

Future-proofing the way we work

Agility + Sustainability

Jan Schneider

Lead Innovation Day Paris 2024



Agenda

- Definitions
- Matchmaking
- How?
- Workshop example



Welcome

- Jan Schneider (he/him)
- Senior Designer @Futurice in Stuttgart
- Agile Coach & Scrum Master
- Cyclist, piano player & plant dad
- Sustainability enthusiast
- Studied Internet of Things
- Focus on shared outcome as a team



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Definitions



Hypothesis



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Future-proofing
something **sustainable**



Future-proofing
something **sustainably**



"Ability to continue over a period of time."

Sustainability definition by
the Oxford Dictionary

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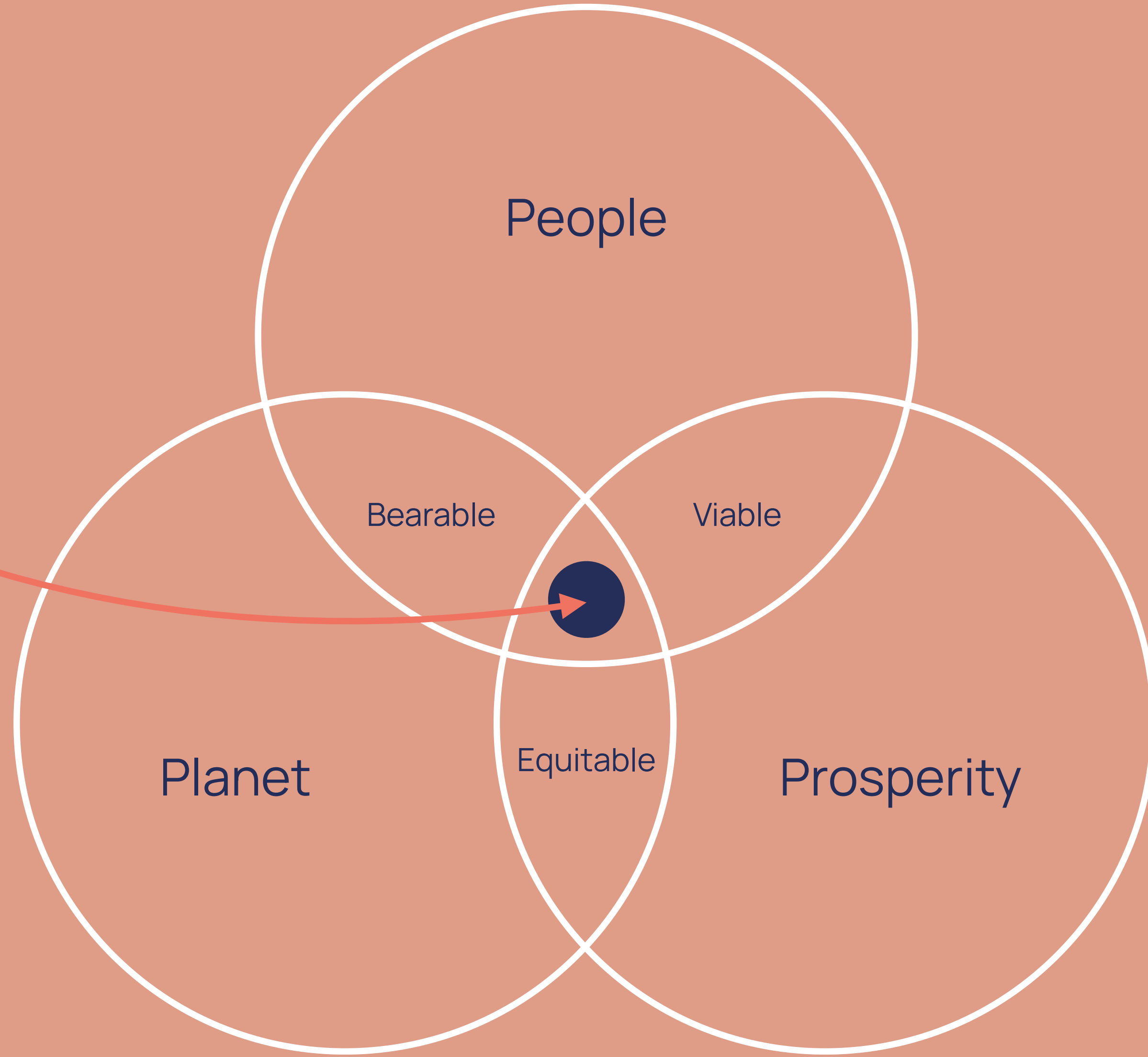


"Meeting the needs of the present without compromising the ability of future generations to meet their own needs."

Sustainability definition by the United Nations Brundtland Commission, 1987



Sustainability



"Organizational agility is the capacity of a business organization to adapt to long-run changes in products, markets, or technology."

Agility defined in the Oxford Dictionary

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Explore the
problem

Design Thinking

Build the
right things

Lean Startup

Build the
things right

Agile ≈ Scrum

Problem to solution (simplified)





Future-proofing
something **sustainable**



Future-proofing
something **sustainably**





Sustainability (state)

Future-proofing
something **sustainable**



Agility (process)

Future-proofing
something **sustainably**





Sustainability (state)

Future-proofing the ability to sustain in regards to people, planet, prosperity

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Agility (process)

Developing the organizations resilience towards adaptability and change



Building something **sustainable, sustainably**

Reaching a target state:
Weighing impact on
people, planet, and
prosperity

Healthy process getting
there: Enabling
adaptability for today and
future resilience



Matchmaking



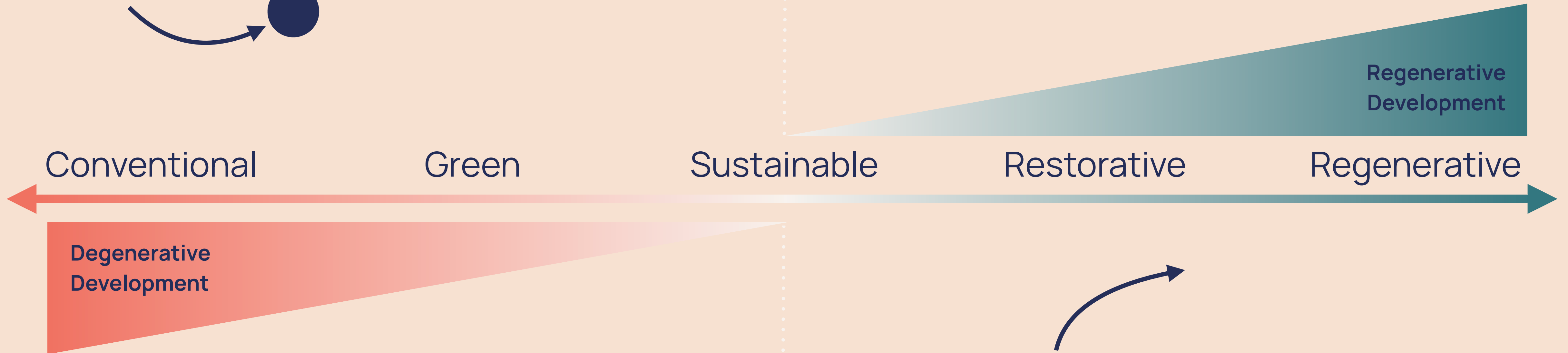


"The most environmental friendly product is the one you didn't buy."

Joshua Becker, author of 'Becoming Minimalist'



Where we are
right now



Conventional

Green

Sustainable

Restorative

Regenerative

Degenerative
Development

Regenerative
Development

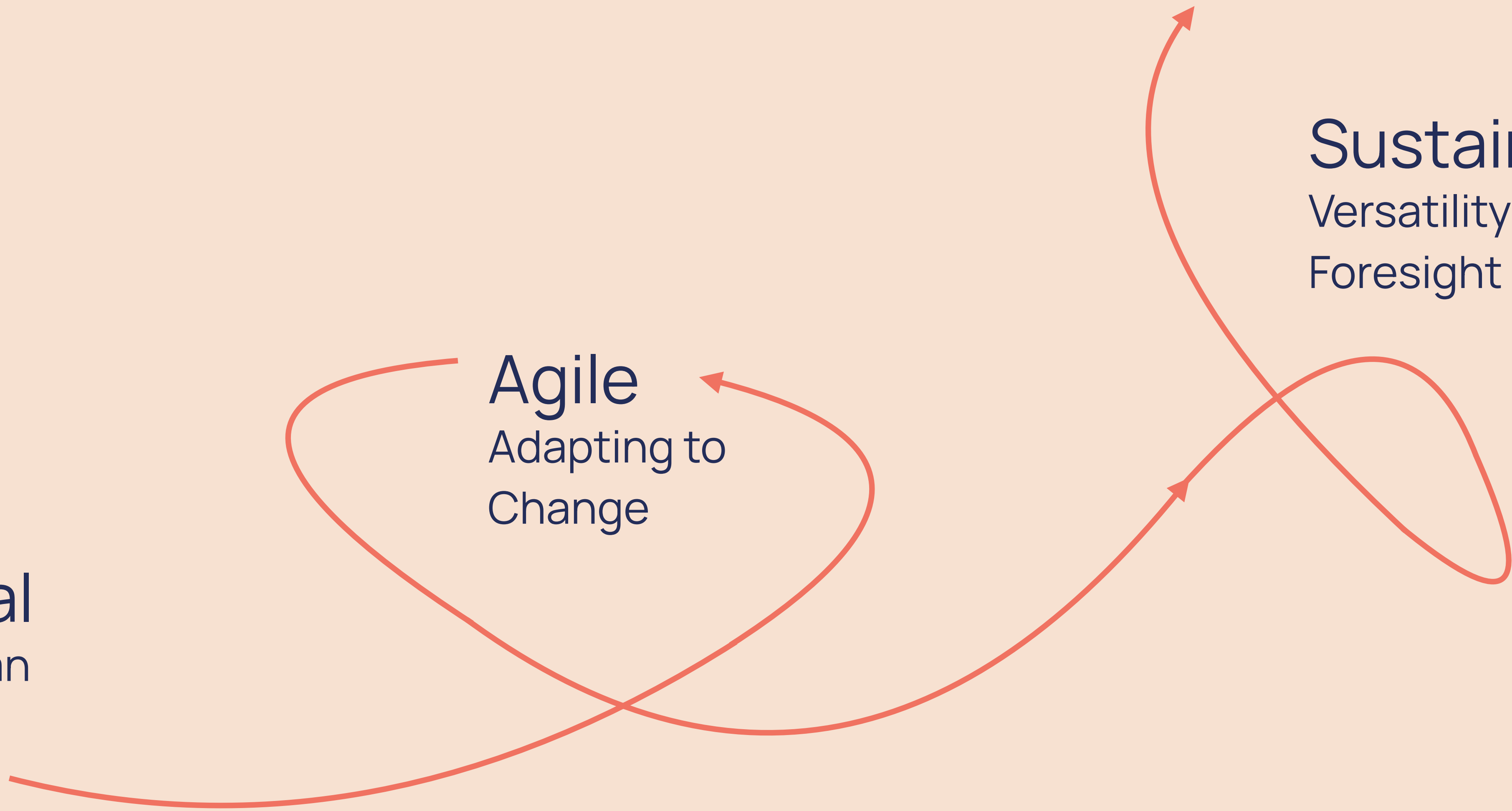
What we (should)
target for



Traditional
Following a plan

Agile
Adapting to
Change

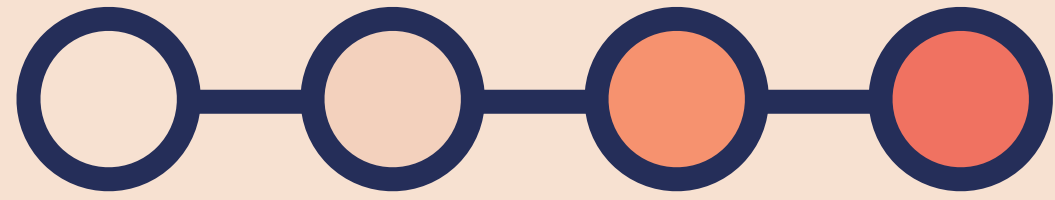
Sustainable
Versatility with
Foresight



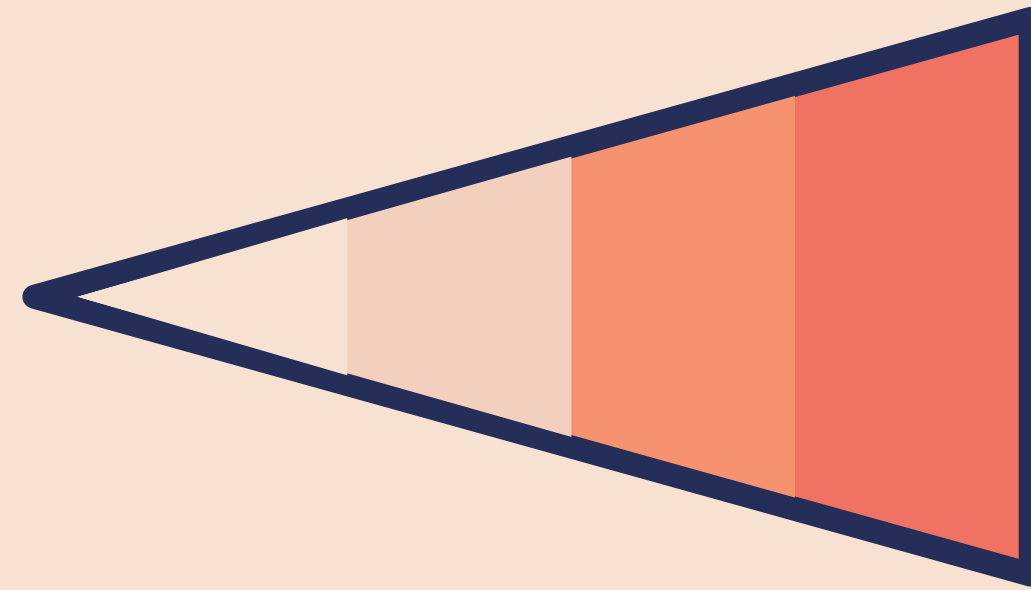
How?



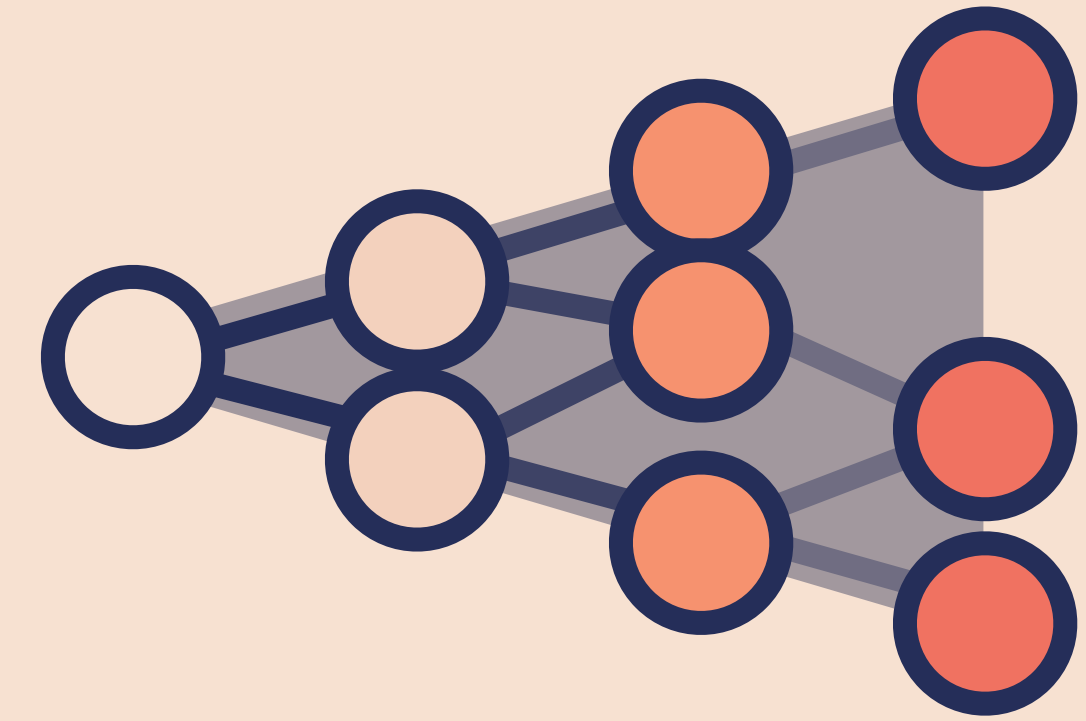
Classic Roadmap



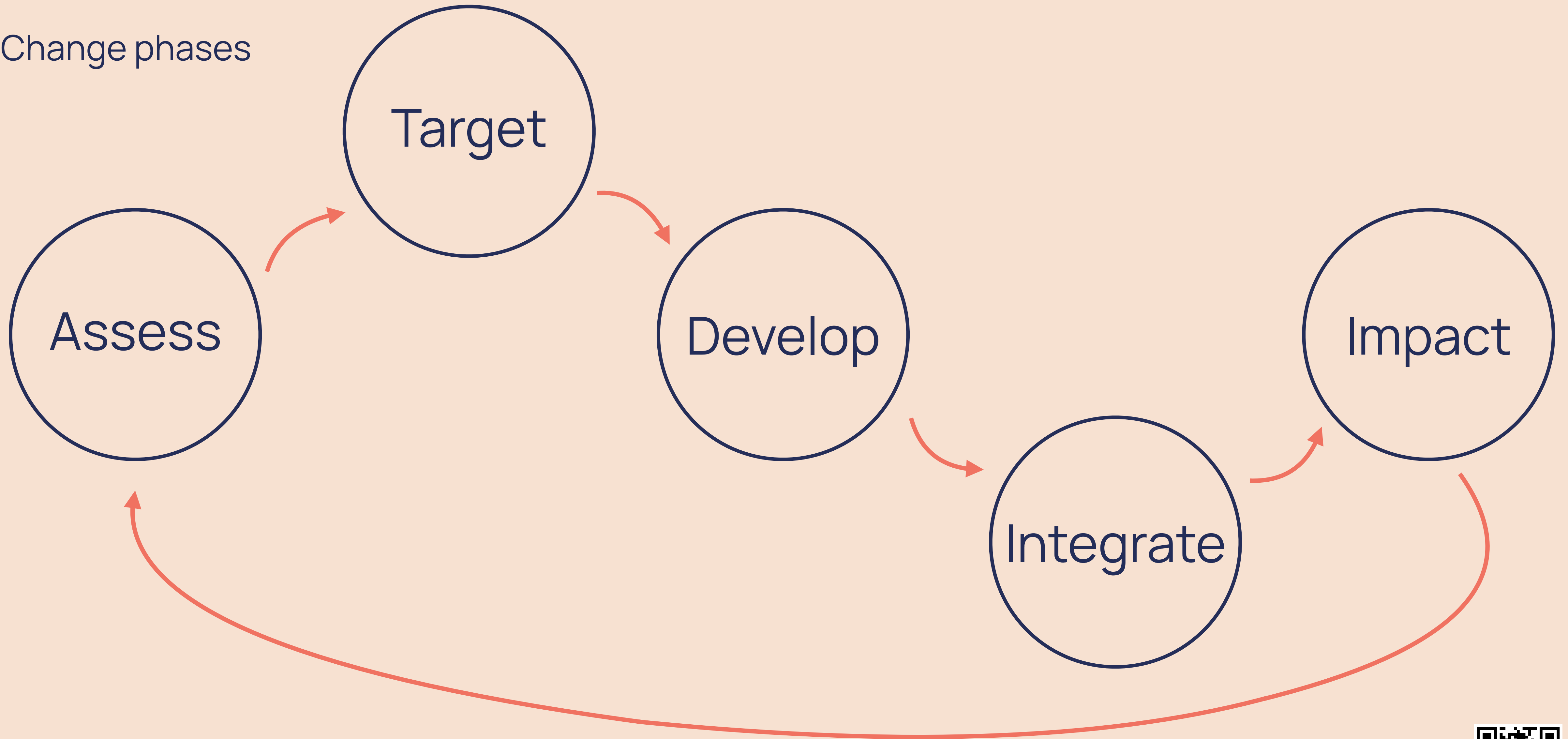
Recognizing Uncertainty



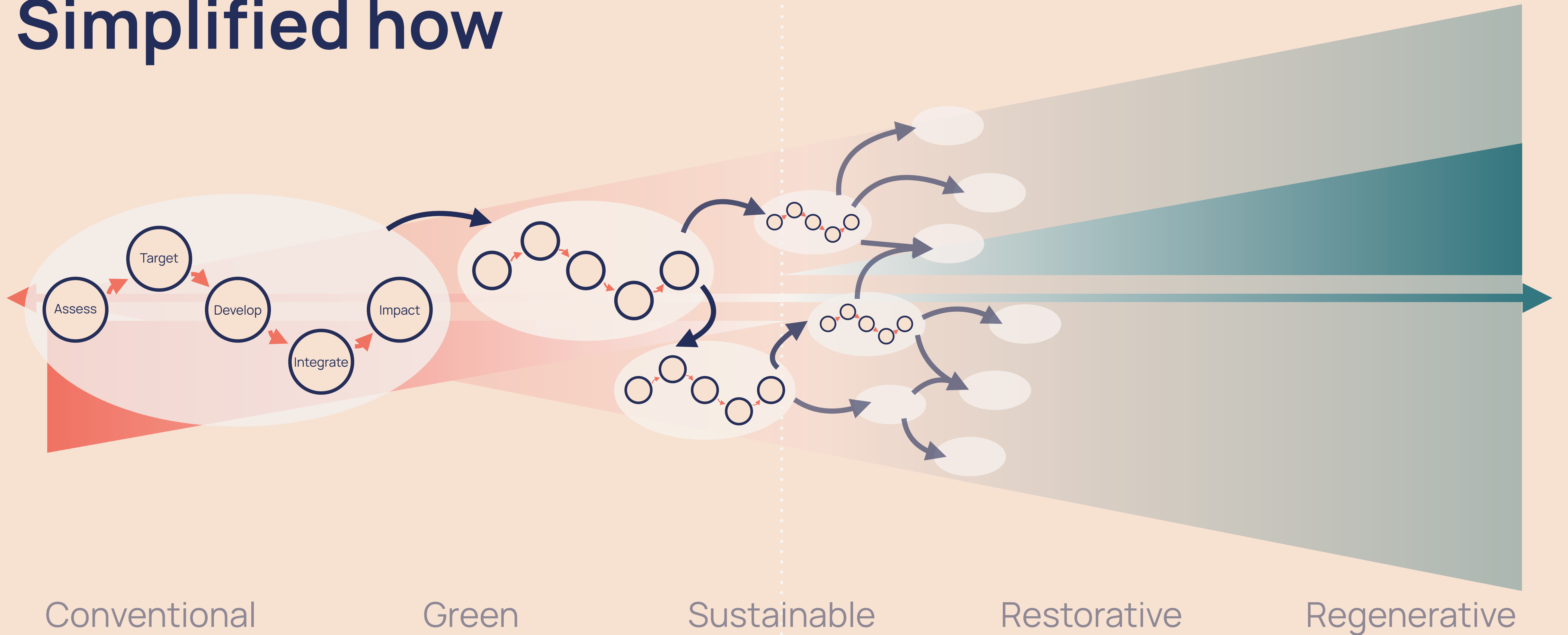
Strategic Shaping



Change phases



Simplified how



"20% of any change is knowing how.

80% is knowing why."

Peter Senge, Senior Lecturer of
Behavioral and Policy Sciences (MIT)

Jan Schneider



Change strategy

Proactive

Future-proofing

Seize opportunities

Change dynamic

Attrition

Disruption

Approaching crisis

Sudden crisis

Reactive



Key elements

Transparency, exchange & collaboration

Enable co-creation, mindset, culture, continuously inspect, adapt

Full big picture and parameters

Expertise and data around: people 🧑🧑, Planet 🌍, Prosperity 📁

Vision, mission, & strategy

Target, direction, reasoning, boundaries for innovation, smart metrics

Timeframe & (future) perspectives

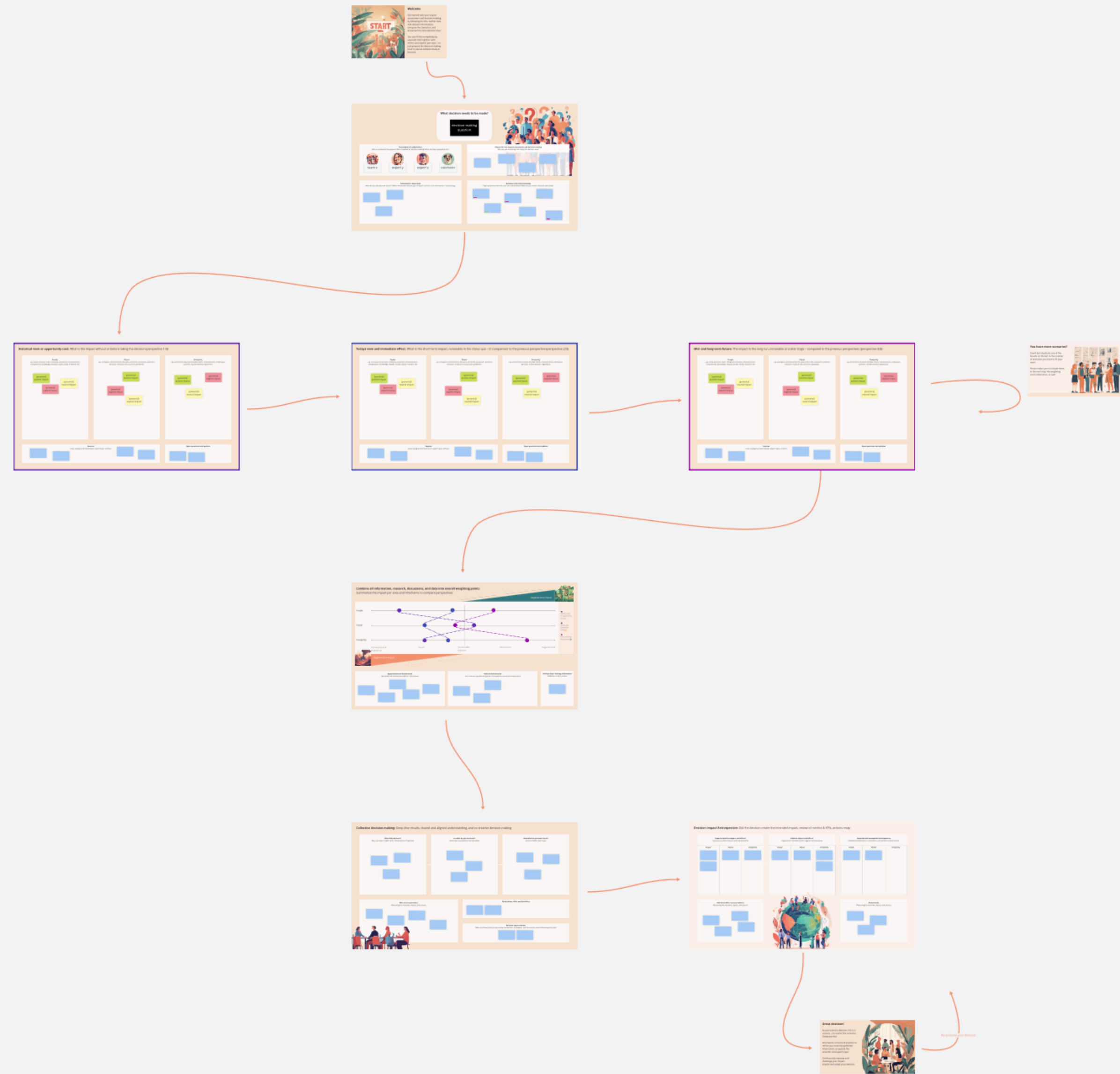
E.g. historic view or opportunity cost 🕒, today and immediate effect 🔥, mid- and long-term future ➡️ SOON



Workshop example



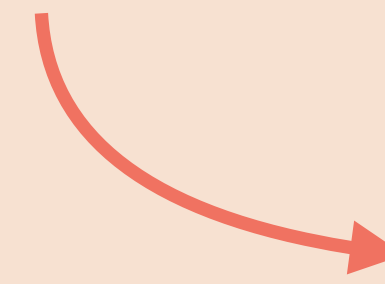
Decision-Making: Impact over Time



Decision-Making: Impact over Time

- Time perspective (history, today, future, ...)
- Impact areas (people, planet, prosperity)
- Hands-on collaboration & decision-making
- Single source of truth for your topic
- Focus on shared outcome as a team
- Adjust and iterate (incl. Retrospective)

Download from
[Miroverse](#)



Data (quality) is key



Creating **transparency**, visibility, and expertise on the real problems



Empowering change through **shared knowledge** and collaboration



Monitoring progress and impact based on e.g. science based targets, ESGs





Build & innovate **agile & iteratively**, as this is the only way to reach a **sustainable state**.

It is a marathon, not a sprint.



Merci & thank you

Looking forward to your feedback & let's co-create the future!



Workshop templates
on [Miroverse](#)



Jan Schneider on
[LinkedIn](#)

