

Millennium Scenarios

"People making the difference" ~ Scenarios for 2020

DEMOGRAPHY

There will be demographic shifts and these are largely predictable. Significantly in the UK, in 2020 we can expect an increase in the number of over 65's and a fall in the number of young adults. Clearly our decision and our judgements now will impact upon the next generation in 2020. When our children are our age they will deal with the consequences of our action - or inaction.

TECHNOLOGY

This is seen as a major driver of change in organisations impacting powerfully on everyone's work and lifestyle - and a huge challenge to our ability to adapt, to re-invent, to make meaningful, that which will otherwise de-value and destroy. Powerful media can be used for the greater benefit of all or, equally, usurped for the self-interest of a minority. The downside - cybersex, loss of reading ability, and so on - may turn out to be not entirely fanciful.

ENVIRONMENT

The idea of increasing responsibility is coupled with optimism about a greener more wholesome planet. This is expected to impact on energy issues, particularly on transport if we are to achieve sustainability. However, it may be doubted whether there is the political will to pay the price of sustainability within the time frame being considered and old patterns of behaviour may be expected to continue.

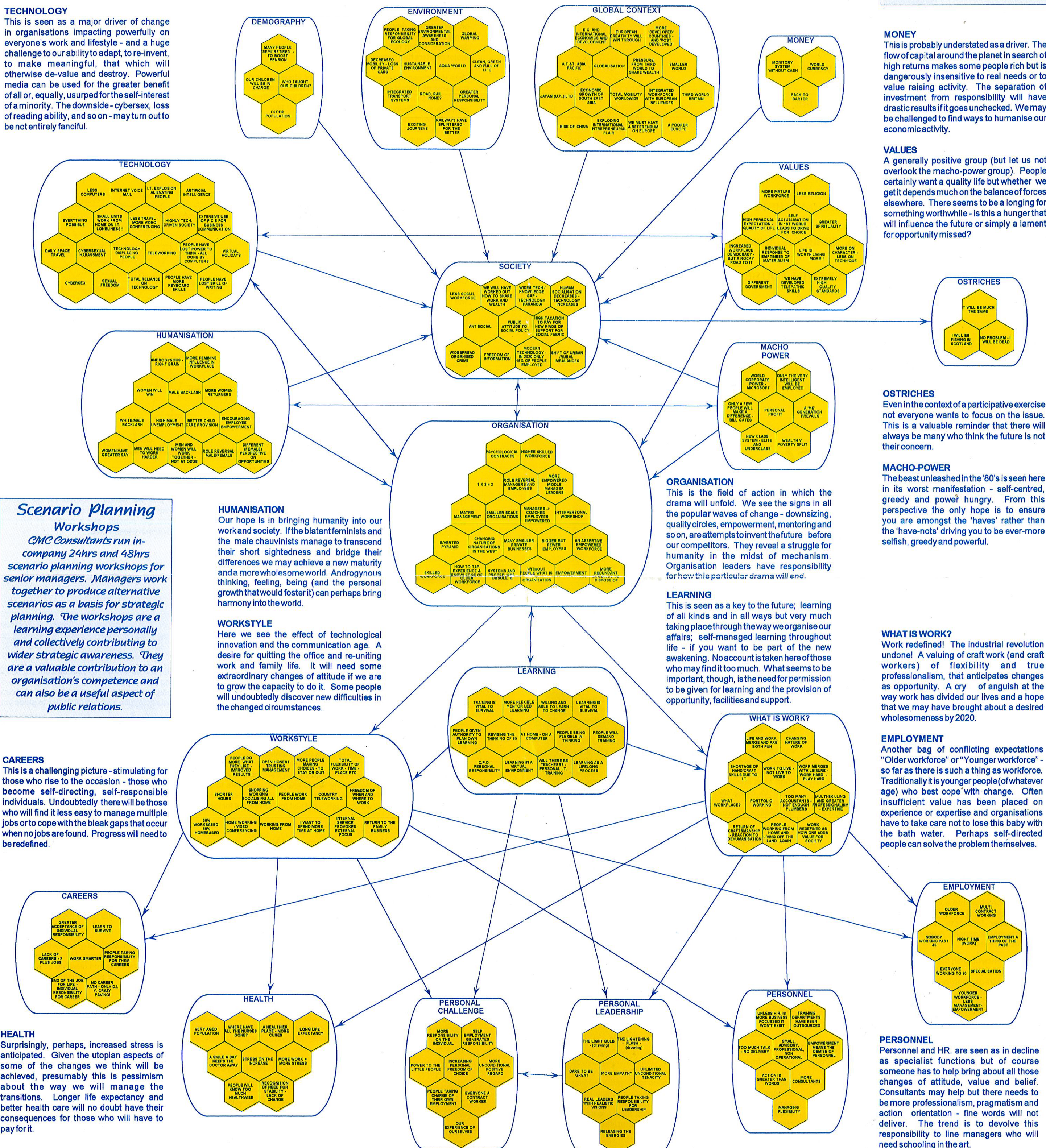
SOCIETY (CENTRE)

Clear conflict emerges here between increased alienation, the gaps opening in society, the rise of crime on the one hand and a move towards egalitarianism and balance on the other. Perhaps a generation is too short a time to achieve harmony and we are quite likely to end up with fortress enclaves and a divided society.

GLOBAL CONTEXT

Here we begin to see the stark contrast between the view from the Pacific Rim, where Malaysia's time horizon for national strategy is indeed 2020, and the UK government's vision which reaches to election day 1997. "European creativity will win through" was contributed by Sir John Harvey Jones. Such an outcome depends upon a rapid awakening, of which there is little evidence in 1995.

Scenario Model developed by over 200 participants at the Institute of Personnel and Development National Conference & Exhibition, October 1995



Scenario Planning Workshops

CMC Consultants run in-company 24hrs and 48hrs scenario planning workshops for senior managers. Managers work together to produce alternative scenarios as a basis for strategic planning. The workshops are a learning experience personally and collectively contributing to wider strategic awareness. They are a valuable contribution to an organisation's competence and can also be a useful aspect of public relations.

CAREERS

This is a challenging picture - stimulating for those who rise to the occasion - those who become self-directing, self-responsible individuals. Undoubtedly there will be those who will find it less easy to manage multiple jobs or to cope with the bleak gaps that occur when no jobs are found. Progress will need to be redefined.

HEALTH

Surprisingly, perhaps, increased stress is anticipated. Given the utopian aspects of some of the changes we think will be achieved, presumably this is pessimism about the way we will manage the transitions. Longer life expectancy and better health care will no doubt have their consequences for those who will have to pay for it.

MAG/NOTES

MagNotes were used to generate this model 'live' at IPD 1995. They are quite simply magnetic notes - coloured tessellating shapes with a dry-wipe surface and a backing which will adhere magnetically to whiteboards. They provide a powerful medium for creative thinking and planning for individuals and teams enabling ideas to be externalised, developed and nourished in a collective context. For more details contact Inspiration Resources at Centre for Management Creativity.

PERSONAL CHALLENGE

In the end so much is deemed to depend upon individual response. Personal responsibility for the quality of life, organisation and society is no mean thing. There are no guarantees that people are equipped to carry such a burden and the leaders of change will no doubt have to fight all the way. Personal responsibility can be the way we transform society to something more harmonious and equitable but it may equally evolve a fragmented ghetto society in which enclaves have rich and happy lives while many are left to flounder in an underworld - a new kind of apartheid independent of race or religion.



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IdeaBase

IdeaBase is a program for modelling ideas on the computer which facilitates handling great complexity. Much more than any graphics package, it allows the user to manipulate elements or clusters of elements while keeping the associative arrows oriented as originally designed. For more details contact Inspiration Resources at Centre for Management Creativity.