



PAST AND FUTURE RULER

The tool helps the mentee map out past organizational and personal successes, which can contribute to effectively overcoming the crisis and moving towards a more sustainable future.

Suggested time

3 hours

Materials

Template Past and Future Ruler, preferable A1
Trendcards and Successcards (see 'visualise' below)
Pens, post-its

Participants

Mentor, business owner and possibly colleagues or stakeholders

GROWTH JOURNEY



Onboarding

Sparring

Innovation

PERSONAL JOURNEY



The tool can be used to coach the mentee to identify the strengths of her/his past experiences in the company, and further to build upon those when describing and moving towards a desirable future. The approach is similar to appreciative inquiry, which has helped companies expand for years all over the world. The idea is to focus on your successes and your strengths, both at an organizational and a personal level. This mindset will help you to keep a positive and open-minded approach when you look towards the future and take new conditions into consideration. It is suggested that you share the picture of a positive future with the team, to establish common ground and enable you to develop a desirable future together.

As part of the process, the business owner describes what her/his vision for the future might look like, both in a short- and long-term perspective. The tool helps to identify where to focus in relation to people, planet and profit (triple bottom line) and how to move on towards a more sustainable future.

To work with this tool and enhance the learnings for the past, it is important to create a space of trust with a positive focus on successes and shared goals.

Choose a wide range of people: People who are new in the company, and people who have longer experience there. Including diverse perspectives will likely improve the quality of the ideas and solutions that the team is able to produce.

Examples of future trends:

'2025: CO₂-friendly meat from insects is generally a supplement to vegetarian food. A frequent alternative to laboratory-grown meat.'

'2030: the large desertification in parts of the world generates climate refugees – it is estimated that 200 million will flee each year worldwide.'

'2022: good systems for circular economy exist, and trade in waste is common. All waste is considered to be a valuable resource.'

'2030: the Chinese stand side by side with the Americans in terms of economy and growth. US GDP is \$24,8 trillion, and Chinese GDP is \$ 22,2 trillion.'

'2050: the number of older people over 80 is 2,5 times greater than it is today. More than every 10 inhabitants is over 80 years old.'

'2034: Robots have taken over a number of job functions within the services sector.'

'2038: The world's water resources can only meet 60% of the global demand.'

STEPS

- 01 | Every participant presents the prepared success cards and place them on the Past Ruler template. With inspiration from the success cards, ask every person to add more successful experiences by writing them on individual post-its (what, who, organizational changes, important products/services, team achievements, situations, etc.). Place the Post-Its on the Past Ruler template as well based on year/time and which of the three bottom lines they each relate to.
- 02 | Similarly, write your gathered data about future events, concerns, important regulations and the company-related events you already know of etc. on individual post-its and place them in the template.
- 03 | Present your prepared future trends and scenarios to each other and discuss their placement on the ruler.
- 04 | Now you have a shared overview of potential challenges, constraints and possibilities. Discuss whether or not your current plans meet the trends and scenarios of the future.
- 05 | Now imagine and brainstorm upon how to meet the needs of the future? In which ways could you develop your business into a more sustainable future. Place the ideas on the ruler/timeline.
If you get stuck, help each other by asking open questions that help you to identify opportunities.
- 06 | Evaluate your discussions.

FACILITATION TIPS



SUPPORTING TOOLS

Active listening: To help your awareness on asking effective questions to open up the mind of the mentee and create a space of trust.

Why/The Golden Circle: To keep the purpose of the company top of mind.

Future Vision: To elaborate on your findings and unfold them to create a clear vision of your future business.



VISUALISE

It might be of great value to prepare images for this task. Ask every participant to prepare success cards – image and headline to previous successes, that you have experienced in the company (mapping successes of the past).

Ask the team to research upon future trends and scenarios that might impact the future of your business – image, headline and short text.

PAST AND FUTURE RULER

PAST		NOW	
People			
Profit			
Planet			

Date:

Participants:

		FUTURE	
People			
Profit			
Planet			