



Future Self Now for Leaders, Teams, Organisations and Groups

Creating a future vision based on what is possible and not what has come before

To find out more and for an informal introductory consultation please contact Theresa Sansome
Email: tsansome@futureselfnow.com Tel: +44 7748 848617

1. About Future Self Now for Leaders, Teams, Organisations and Groups

A refreshing alternative to mission statements and goal-setting

- Creating an authentic inspired vision not a manufactured one – the “Inside/Out” approach
- Using the “unconscious intelligence” of the core team to leverage the richness of all that is known, but may not be consciously known
- Creating a vision that transcends old archetypes, old habits of thought, old assumptions (both at the organisational and societal level)
- Creating a vision free from ‘group think’ and unbalanced opinions, or which reflect those of the most outspoken
- Creating a vision that has integrity and secures a deep buy-in from the core group and ensures long-term commitment.

The approach

- Each core team member receives one 60-minute one-on-one envisioning session with Theresa Sansome. (Skype, zoom or telephone).
- Theresa produces a report synthesising the results of each of the envisioning sessions, relevant to the group vision.
- The group and Theresa conference to ascertain aspects such as a clear vision statement, energy signature, ethical deal-breakers and immediate organisational priorities based on the results of the envisioning sessions.
- A plan for aligning to the vision statement is drafted and either worked on at future sessions with Theresa or worked on in-house.

The envisioning process starts at a personal level – and asks each participant to extrapolate from their Unconscious Intelligence (see below) to where they can sense themselves to be in approximately 5 – 10 years’ time. Once this has been explored the Facilitator asks the participant’s Future Self to take them to see what the future team/organisation looks like in 5-10 years’ time. It is this latter information that is used and collated with other participants’ data to form a picture of the overall vision.

Once all the participant’s insights into the Future Self of the organisation are collated, a synthesis report is produced highlighting in particular where the visions have crossed over (which, from experience, tends to be about 80% of the overall data). The report is synthesized anonymously. As such, insights of a personal nature – specific to an individual rather than the organization – are excluded, unless the participant expressly wishes this to be highlighted as significant.

2. Why create your future from the future?

Future Self Now (FSN) creates a new vision that steps away from artificial constraints and preconceptions, and establishes a new framework for operation based on what is possible and not what has come before. In all organisations it is important not to get stuck answering old questions / aligning to old paradigms that may not be relevant to the current climate or current status of that organisation. The FSN methodology is a catalyst for freedom and creativity, guiding groups to create the best possible outcome from the energy of the solution, not the energy of the challenge.

An inspired vision not a manufactured one

All too often key members of an organisation create visions by meeting together with a facilitator to discuss and workshop their ideas. This is **Outside/In thinking** and can compromise the vision by:

- Settling on the lowest common denominator – compromise rather than passion
- Falling prey to ‘Group think/speak’ – the well-known phenomenon of a group gradually ‘marching to the same tune’ over the course of a meeting – unconsciously overriding each individual’s initial inspiration and creative thought
- Bowing to the loudest voices in the room
- Creating a vision that is generic and easily forgotten.

Inside/Out thinking, however, taps into the ‘Unconscious Intelligence’ of each principal of an organisation and uses that to establish a common frame of reference that each member is personally and deeply aligned to – in other words, based on both Head AND Heart.

Unconscious intelligence – Head AND heart

It is now widely held that our conscious mind plays a very small part in our decision making. As Stanford University neuroscientist David Eagleman puts it: *“The conscious you, which is the part that flickers to life when you wake up in the morning, is the smallest bit of what’s happening in your head. It’s like a broom closet in the mansion of the brain.”*ⁱ

Unconscious Intelligence is the part of the unconscious where all that we have learned is stored – the result of all our experiences, expertise and preferences that *we don’t know that we know*. Another term for it might be ‘inner wisdom’, ‘gut feeling’ or Intuition.

When we use our intuition, we are tapping into Unconscious Intelligence and of course, very often, our intuition is wiser than our rational thinking mind (Heart not Head). This 3-minute clip of Tim Cooke, CEO of Apple, talking about the power of intuition is a good example of this:



Source:- Duke University - The Fuqua School of Business

“The most important decisions I’ve made...were always based on intuition.”

– Tim Cooke -

Malcom Gladwell in his book 'Blink' finds that, in this age of information overload, experts often make better decisions with their intuition than with the volumes of analysis that is available to them (what is often referred to as 'Analysis Paralysis').

Experts inside of an organisation are better equipped to create a vision from their Unconscious Intelligence because of the maturity of the unconscious information and expertise they have developed over time. That is not to say, however, that even relative newcomers to an organisation cannot be called upon to use their Unconscious Intelligence to help form a common vision. This is because the motivators, values and inspiration behind each person's decision to become involved in an organisation is information that can teach us a lot about an organisation and how it creates loyalty and therefore success.

FSN works because it uses envisioning techniques that allow participants to transcend current or past judgements, assumptions and biases.

Brainstorming requires a person to use his or her imagination – in other words to make something up. **The FSN technique, in tapping into the Unconscious Intelligence of its participants, is accessing a quality of information that is far more akin to memory and therefore is experienced on a much deeper 'knowing' level.** During the envisioning process participants are encouraged to only share with the facilitator that which has the quality of inner knowledge – coming from Unconscious Intelligence.

3. About Theresa

Theresa Sansome



Theresa has been a personal and business coach for over 20 years, specializing in helping clients uncover and align to their full potential. Previously she worked in IT – latterly as National Customer Service Manager for Oracle New Zealand.

Testimonials

My board commissioned Theresa to help us develop a bold new vision at a crucial juncture in our history. Most of our board members are pretty analytical types so I wondered how this process would work. However, I can gladly report that everyone found immense value in the experience of working with Theresa to explore their personal futures and our organization's future. As Chair, I know that the vision that we have created so far is already permeating all our work and speaking to great benefit. If you want to get yourselves out of "business as usual" and onto a whole new level of possibility and achievement, I thoroughly recommend Future Self Now.

Rose Mercier
Chair of the International Policy Governance Association

Theresa has coached us in the principals of 'Future Self Now' over the course of the last 3 years. The work we have done with Theresa has given shape to how we have developed as a company, strengthened the bonds of trust and opened up communication between us as a team. This has led to us creating a strong and healthy workplace, increased confidence and belief, and an increasingly thriving business. Theresa is warm, supportive and professional and I would not hesitate to recommend Theresa and Future Self Now for any company wishing to thrive.

Lisanne Peters
Director Red Horse Foundation, Centre for Equine Assisted Psychotherapy & Education

Everyone knows a vision is a "good idea" for aligning people. But somehow, sometimes, we can "pick up" what others think the vision "should be". We see the words, but it evokes no energy, or it's so vague it's unhelpful. We don't really personally connect to it. The power of a Future Self Vision, is I can immediately connect to it, personally (with practice). It's fast and influential, especially in ambiguous leadership moments where I really want to change my behaviour from an "old", less powerful way of being, to one that leads others to the future in the moment. Time and again, I have seen this work for myself, as I work with leadership teams and with training Boards of Directors (Faculty of the Director's College, Canada).

Kelly Cowan
Senior Leadership Consultant, Allstate Insurance
Canada

I am a business owner of a Wealth Management company managing investments of over 100 clients. I attended 2 Future Self Now courses run by Theresa Sansome. From these courses, which I felt were highly organized and professionally run, I was able to develop practices that have facilitated me running my Wealth Management business from a different perspective than previously i.e. I now operate from a perspective of future wellbeing and success as opposed to firefighting the issues that present daily in a business. This has given me the ability to function at a high level and with ease even during times when external events have been challenging - benefitting me, and in turn, my clients. I recommend Theresa and Future Self Now wholeheartedly.

Vincent Brown
Director of PFP Private Clients Ltd



www.futureselfnow.com

Email: tsansome@futureselfnow.com

Tel: +44 7748 848617

ⁱ <https://www.bbc.com/future/article/20160315-the-enormous-power-of-the-unconscious-brain>