

**ACT ON
WHAT
MATTERS.**

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DESIGN YOUR FUTURE

Session 3 — 26 May 2020 — 1:00 ET



NO-CHOICE MOMENT

Kanter's Law

**EVERYTHING
LOOKS LIKE
A FAILURE IN
THE MIDDLE.**

*Rosabeth Moss Kanter
HBS/HBR*



**PERSEVERE
OR PIVOT**

**FEED YOUR
PERSPECTIVE
LIKE A WHALE**

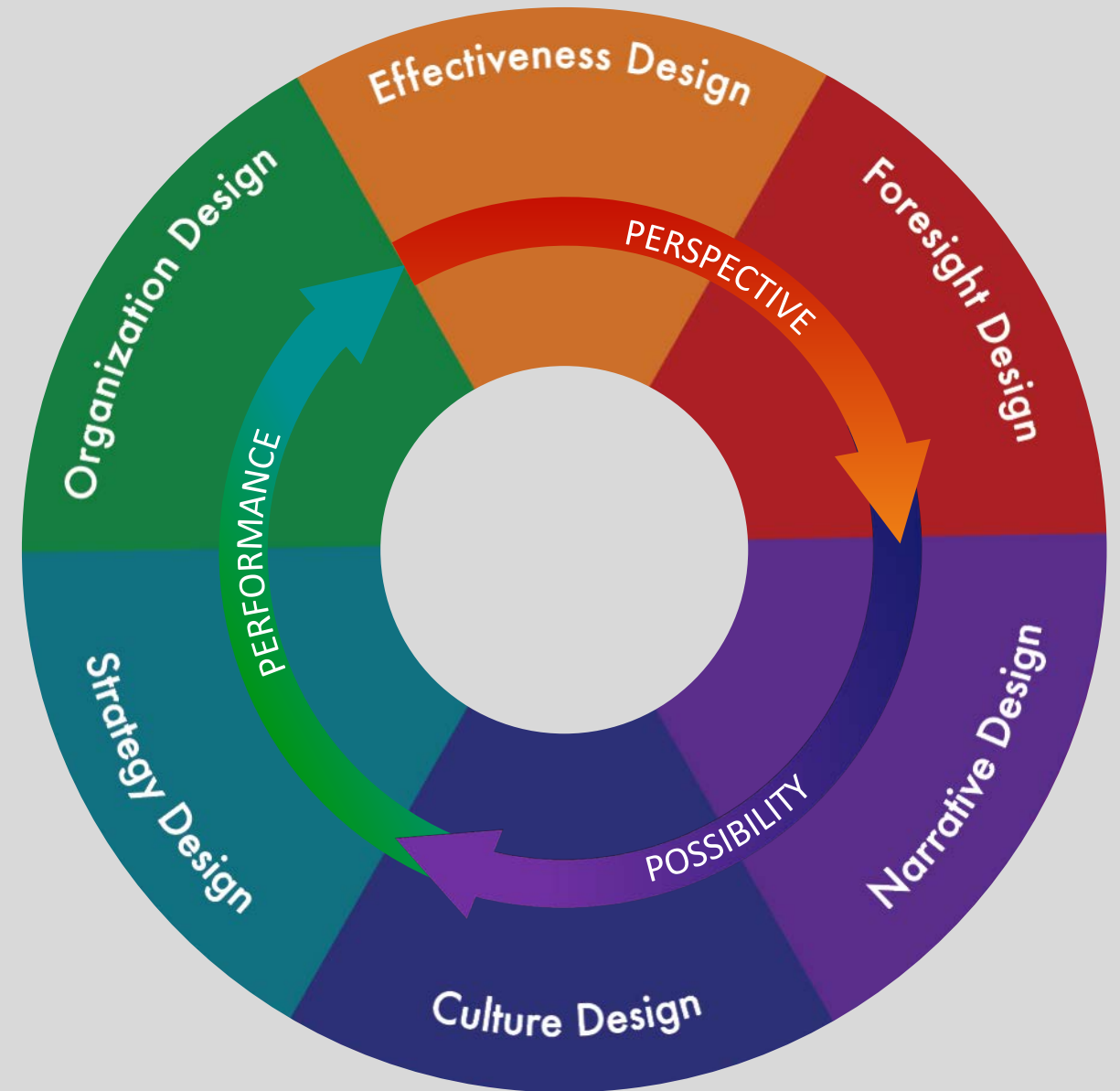


**CHALLENGE
YOUR
ASSUMPTIONS**



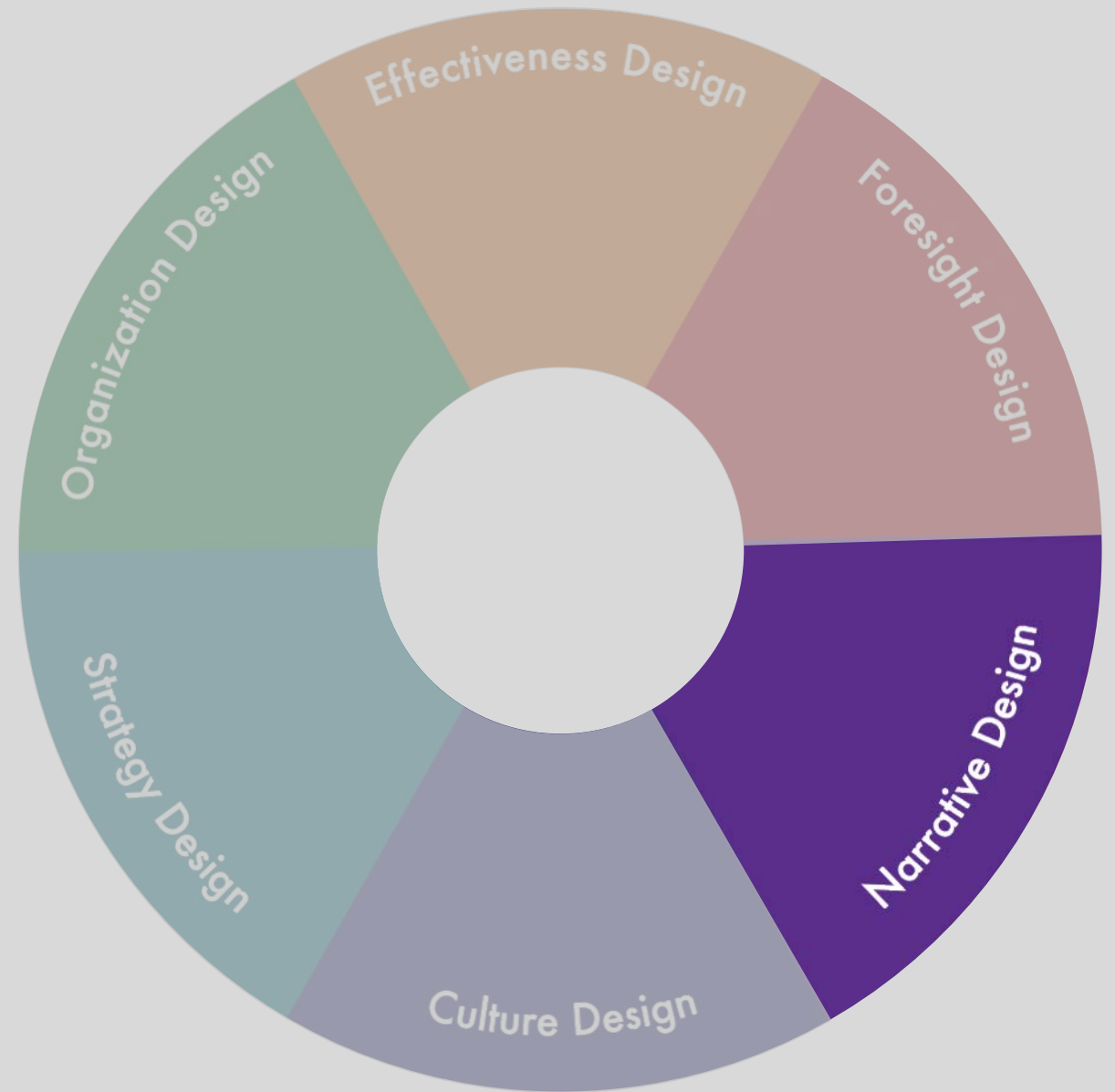
**BECOME A
CURATOR**

TRANSFORMATION
is a design challenge.



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NARRATIVE DESIGN
Enroll everyone involved
with an organization in a
greater possibility.



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Narrative Design

**PERSPECTIVE TO POSSIBILITY
CONSCIOUSLY EVOLVE**

SUPERHUMAN POWER

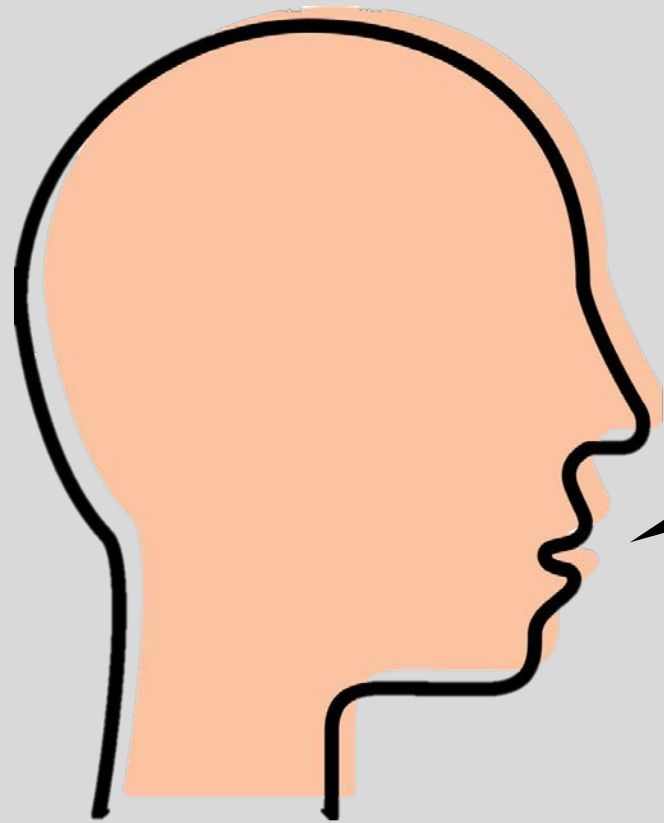
**STRUCTURE &
MATERIALS**

ANTI-NARRATIVE

How does new perspective
become greater possibility?



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**ALL CHANGE
IS NARRATIVE.**



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What is a narrative?

Not synonymous with story.

Unlike story, narrative is open-ended and your actions shape and add to it – more like a movement.

Narrative is a call-to-action to a greater possibility.

People sign up for narratives.

Stories reinforce narratives – become a "story-of-stories."



**SUPERHUMAN
POWER!**

Leadership is authorship.

Organizations are an always-being-written
story-of-stories.

Underlying Structure

Progress &
New Performance

Share progress consistently/persistently
Performance against new/existing metrics
Updated rewards and recognition

Path & Priorities

What does this require of us?

Now
Near
Far

Possibility

Futureview
Agreed Purpose/Trajectory

Perspective

Sensemaking
Synthesis
Alignment

Kokei Mikuni

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DPOV

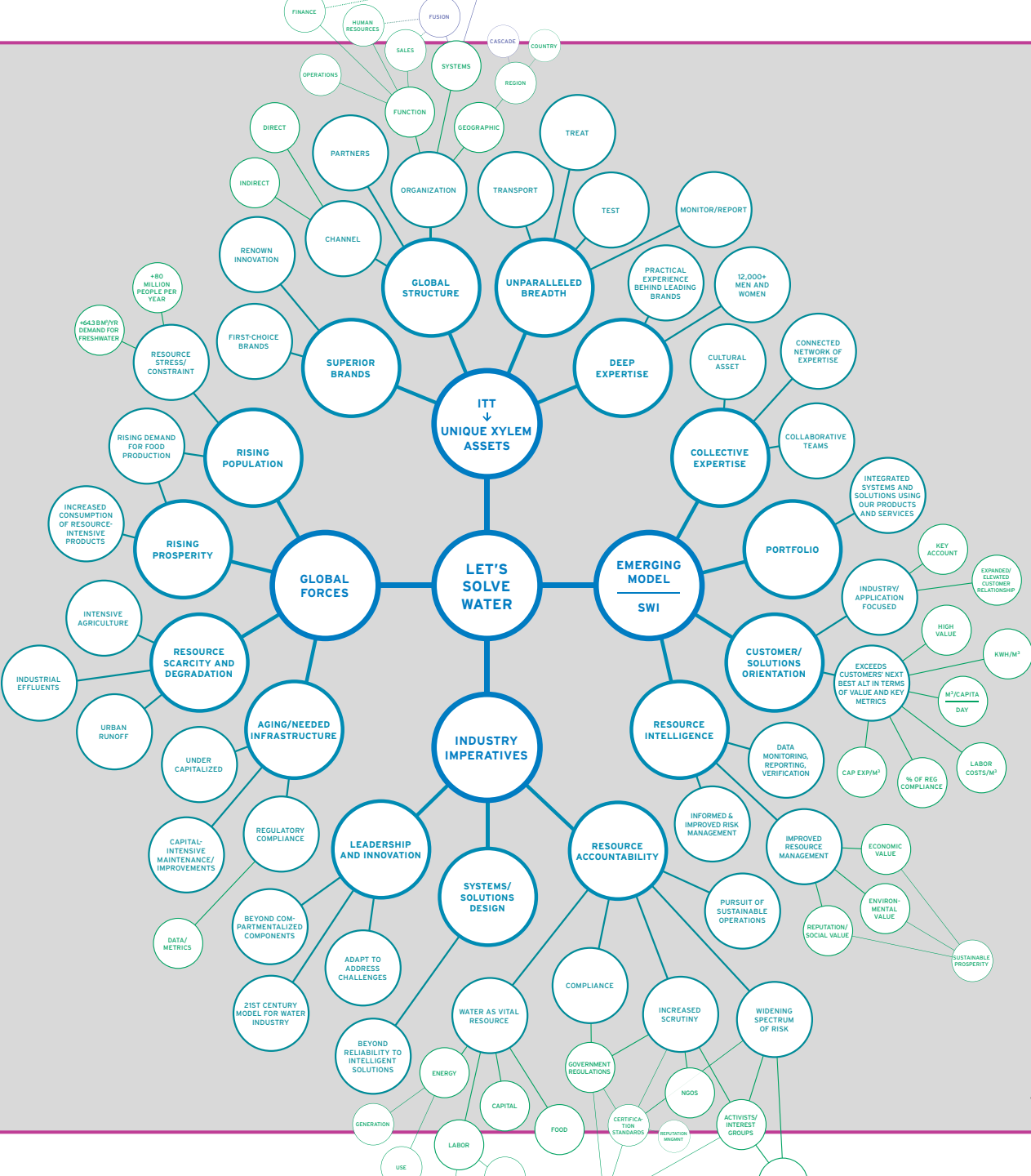
DEEP POINTS OF VIEW

Building Blocks



Framework

"Form follows function."
– Louis Sullivan



Anti-narrative

A narrative that either intentionally avoids or inadvertently fails at being coherent.





DESIGN YOUR SILVER-LINING TRANSFORMATION

Q&A

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WHAT
MATTERS.**