

## **BOLD CONVERSATIONS WITH THE FUTURE**

***"Without discovering the Stories we create, and making the space to create new ones now, we are destined to repeat and recreate the past."***

***~ Jan Johnson - Emotional Intelligence fitness book ~***



Here are some more details on the *Emerging Futures*™ process and questions for you to consider about your organization.

We begin with an off-site retreat as a way of stepping back to gain perspective and surface critical issues around your organization's future. This work begins the process of re-assessing and identifying your organization's *value*, in other words, how you help your customers gain a competitive advantage. When was the last time you purposely reached out to your stakeholders to inquire how to evolve your organization to thrive in an ever-emerging future? What principles guide the quality of your work and the manner in which you work together?

How does your *strategy* align with the needs of all your stakeholders? Have you created the kind of culture that creates a constant connection to its world, aware of its surroundings so it can evolve creatively rather than be assaulted by waves of disruptive change? This relates directly to the distinctive strategy or central capability the organization will emphasize to support its vision and achieve competitive advantage.

Does your organization's *structure* (technology, practices, processes, people, leadership, etc.) actually support the successful achievement of your vision for the future? Or are you noticing that these structures within your organization now keep you tethered to a past that is no longer viable?

*Emerging Futures* work takes data and turns it into insights that result into purposeful action toward the future that is emerging. It allows you to solve problems by understanding what is expected of your leaders and the organization both from the perspectives within and outside your organization. It engages the organization as a whole through an ongoing process of inquiry and learning together, tapping the knowledge throughout the organization to create the future. And it allows you to confidently execute to thrive in a faster, fuller, more complex world.

This is our offer – to begin this work with a bold conversation in a retreat setting so you can reflect, inquire and begin to create your organization's future. Call me now for the first bold conversation on how we can help your organization meet your Emerging Future.

Call 410-544-5262 ext. 102 or email me at [alicia@sophia-associates.com](mailto:alicia@sophia-associates.com)

***The time is now. Don't wait for the future to happen to you.***