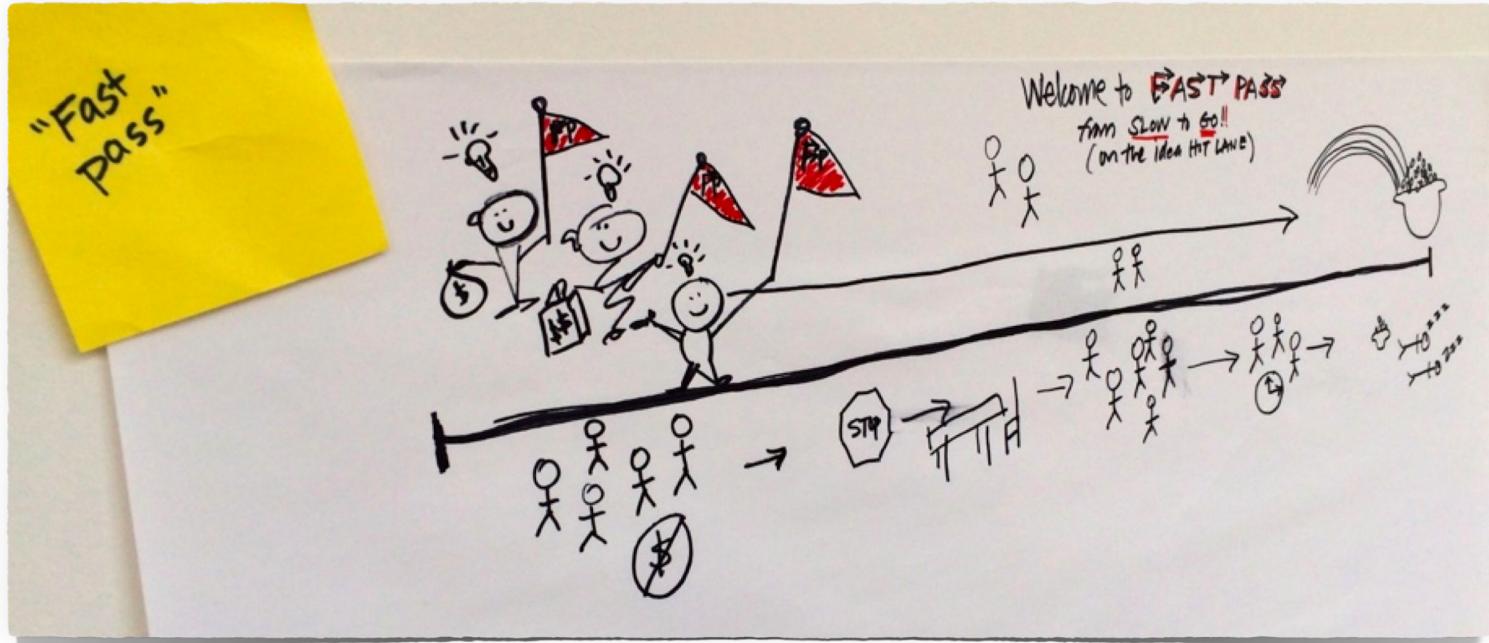
- Who is your primary client?
- What value do you deliver to them now?
- How are you delivering it now?
- What signals of the future are you seeing relevant to your work?
- How might your delivery of that value need to change based on the signals of the future you're seeing now?
- What might you do now to start moving toward this future? (a small bet)

BONUS TOOLS

Current State vs. Future State

- Draw a line across the middle of the page.
- Below the line, draw the current state of your organization or initiative. Identify what's working (strengths) and also what's not working (growth areas, barriers, pain points, things that are causing friction or things that are missing)
- Above the line, draw the desired future state of your organization or initiative five or ten years from now. Imagine you're there now, visualize what your organization or initiative is doing now. What activities, services, products, or programs are you delivering? Who've involved? What impact are you having that is transforming your community?

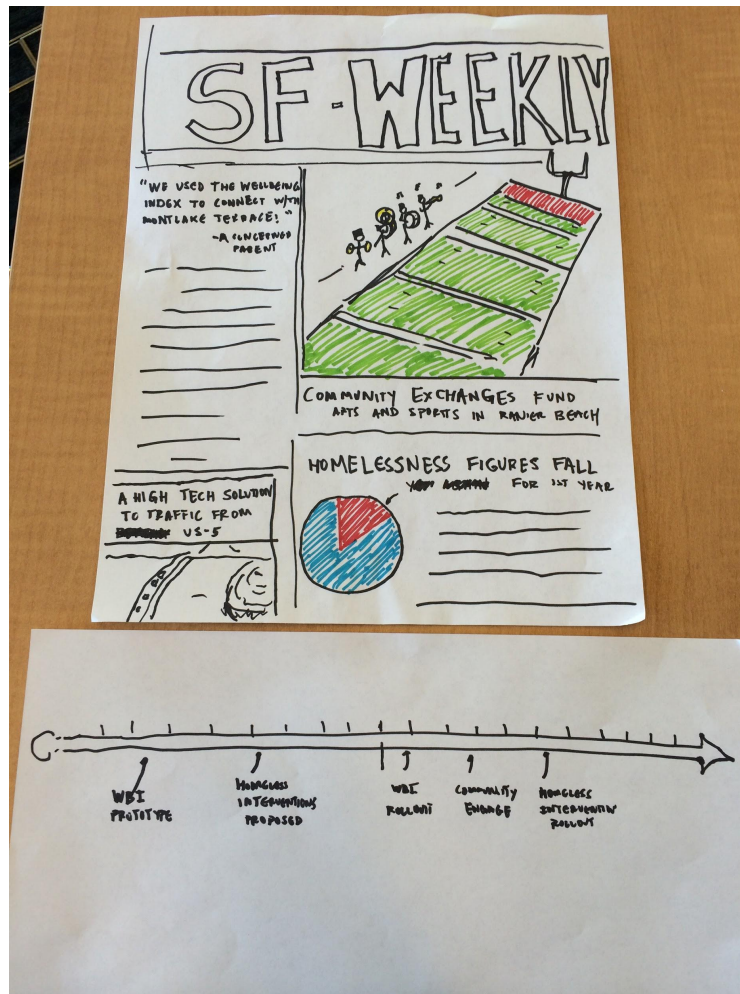
Current State vs. Future State (sample illustration)



Cover Story

- On one piece of paper, draw a magazine cover showing your impact three (or more) years from now. Include the big headlines and “feature stories” inside (i.e., your programs, services, key activities and people).
- On another, draw a timeline from now over the next three (or more) years with key events and milestones along the way (including small bets that mattered and key results reached).

Cover Story (sample illustration)



About Dave Viotti



Dave Viotti is the founder and CEO of SMALLIFY, a global innovation capacity-building community based in Silicon Valley and practiced around the world. Dave has delivered SMALLIFY Labs and workshops to 30,000 leaders in over 1,000 organizations around the world in the corporate, start-up, government, and non-profit sectors. Dave serves on the faculty of the Executive Leadership Program at U.C. Berkeley's Haas School of Business. He was on the founding teams for Fuse Corps, the Civic Accelerator at Points of Light, the Collaborative Solutions Lab with the federal government at the Presidio Institute, and the Westly Prize for innovation in California. Career highlights include: U.S. Chief Learning Officer and Corporate Counsel at Sun Microsystems, intellectual property lawyer at Faegre & Benson, Assistant Producer of CNN's Burden of Proof, Executive Director of the Junior Statesmen Foundation, and Henry Luce Scholar at the Legislative Council in Hong Kong. Dave received undergraduate and law degrees from Georgetown University and a master's degree in International Relations from Oxford University as an Allbritton Scholar. Dave is a long-time practitioner of improv comedy and a devoted chowhound and chef. Dave travels and works around the world (in person or remotely) to support clients and partners who are building positive futures for ALL. A dual Italian and American citizen, Dave's basecamps are Honolulu, Los Angeles and Modena, Italy.



THANK YOU!

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