

# FUTURE HISTORY

Poisson Rouge has been developing high performing teams for over 15 years.

A common characteristic of high performers is the total clarity of their goals. They visit, in their minds, the place they want to be and describe it in detail, to the point where they can touch and feel it. Then they work back from the achievement of the goal, defining the steps they will need to take to get there. Their focus is on how they will get there, not whether they might.

The Future History Challenge is a fun and interactive process through which we encourage teams to suspend thoughts about the difficulties of today and the barriers they might anticipate existing tomorrow.



*"Since I plan on working for your company for the next 20 years, I was hoping to get all my paychecks up front."*

We get teams to climb into a mental time machine and transport themselves to a 'desired future state' at a defined moment in the future.

Starting from an agreed point in the future (say 5 years from now) teams must:

- Describe what that future state looks and feels like. What is good about it and what opportunities exist within it to take the business forward from that point?
- Describe what they and their team did to get there - the actions taken, the barriers overcome, how, and in what sequence.

Future history is a very powerful intervention as it unlocks the creative capability we all have within us and enables us to solve problems which often seem to be insoluble.

By reviewing business performance, planning and problem solving in this way we create a 'safe' environment in which participants feel they can discuss issues which might otherwise be too uncomfortable or sensitive to tackle .



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The activity is made up of a combination of syndicate and presentation sessions using role play, presentation and performance. Digital film recording, voice recording and music can all play their part.

Where relevant we include the use of professional actors who are skilled in corporate theatre workshops.

Teams are formed and 'Theme Leaders' are appointed within each team to capture the essence of the team's contributions using a pre-arranged format. This process is very important in order to ensure that there is the necessary depth and ownership to any follow-up process.

**"THE FUTURE ISN'T WAS IT USED TO BE!"**