

ENROLMENT: FUTURES THINKING, FUTURES LITERACY AND THE NEXT GENERATION HR OPERATING MODEL

As a CHRO of a multinational company, you are incredibly busy having oversight of 4 geographies and time-zones and a workforce of 20k. You have a 200 strong HR/People team. The team are all capable and competent but the business models are changing and the leadership agenda is jam packed with new and transformational programmes.

You come to the community because:

1. You want to network with other CHROs who are in your position beyond your immediate connections and learn from them and share ideas with them
2. You wish to tap into expertise in the people elements of digital transformation, leadership for more uncertain times, and people psychology around compressed and rapid change.
3. You would like to use the community to do live “research” on your programme - i.e. Share learning and explore what comes through different stages and phases of your transformation programme. To spark inputs and share good practices and approaches.

Instead of waiting for an event or being enrolled in a programme within a business school, you value the real-time nature of this community and the open and safe space to explore challenges that you are facing and need support and inspiration to resolve.

WORKING FUTURES ECOSYSTEM: HOW THIS WORKS

Instead of paying ticket prices for conferences; and then fees for learning programmes, Working Futures Ecosystem is that community-based subscription model.

Initial registration and participation means you as a CHRO/HRD/People Director will be first to join and participate securing your place in the community and to some of the most pioneering and impactful support in the People & Culture field.

Thereafter, other members of your team (Heads of TA, Business Partnering, L&D, ER, OD etc) could enrol to help their continuing professional development. Helping them form into internal and additional/external learning cohorts with other people professionals and accessing the content, experiences and expertise within the community.

Some use cases follow that explore how this might work.

WORKING FUTURES: IN SUMMARY

Creating a new proposition like this, signals both a gap in the existing market and an opportunity to do something more significant for the entire profession of HR/People and Culture, and not just service episodic networking and content sharing at events.

Engagement, Enlightenment and now Enabling. This community will become the place where low-friction access, creation, curation, sharing, connecting, exploring, experimenting, enhancing and enlisting help are *signature traits*.

Alongside a centralised place for content, wisdom and safe experimentation, Working Futures Ecosystem gives Senior People Professionals additionality (and an *edge*) over traditional programmes business schools, institute certifications, accredited standards qualifications and conferences.

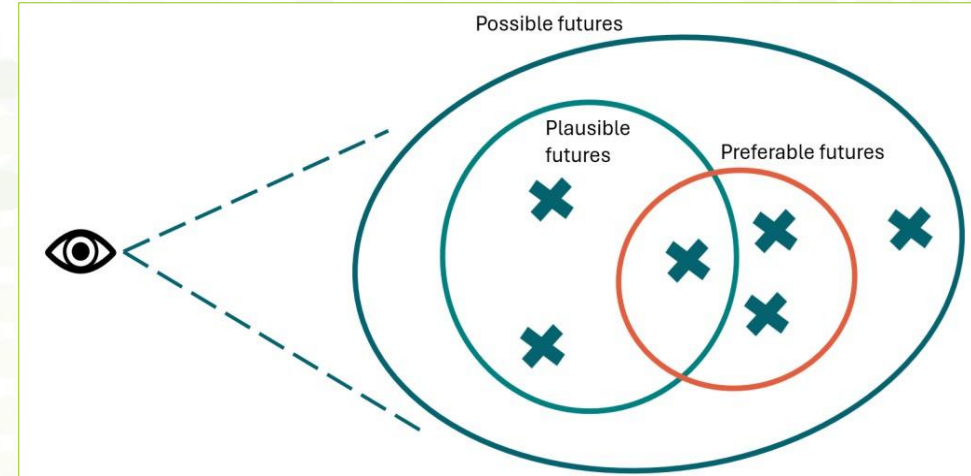
THE PRACTICAL APPLICATION OF FUTURES THINKING

Futures Thinking is typically applied in one of these situations

- As an alternative to transformation planning
- As a supplement to transformation planning
- In strategy projects
- In change management project

The intent in all cases is the same:

1. To explore and evaluate the possible, plausible and preferable futures, to make informed decisions on what to do, today.
2. To engage people (leaders and doers) in shaping their future
3. To increase the skills of Anticipatory Leadership and to nurture the emergence of the Participatory Organization
4. To establish Futures Literacy as an organizational capability.



We tame the VUCAness of our world by shrinking our ecosystem and exploring it in a structured way. We thereby get acquainted with the BANliness of our emotional and cognitive response. We apply Futures Thinking inside our organization, to explore and evaluate the possible and preferable scenarios of our transformation. In that way we can adapt to the changes around us and even affect the trends and signals to our benefit.

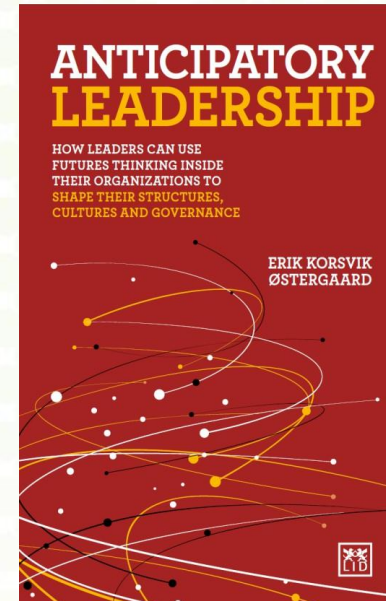
ERIK KORSVIK ØSTERGAARD

Erik is a futures thinker, leadership advisor, speaker and author. Some people call him a 'CEO Whisperer,' alluding to his role as an organizational advisor at the C-suite level.

With a background in engineering (MSc in Applied Mathematics), Erik has held numerous leadership roles as project manager, program manager and people manager in large, complex, regulated industries. For the past decade, he has been self-employed, helping leaders in scale-ups, SMBs and corporate enterprises understand the Future of Work and embrace their own New Ways of Working. He is a popular speaker and advisor, helping organizations in many countries and with numerous cultural backgrounds, but with a preference for large, complex, regulated industries.

He has previously written two books on progressive leadership and organizational design. The first, *The Responsive Leader*, was published in 2018 and described the roles and behaviours of progressive, modern leaders. The follow-up, *Teal Dots in an Orange World*, came out in 2020 and focused on the organizational design of pockets of progressiveness inside classic, hierarchical organizations.

In 2024 he will publish his third book, *Anticipatory Leadership*, on how to use Futures Thinking inside the organization to shape the structures, cultures, and governance.



WHY ATTEND THIS SESSION ON FUTURES THINKING?

Why Attend This Session on Futures Thinking?

In a world that feels VUCA (volatile, uncertain, complex, ambiguous) and BANI (brittle, anxious, non-linear, incomprehensible), leaders need tools to navigate turbulence, explore trends, and shape the future. Futures Thinking equips you with methods and a mindset to stay ahead.

Interactive Workshop Highlights:

- Hands-on scenario building and strategic planning.
- Measuring leadership traits and emotional impacts.
- Practical tools for transformation.
- Duration: 3–4 hours.

Key Takeaways:

- Understand Futures Thinking and its applications.
- Explore trends and their impact on your organization.
- Learn to design scenarios for a futures-ready organization.
- Develop leadership traits for navigating uncertainty.

PERRY TIMMS

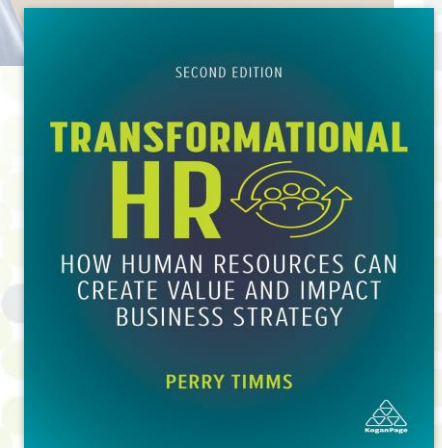
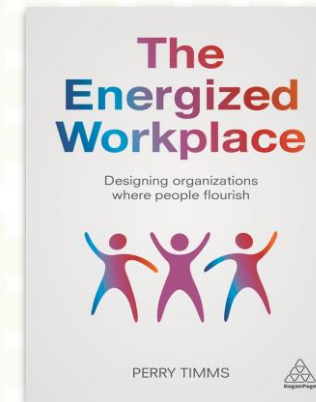
Perry Timms is the founder and Chief Energy Officer of PTHR - a niche consultancy, with the mission to create better business for a better world. PTHR is in its 13th year of operating and is a Certified BCorporation and a Climate-Positive enterprise a WorldBlu™ Certified Freedom-Centred Organisation© a 5x Gold-Standard 4-day Working Week organisation, an Accredited Living Wage employer was a 2024 Silver Award, Flexi-verified Flexible Organisation, and a 2023 EMEA Top 50 Inspiring Workplace

Perry is a proud Chartered member of the CIPD and is a 6x member of HR Magazine HR Most Influential list making the top 10 in 2018, 2019 & 2021 and ranked Number 1 Most Influential Thinker in HR for 2022. Perry was inducted into the HR Most Influential Hall of Fame in 2023.

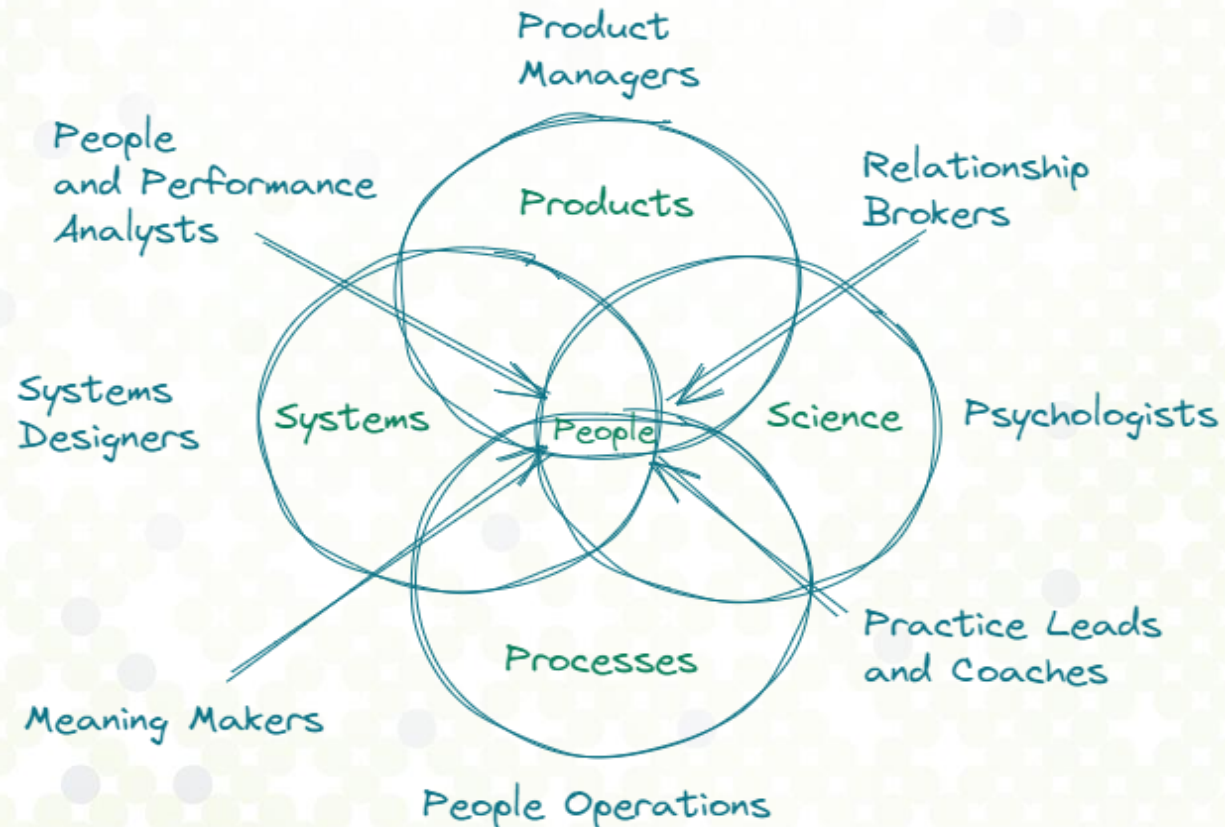
In March 2024 Perry was honoured with a Lifetime Achievement Award from WorldBlu for his contribution to self-managed, democratic, freedom-centred systems of work. He is a certified Semco Style Institute Expert in Self-Managed systems of work.

He is an international and 2x TEDx speaker and award-winning writer on the future of work, HR & learning. In June 2024 the People & Culture Association awarded Perry as the Global Icon for People and Culture.

His 2017 book Transformational HR was named one of the Top 100 Business Strategy books of all time and published as a second edition in July 2021. His second book - The Energized Workplace - was published in August 2020 and was shortlisted for the UK Business Book of the Year 2021. In 2025, Perry will publish his 3rd book - The HR Operating Model which promises to herald a new dawn and evolution for the People Profession and its impact.



HR 3.0 - A 3-D Operating Model for the People Profession
Deliberate; Diversified; Dynamic



Turbo-charging HR's Impact:
People: Performance: Prosperity

3D HR **Deliberate;**
Diversified; Dynamic.

In order to do this, we need a new HR Operating Model

Futures Thinking and HR Operating Model Workshop Agenda

08:30-09:00	REGISTRATION & NETWORKING BREAKFAST	Drivers: AI and Automation ESG/Sustainability Socio-Economics
09:00-10:30	Session 1: The origin of Futures Thinking, The methods and tools, and how they apply to transformations	
	COFFEE BREAK	Responses: Adapted Business Models Skills and Capabilities Leadership Culture
10:45-12:15	Session 2: Review of HR Operating Models Skills and Capabilities for People Professionals in those Operating Models	
12:15-13:00	NETWORKING LUNCH	Lenses: Systems Science Products Processes
13:00-14:30	Session 3: How to explore the trends and signals that affect you How to design and describe the possible futures and scenarios for the organisation	
	COFFEE BREAK	Products/Solutions Org Design Strategic Workforce Plan Talent Acquisition/Dev't Equity/Inclusion Strategy Reward and Recognition Progressive Leadership Well-being/Flexible work
14:45-16:15	Session 4 HR 3.0 as an overarching and adaptable new HR Operating Model Rolling the Futures Thinking trends and signals through the HR 3.0 Model into a strategic plan and resulting products and solutions.	
16:15-17:00	CLOSING REMARKS & NETWORKING	