

4th Annual Regional Climate Conference

Tori Manley Speaking

on

Collaboration for A Sustainable Future

What if the relationship we have with each other directly impacts how we collaborate?

Main Themes

Futures Fog

Collaborative Culture

Futures Triangle

Future Fog

A light green spiral graphic on a yellow background. The spiral starts from the center and winds outwards, creating a sense of depth and movement. The lines are thick and smooth, and the overall color palette is bright and clean.

Future Fog



Used Future

**Disowned
Future**

Alignment

**Alternative
Futures**

Uses of the Future

Future Fog

Used Future

Alignment

Alternative
Futures

Uses of the Future



Possible Futures

Individual

**Everything you do Radiates
Outward**

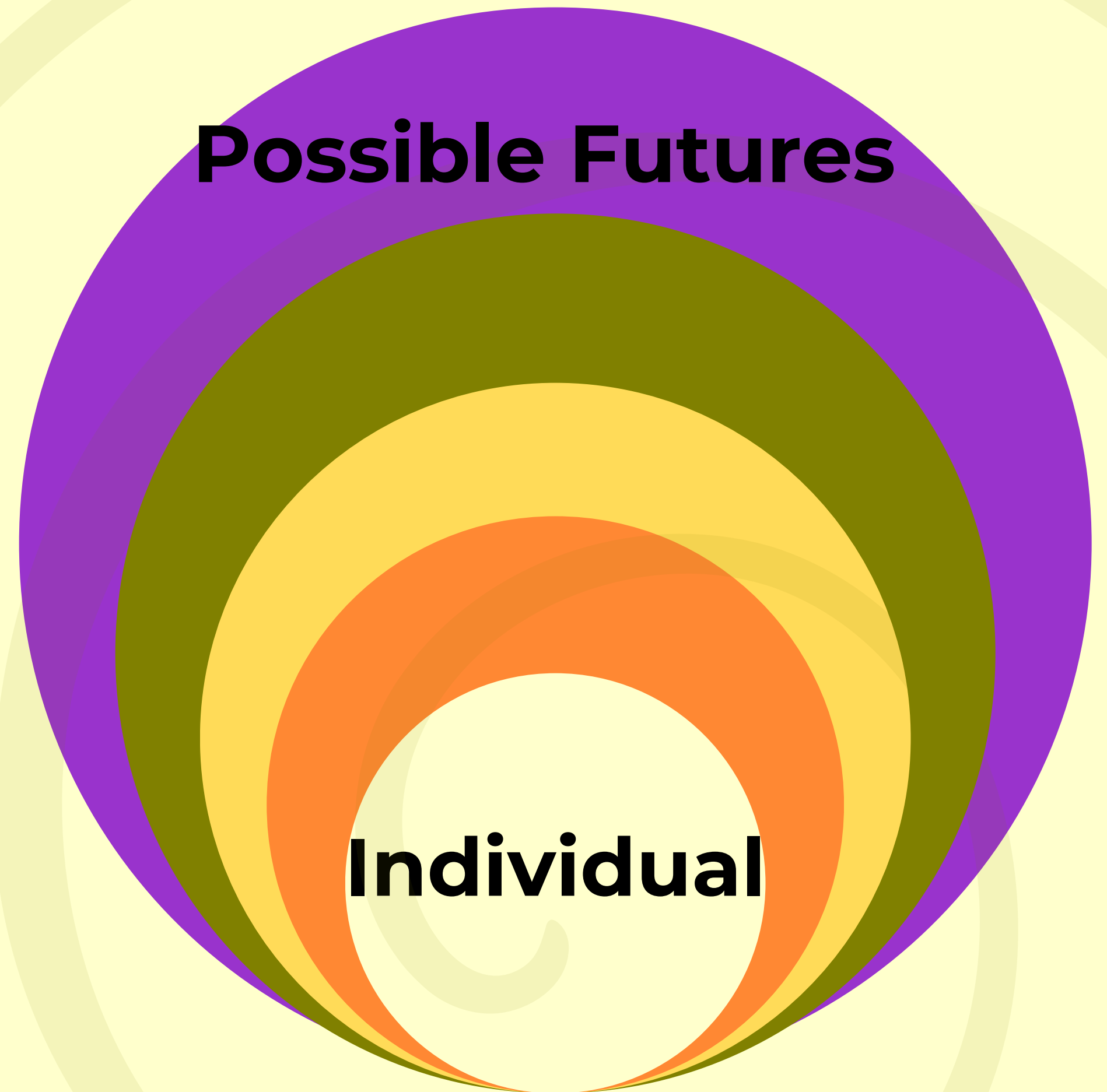


Possible Futures

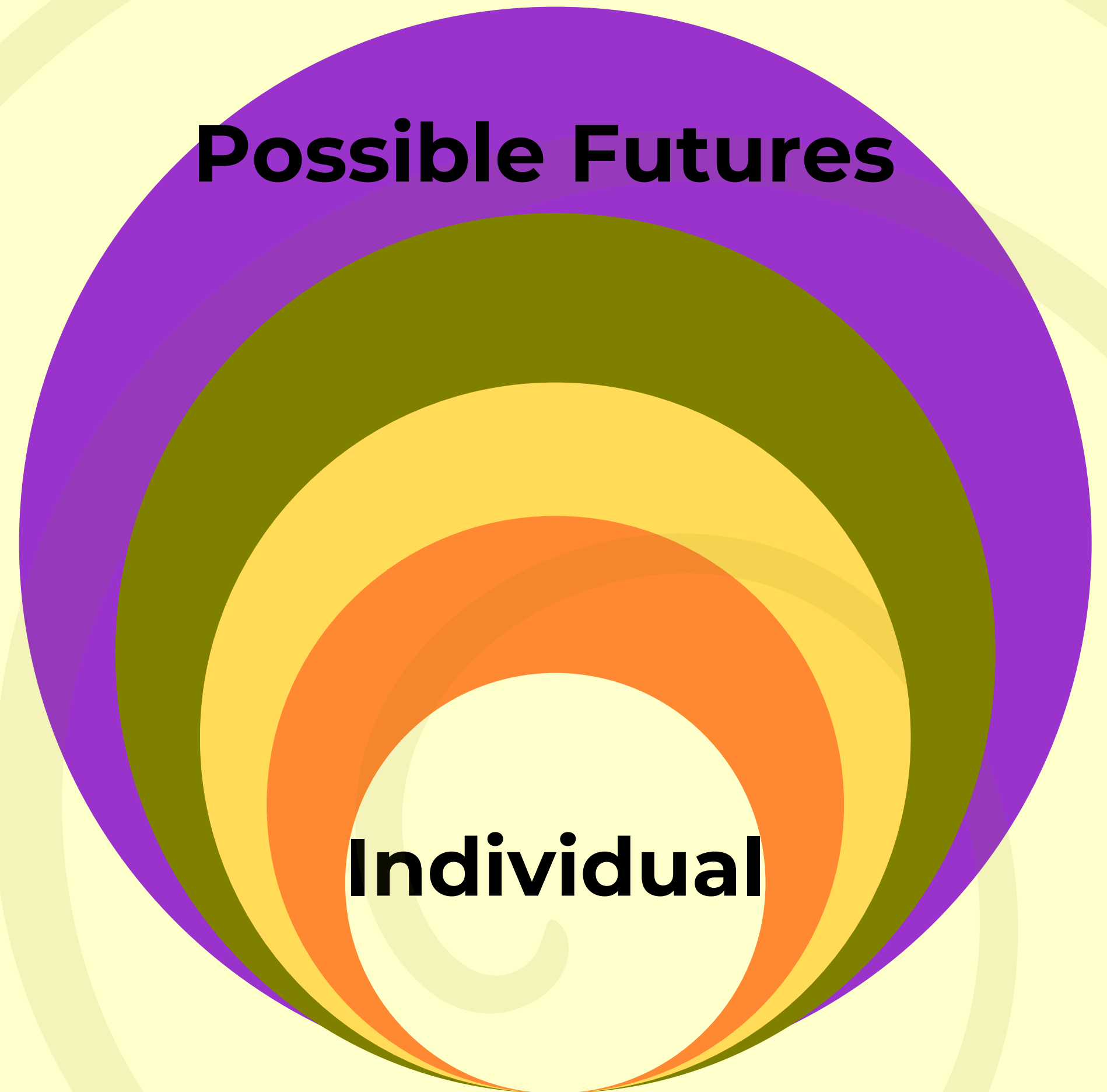
Individual

The work you do is a Mission

Interpersonal relations can affect your mission, work culture, and the people you serve.



**Healthy interpersonal
relations are essential**



Impact on Collaboration

Personal Phenomenon's of Future Fog

Imagine...



Collaborative Culture

Thank you for your work

Thank you for doing your best

**Accept that you are
valued**



Collaborative Culture

Sharing

- **Space**
- **Goals**
- **Information**
- **Knowledge**
- **Working together**
- **A vision or future larger than ourselves**



Collaborative Culture

**Continue Collaboration
with Communication**



Collaborative Culture

Communication

- **What we say**
- **How we say it**
- **Body Language and Actions**
- **Visuals to Convey our Message**



**Communication
is
Connection**

Connection

—

I define connection as the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship.

Brené

Creating a Learning Environment

Imagine...



Creating a Learning Environment

- **Collective Consciousness**



Creating a Learning Environment

- **Collective Consciousness**
- **Connection, Sharing and Vulnerability**



Creating a Learning Environment

- **Collective Consciousness**
- **Connection, Sharing and Vulnerability**

Collaborative Culture Values
Learning



Community Creates Collaborative Culture



Community Creates Collaborative Culture

Belonging



Community Creates Collaborative Culture

Belonging
Trust



Community Creates Collaborative Culture

Belonging
Trust
Vulnerability



Community Creates Collaborative Culture

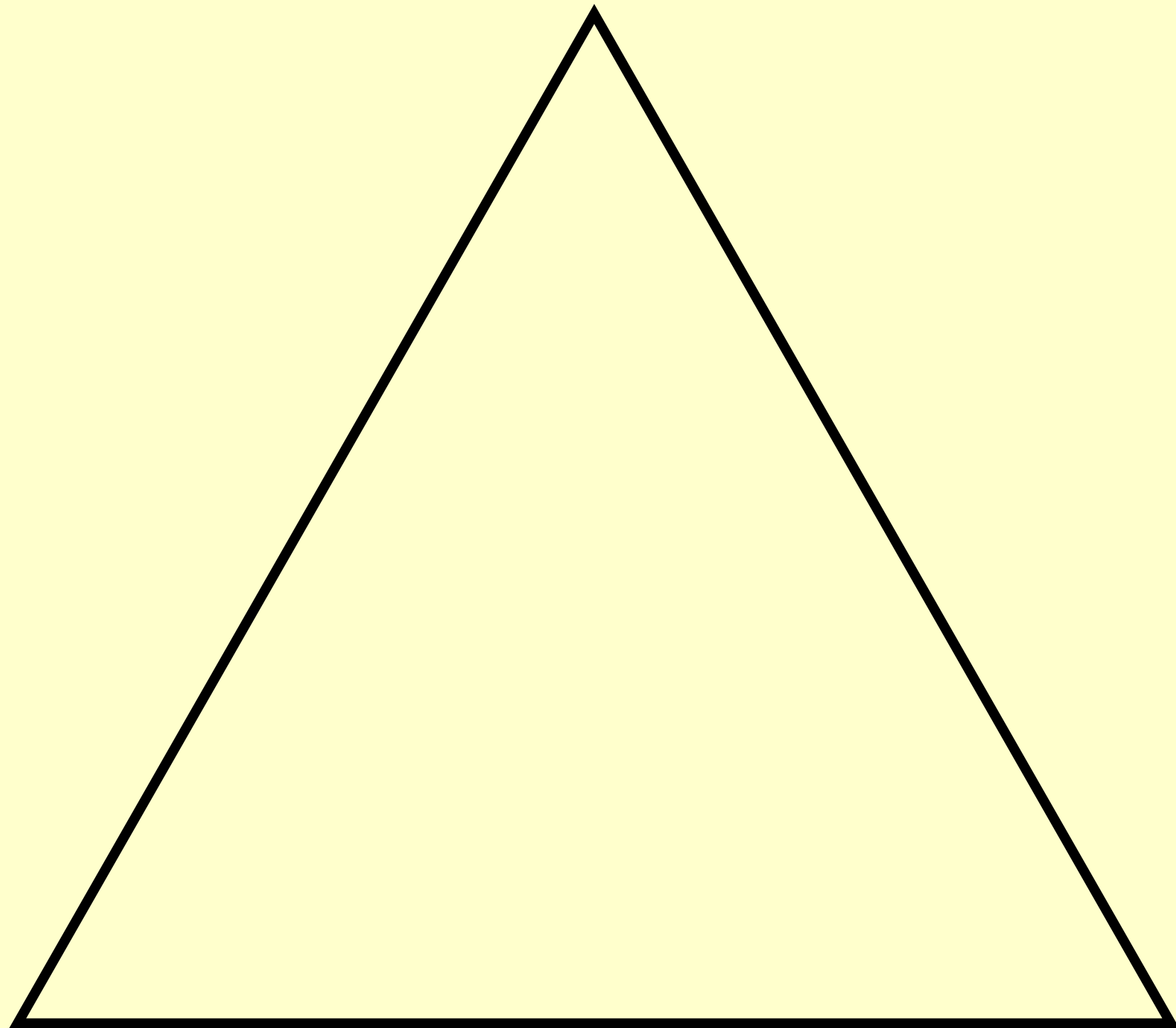
Belonging
Trust
Vulnerability
Empathy



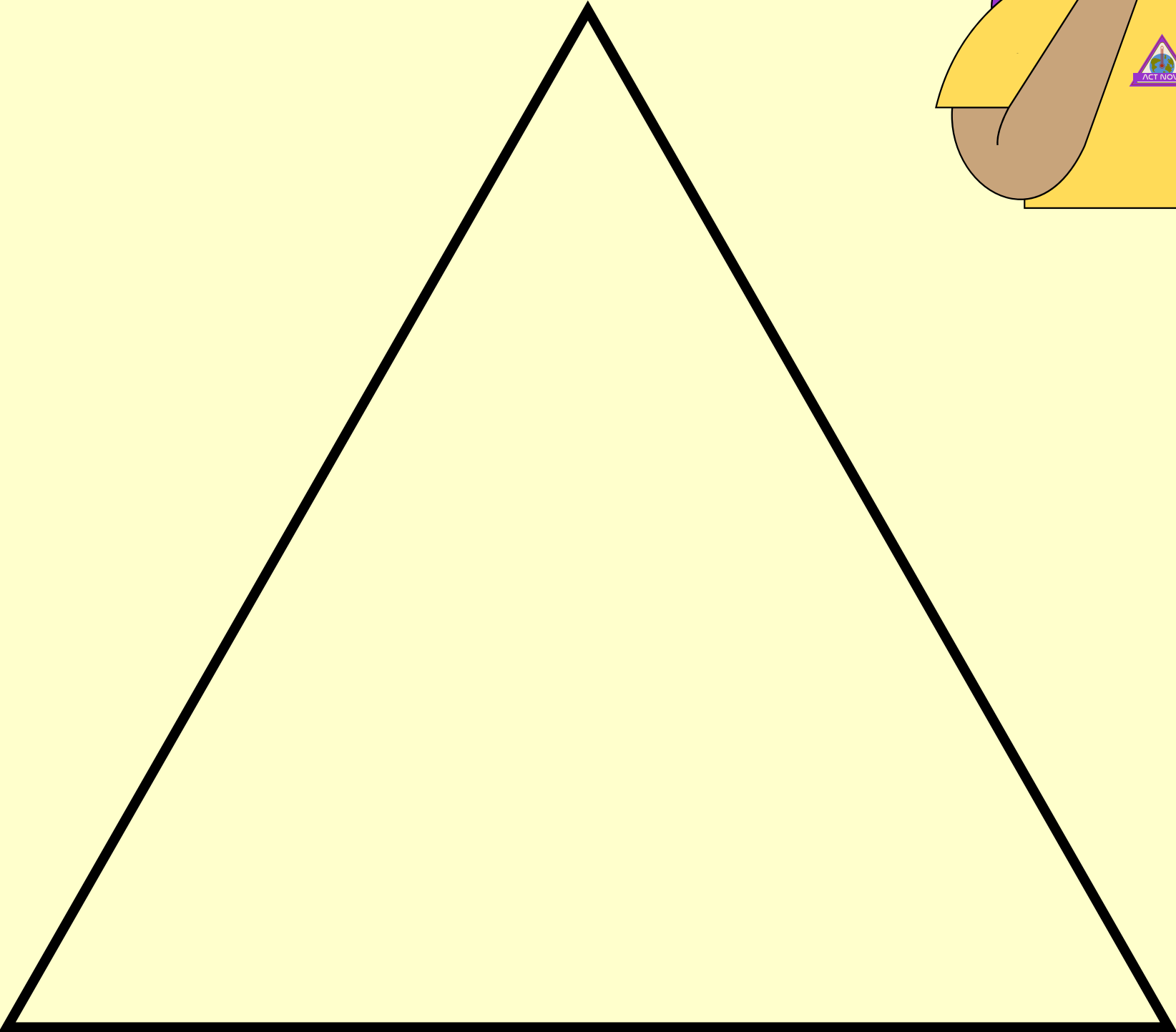
Collaboration as a Calling

How do you use every moment to choose the bigger picture?

Futures Triangle



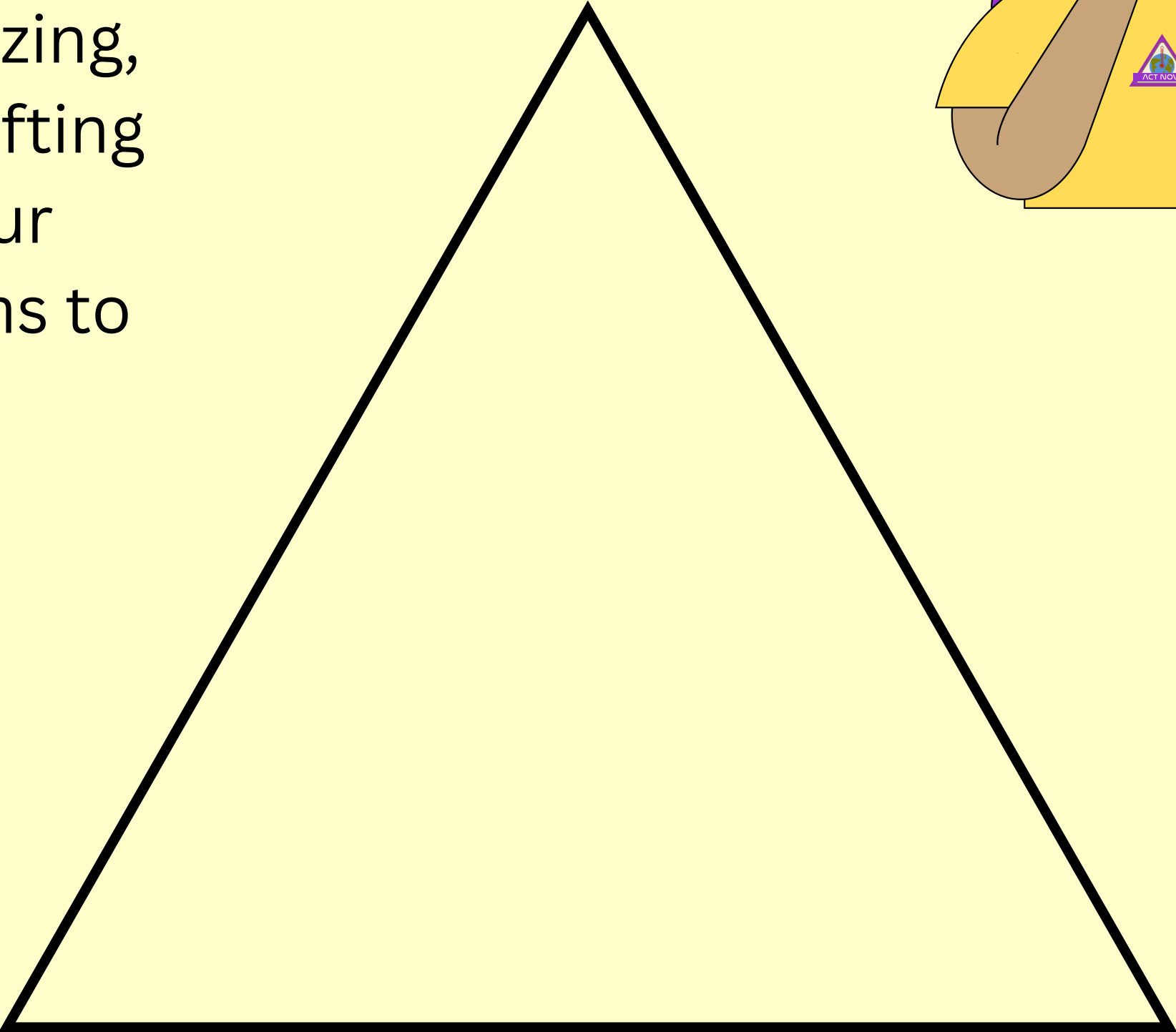
Pull of the future



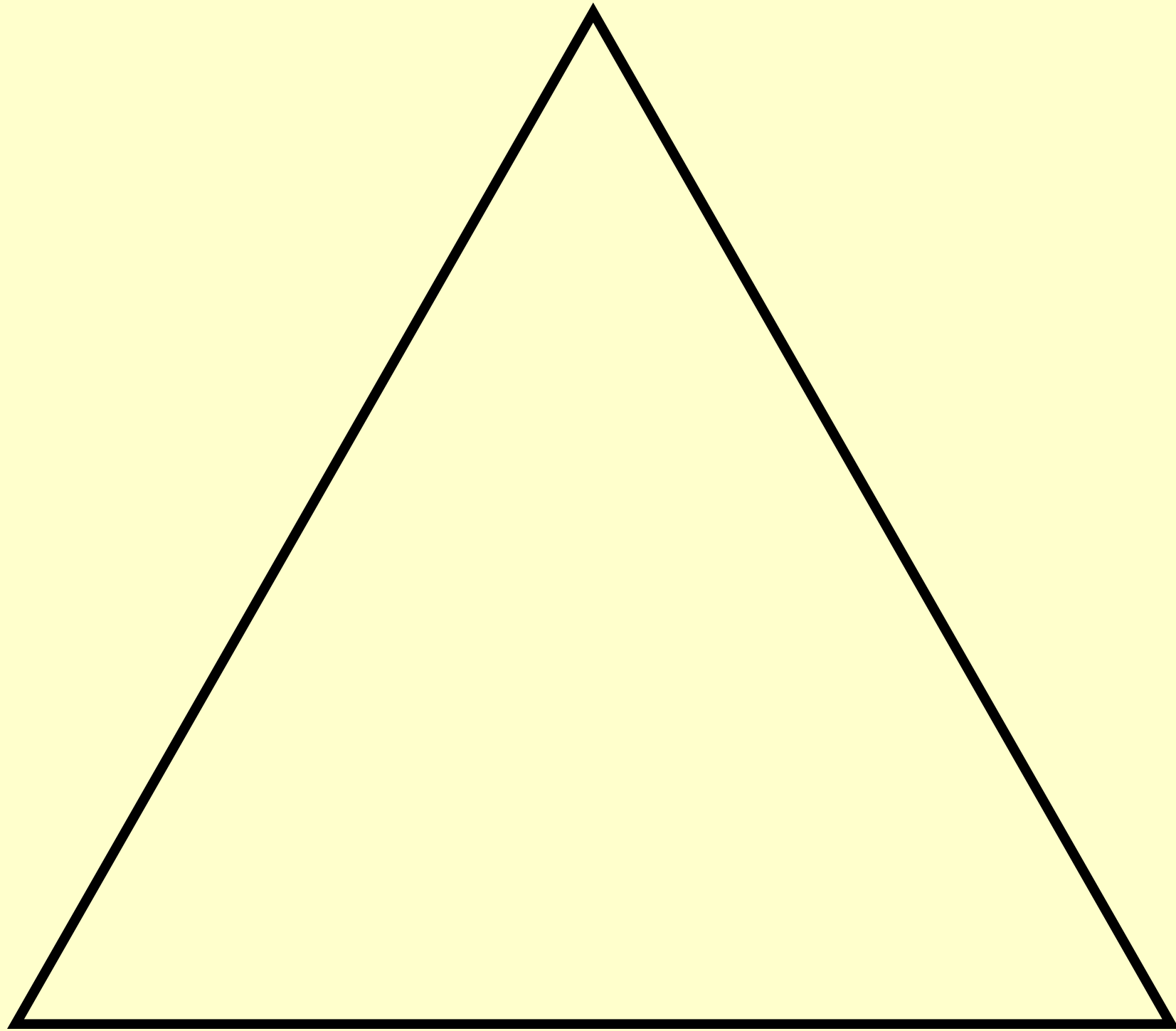
Pull of the future



It's about visualizing, aspiring, and crafting the future your organization aims to create.



Pull of the future



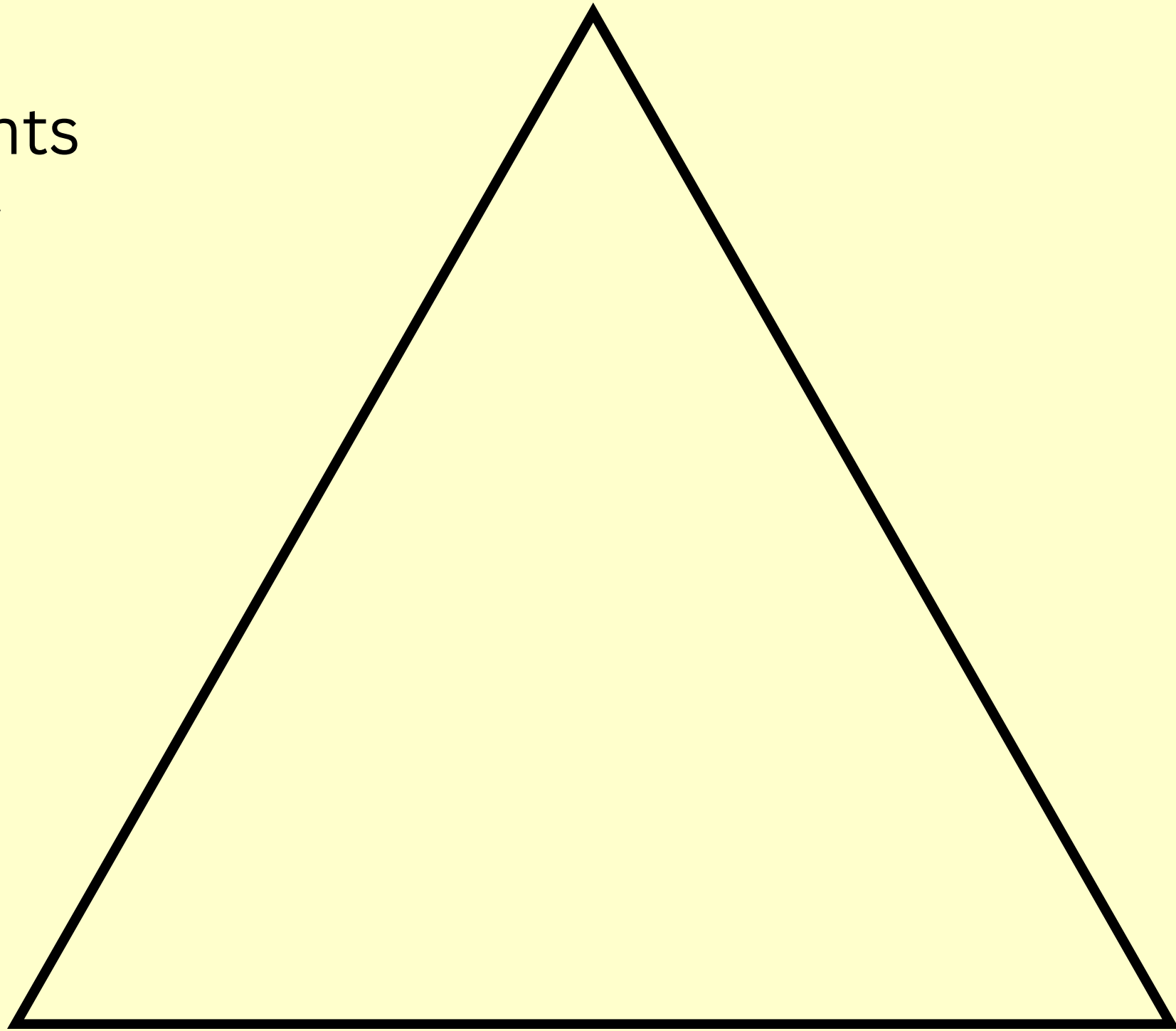
Push of the Present

Pull of the future

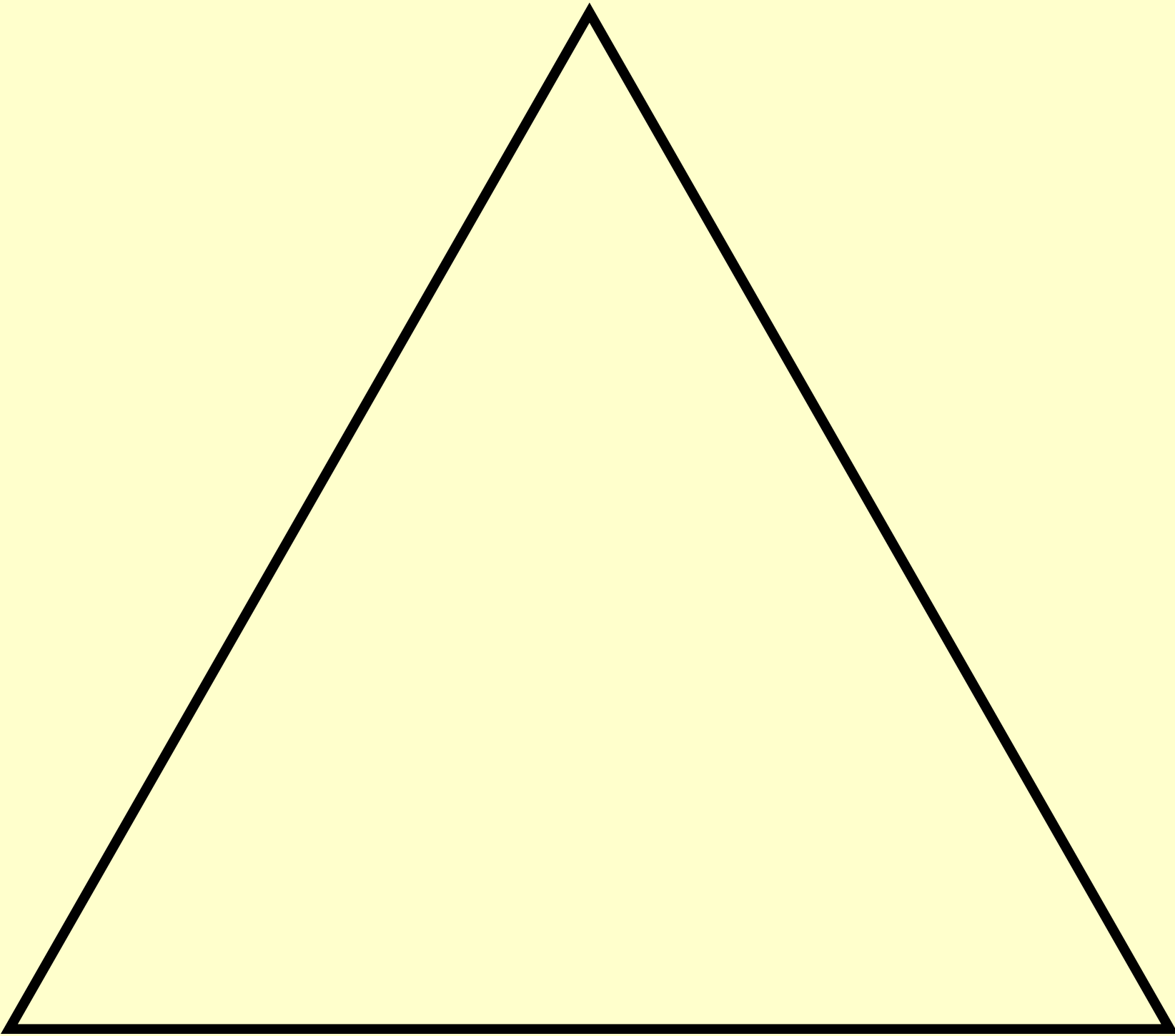
Measurable,
tangible data points
that drive your
organization



Push of the Present



Pull of the future

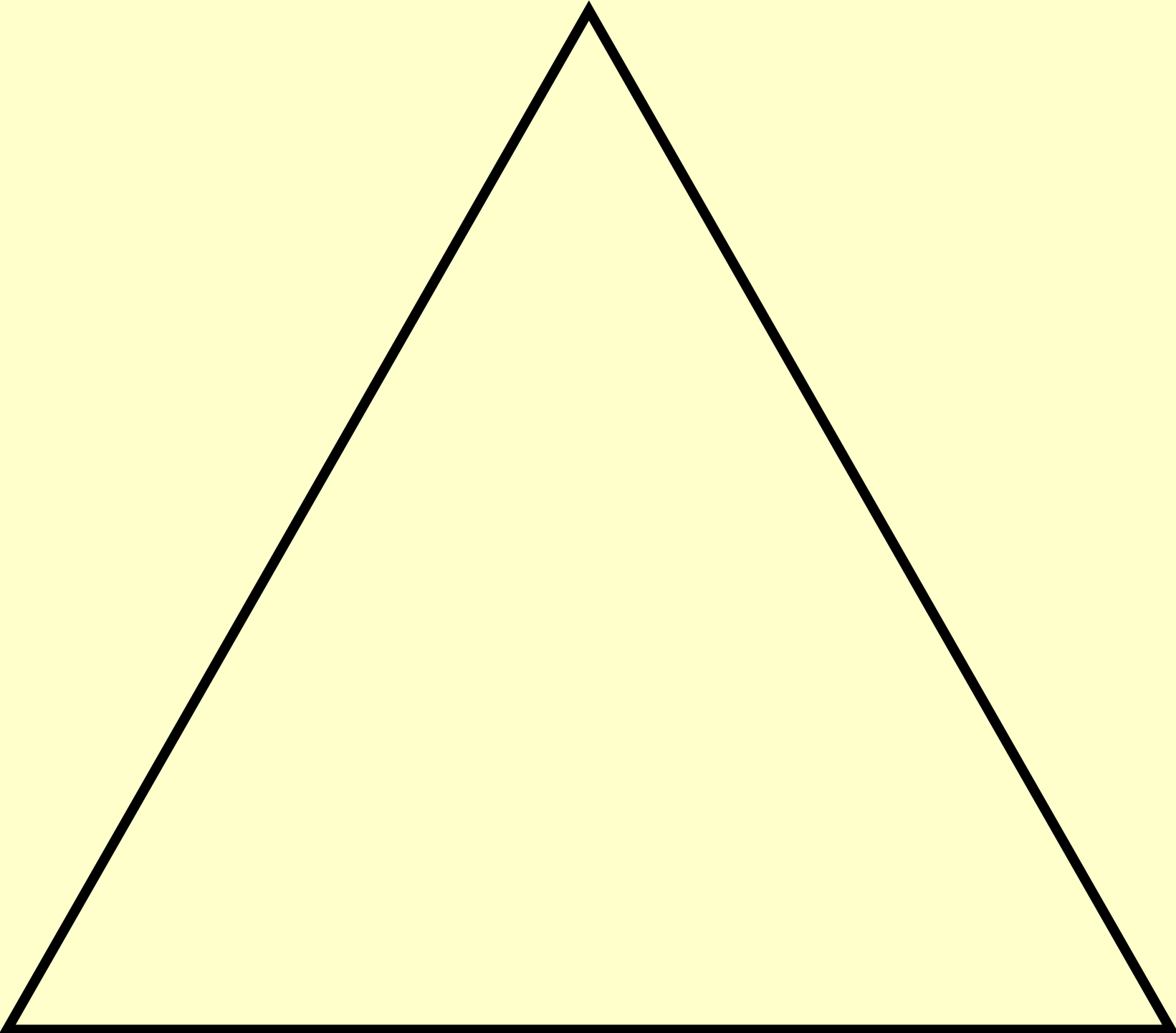


Push of the Present

Weight of the Past



Pull of the future



Actions, behaviors, traditions, historical and cultural legacies that hinder progress

Push of the Present

Weight of the Past

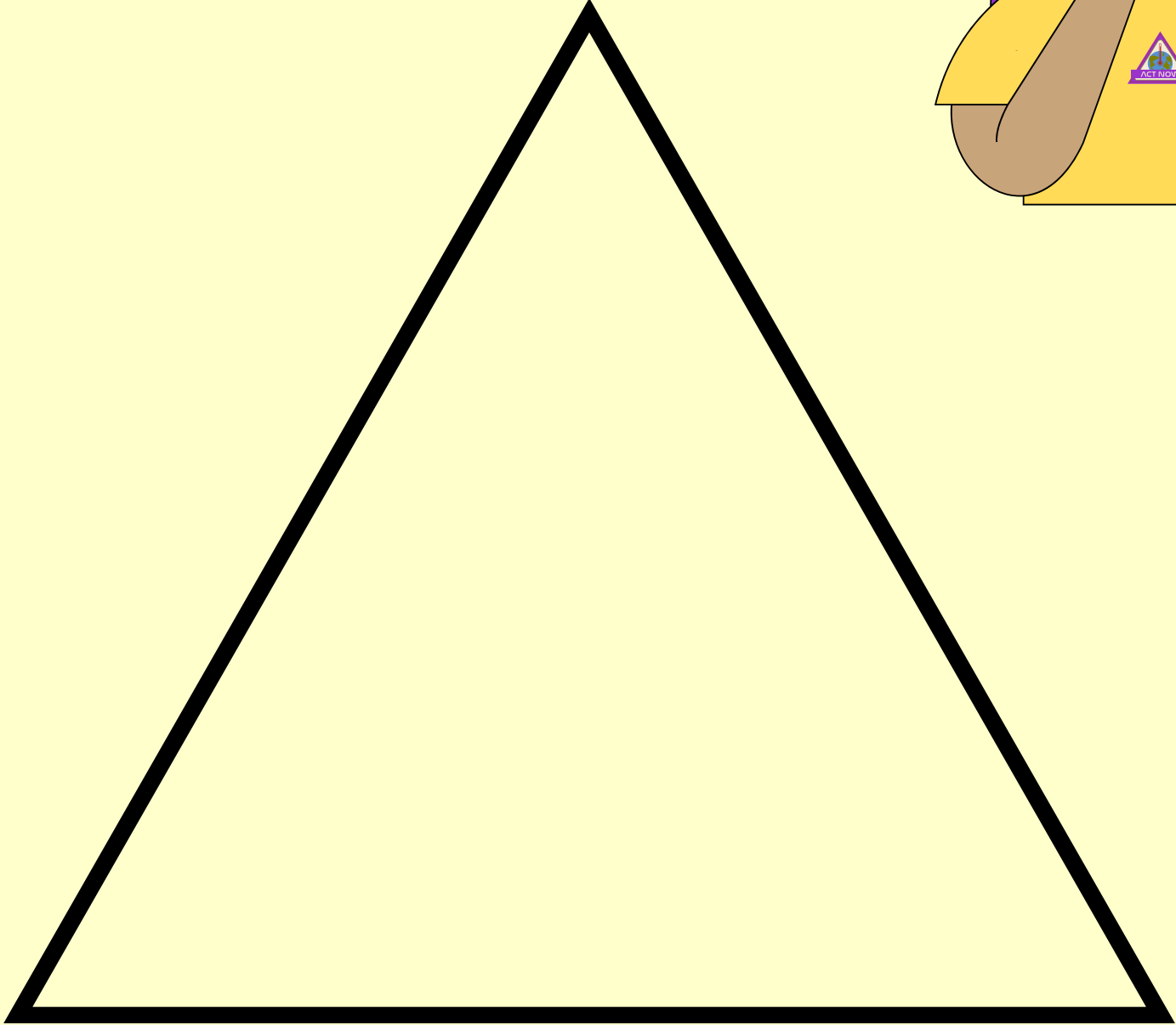


Mapping the Path to Sustainable Collaboration

Pull of the future



Push of the Present



Weight of the Past

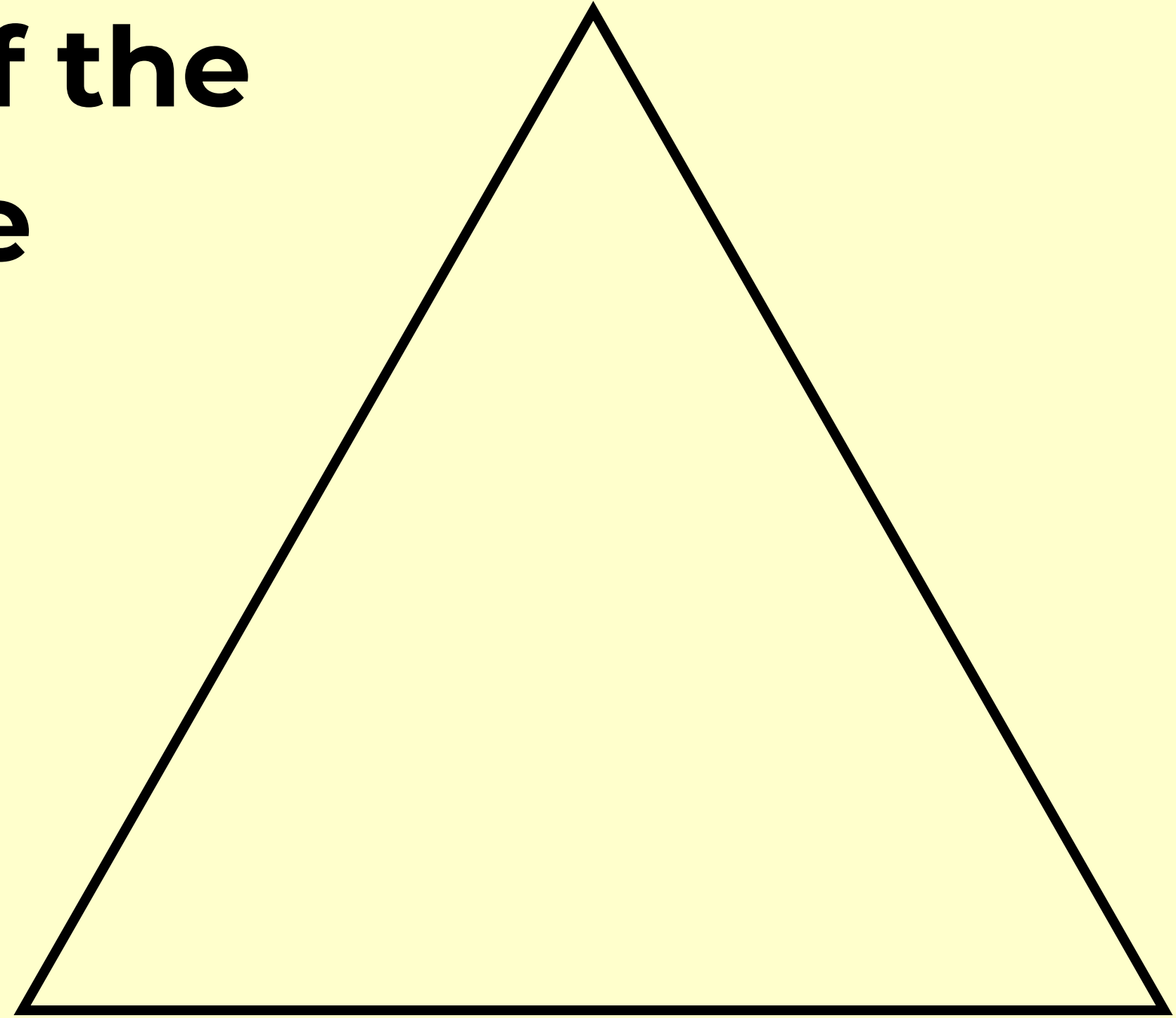


Pathways of the Triangle



Push of the Present

Pull of the future

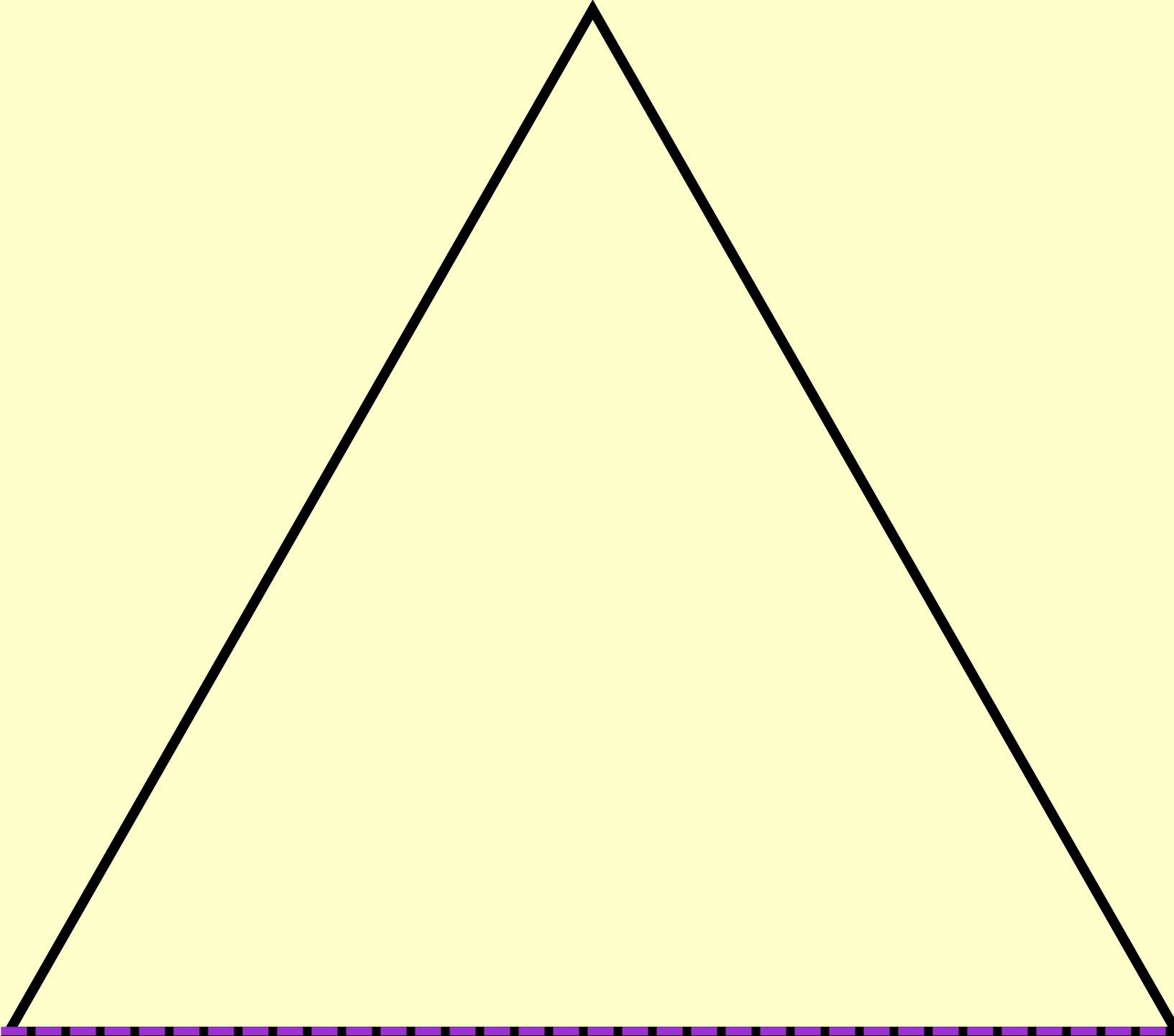


Weight of the Past



Pull of the future

Push of the Present

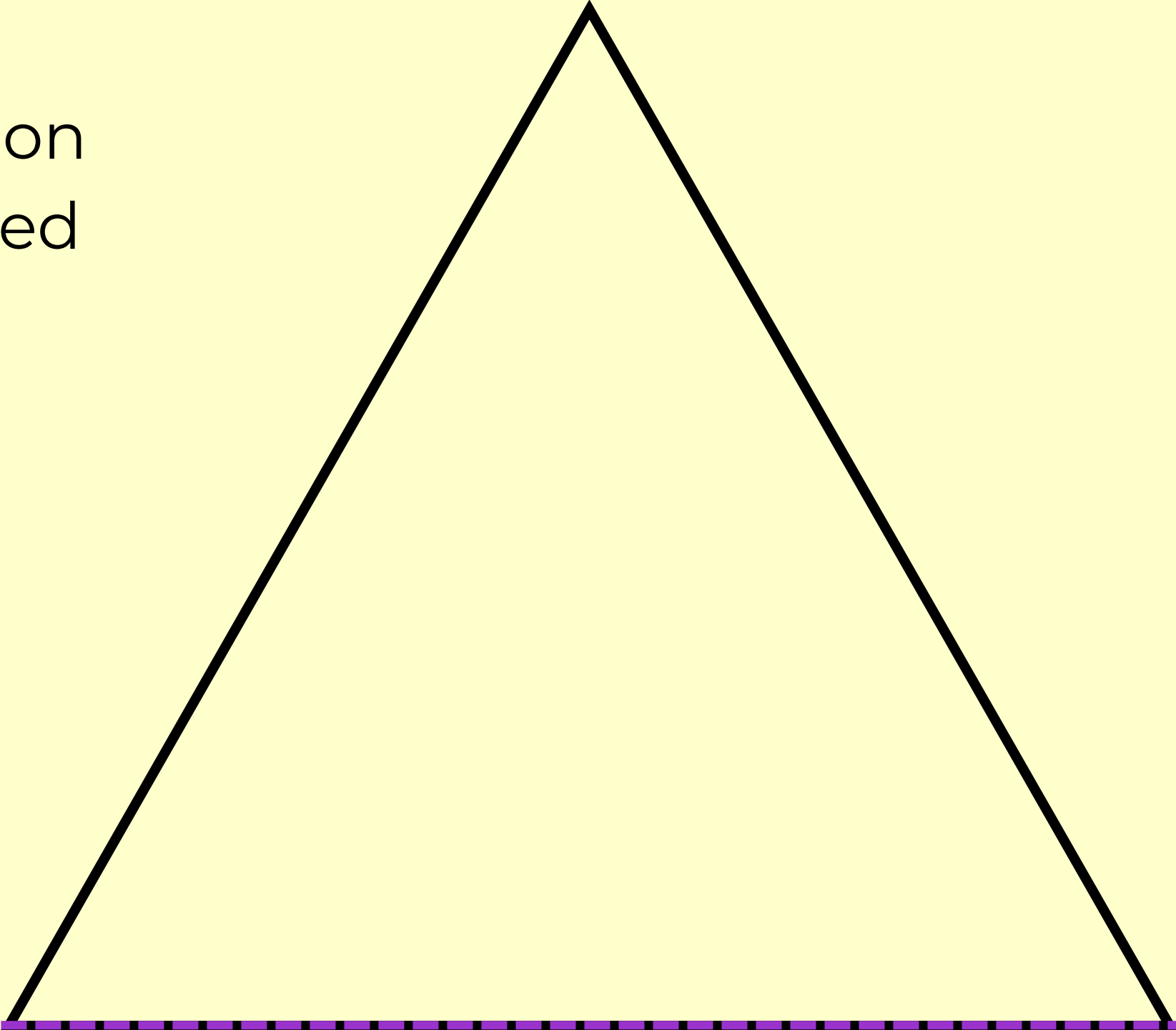


No Change
Weight of the Past

Pull of the future

Indicates stagnation due to unaddressed past weights.

Push of the Present

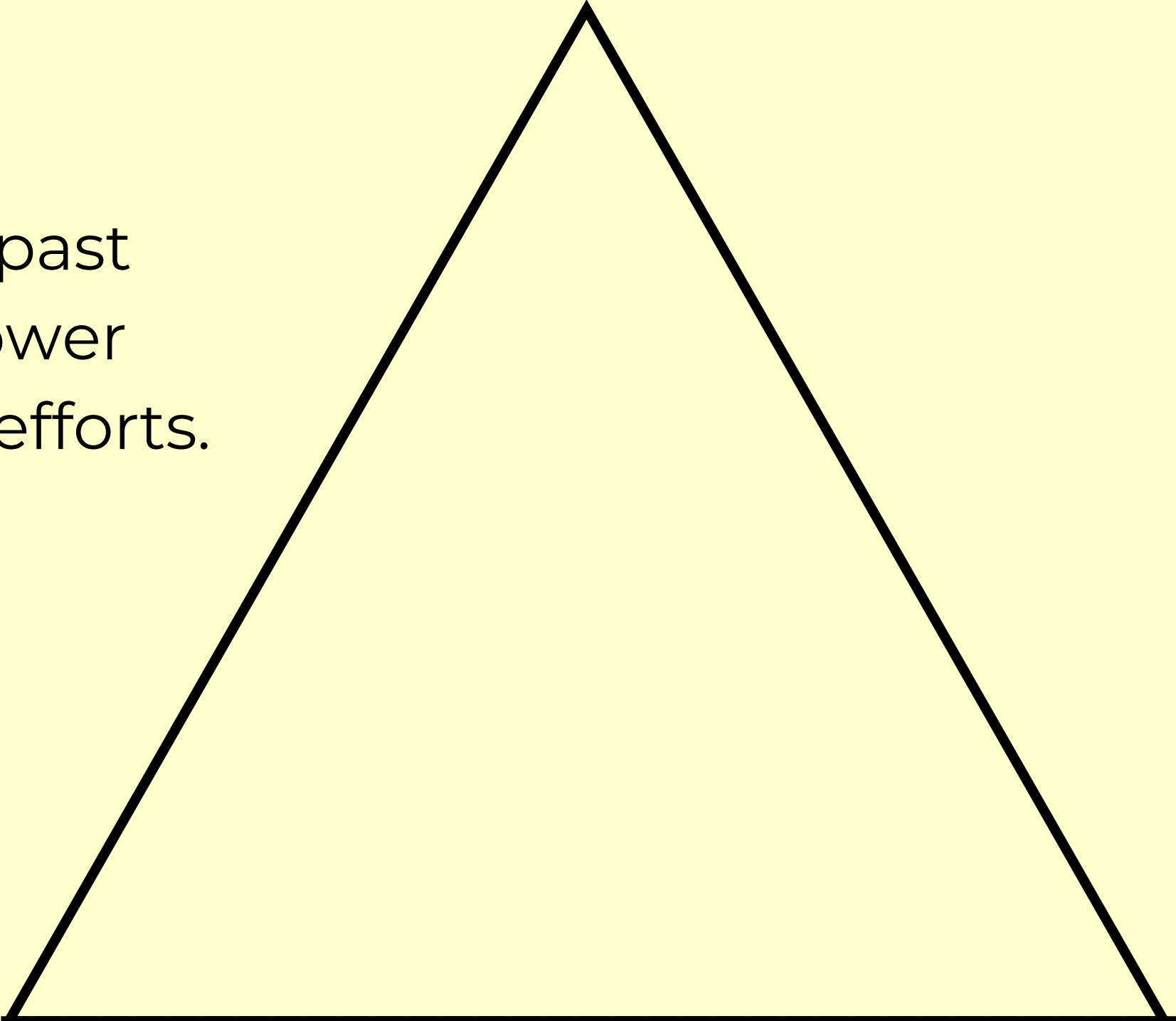


No Change
Weight of the Past

Pull of the future

A regression if past weights overpower forward-thinking efforts.

Push of the Present



No Change

Weight of the Past

Back to the past

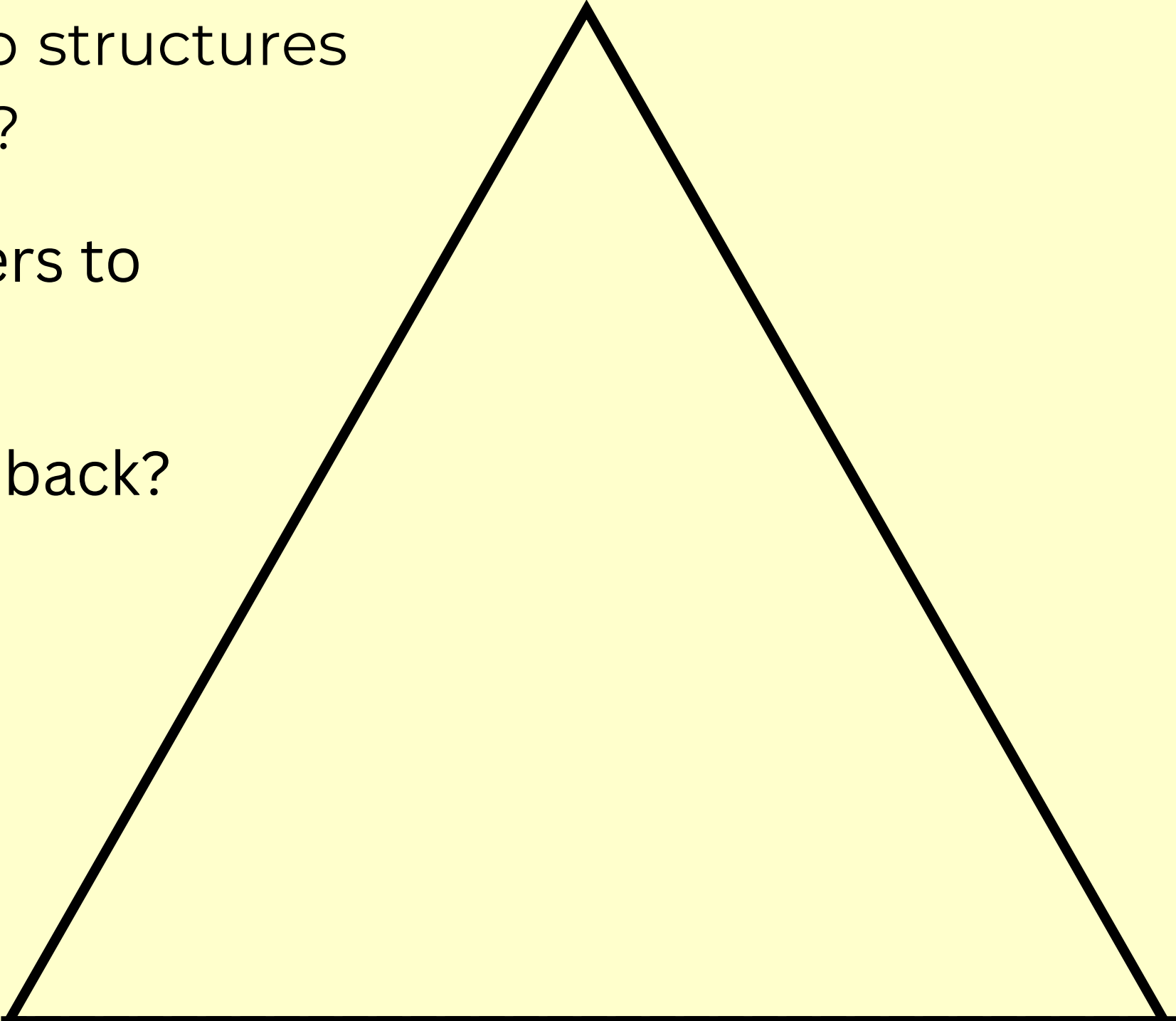
Pull of the future

What are the deep structures that resist change?

What are the barriers to change?

What is holding us back?

Push of the Present



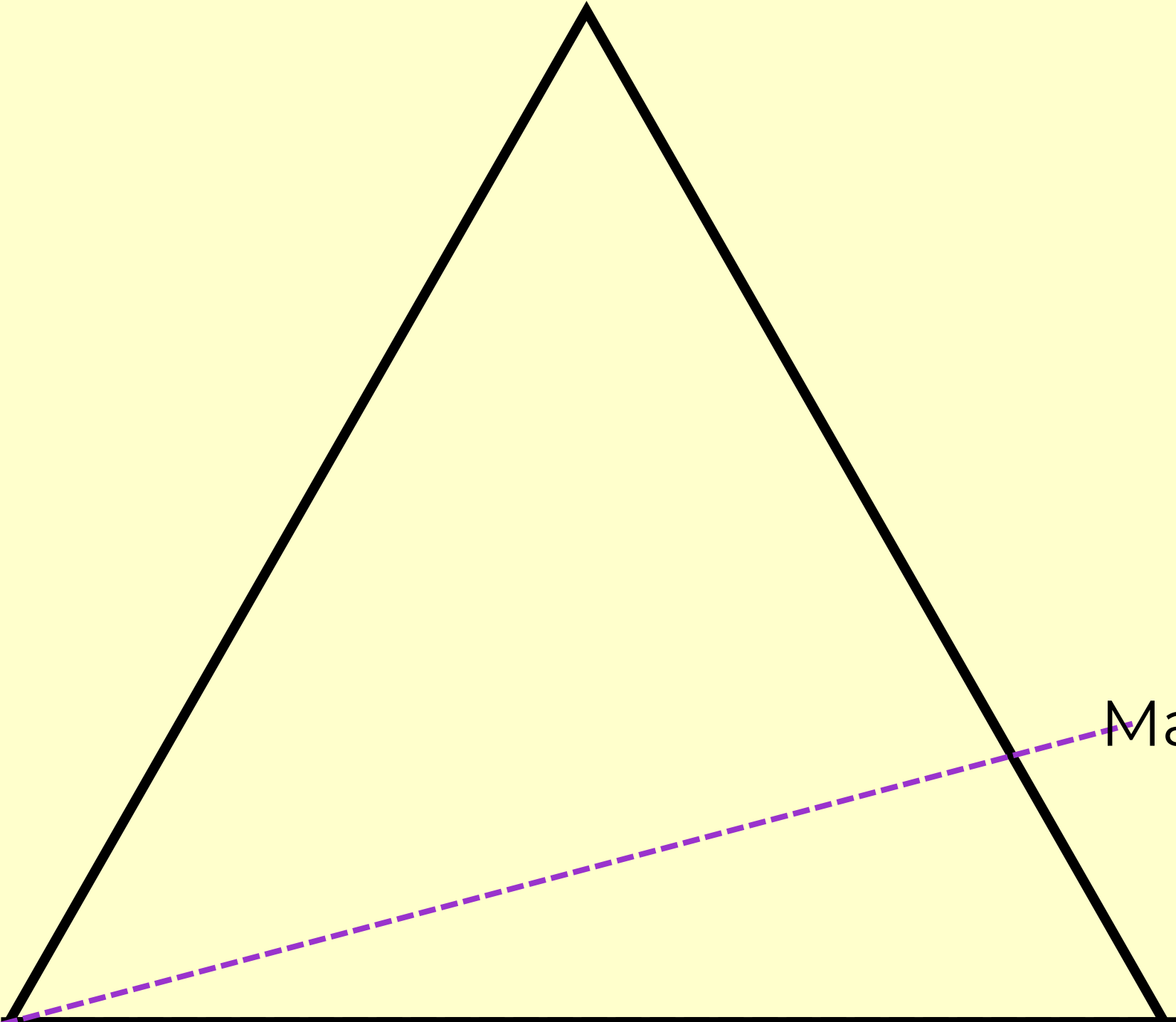
-----No Change

Weight of the Past

Back to the past

Pull of the future

Push of the Present



Marginal change path

No Change

Weight of the Past

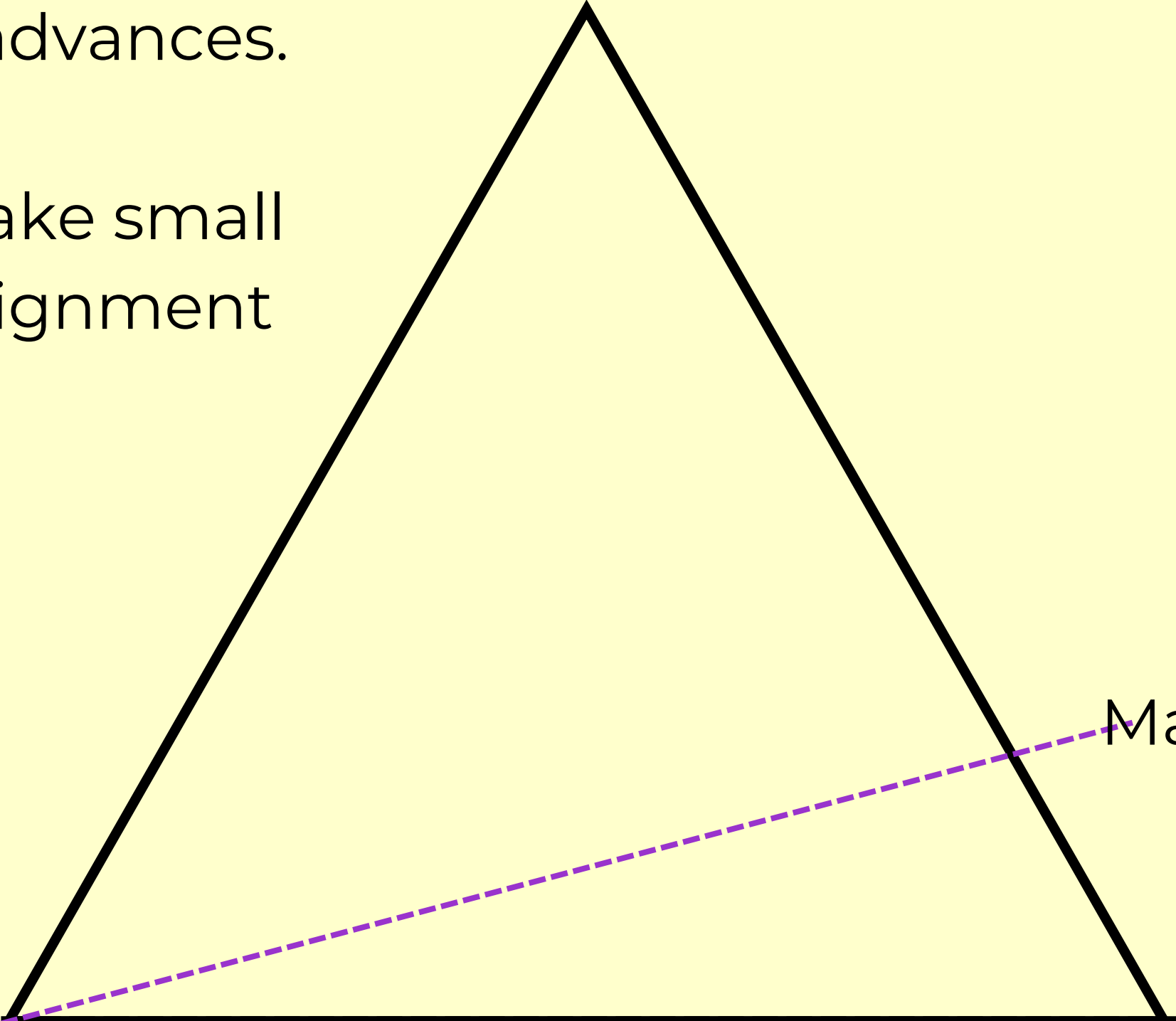
Back to the past

Pull of the future

Small, incremental advances.

We are willing to make small changes towards alignment

Push of the Present



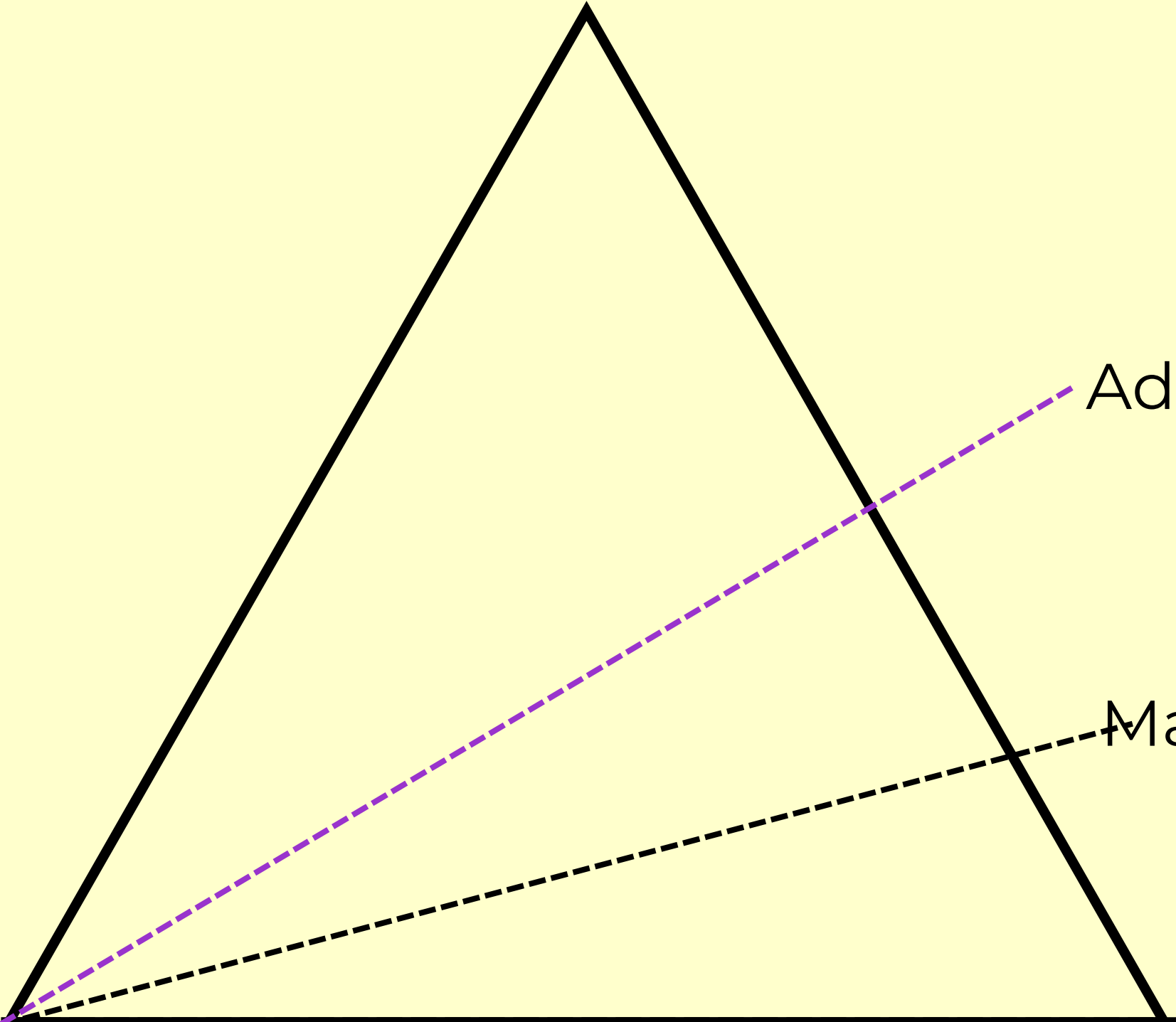
Marginal change path

No Change

Weight of the Past

Back to the past

Pull of the future



Adaptive Change

Marginal change path

No Change

Weight of the Past

Back to the past

Push of the Present

Pull of the future

Moderate adjustments
responding to new
challenges

Adaptive Change

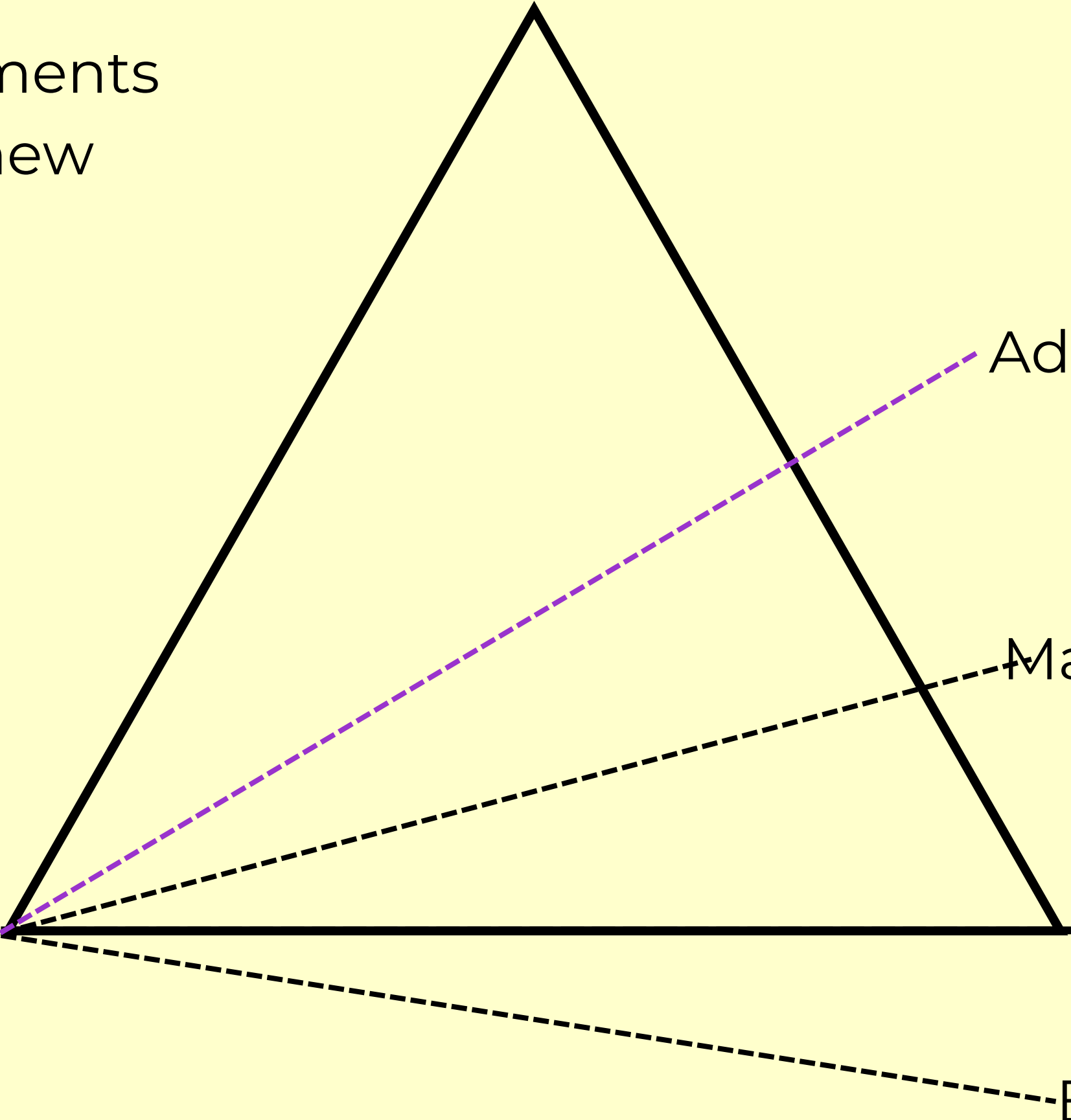
Marginal change path

**Push of the
Present**

No Change

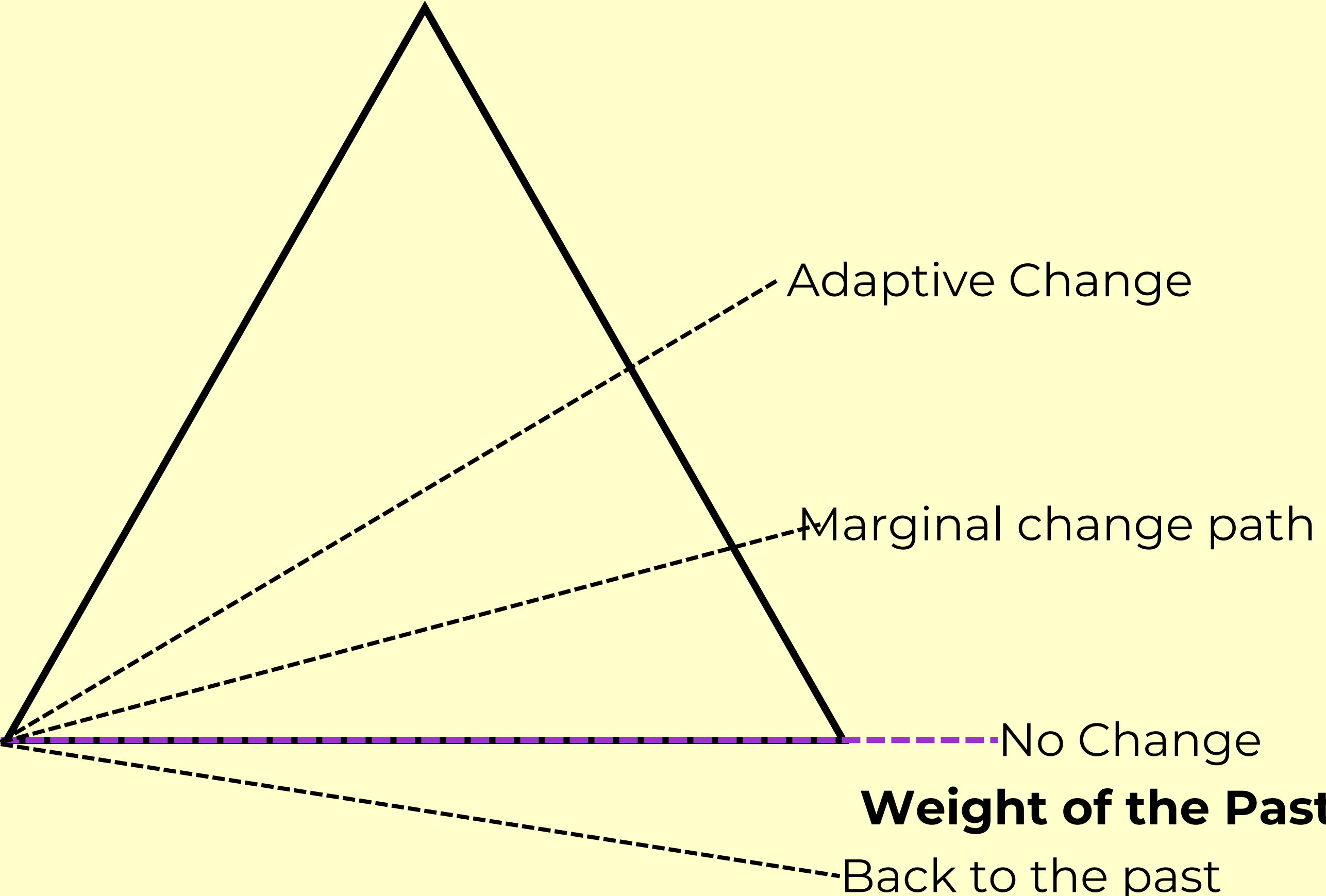
Weight of the Past

Back to the past



Pull of the future

What trends are pushing us towards particular futures?



Push of the Present

Weight of the Past

Back to the past

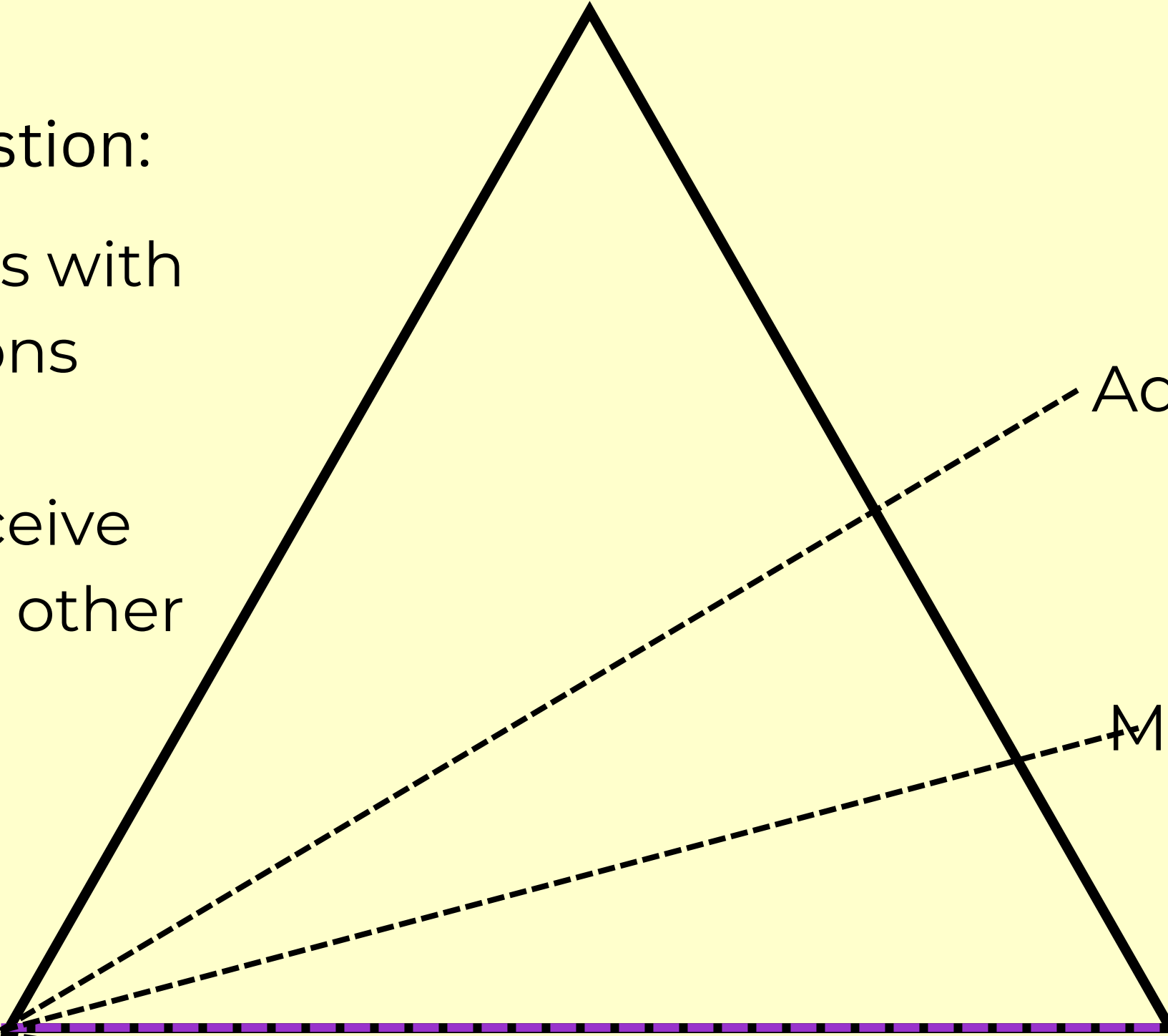
Pull of the future

Collaboration Suggestion:

Creating agreements with other organizations

Contribute and receive resources from each other

Push of the Present



Adaptive Change

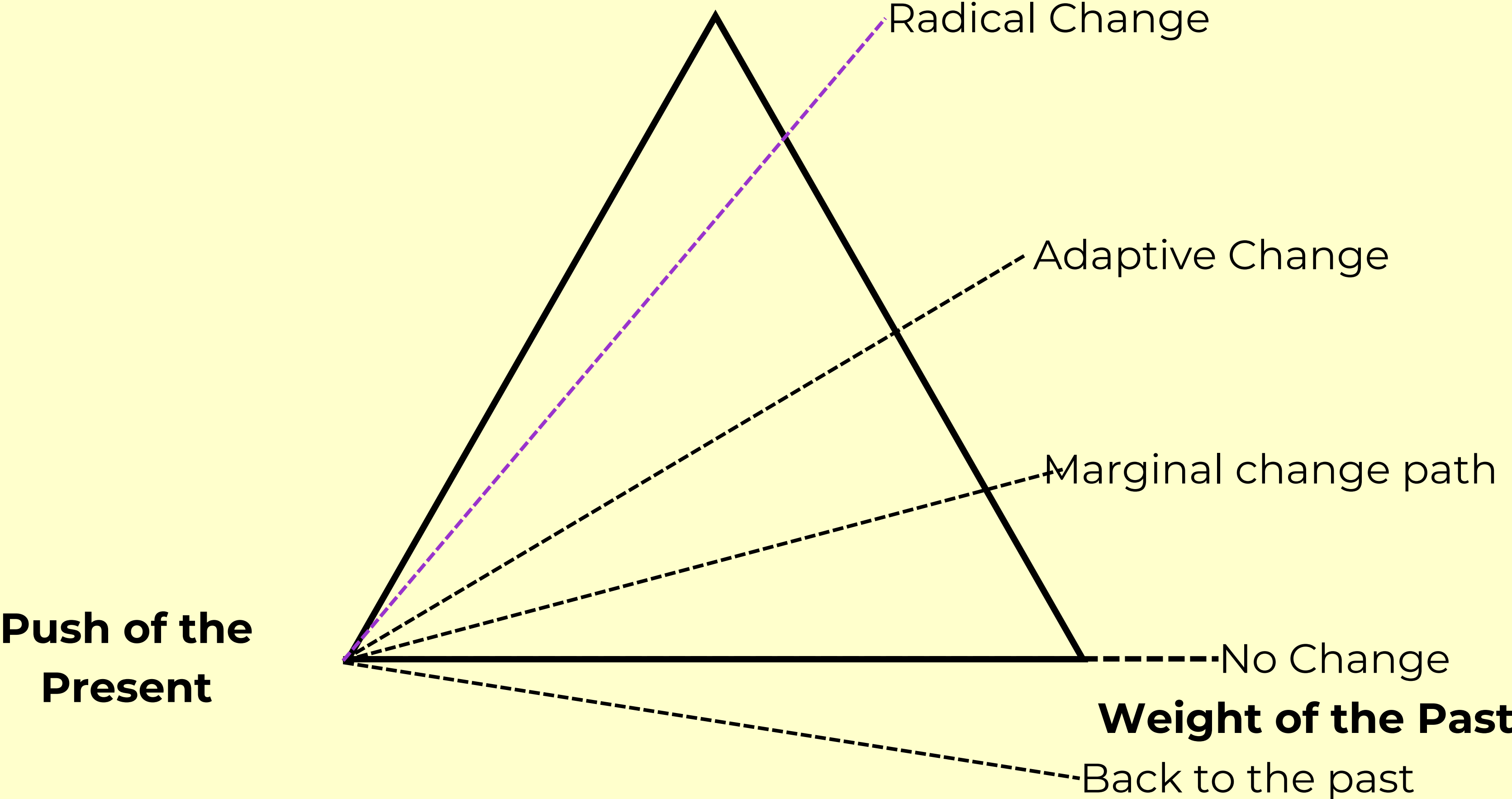
Marginal change path

No Change

Weight of the Past

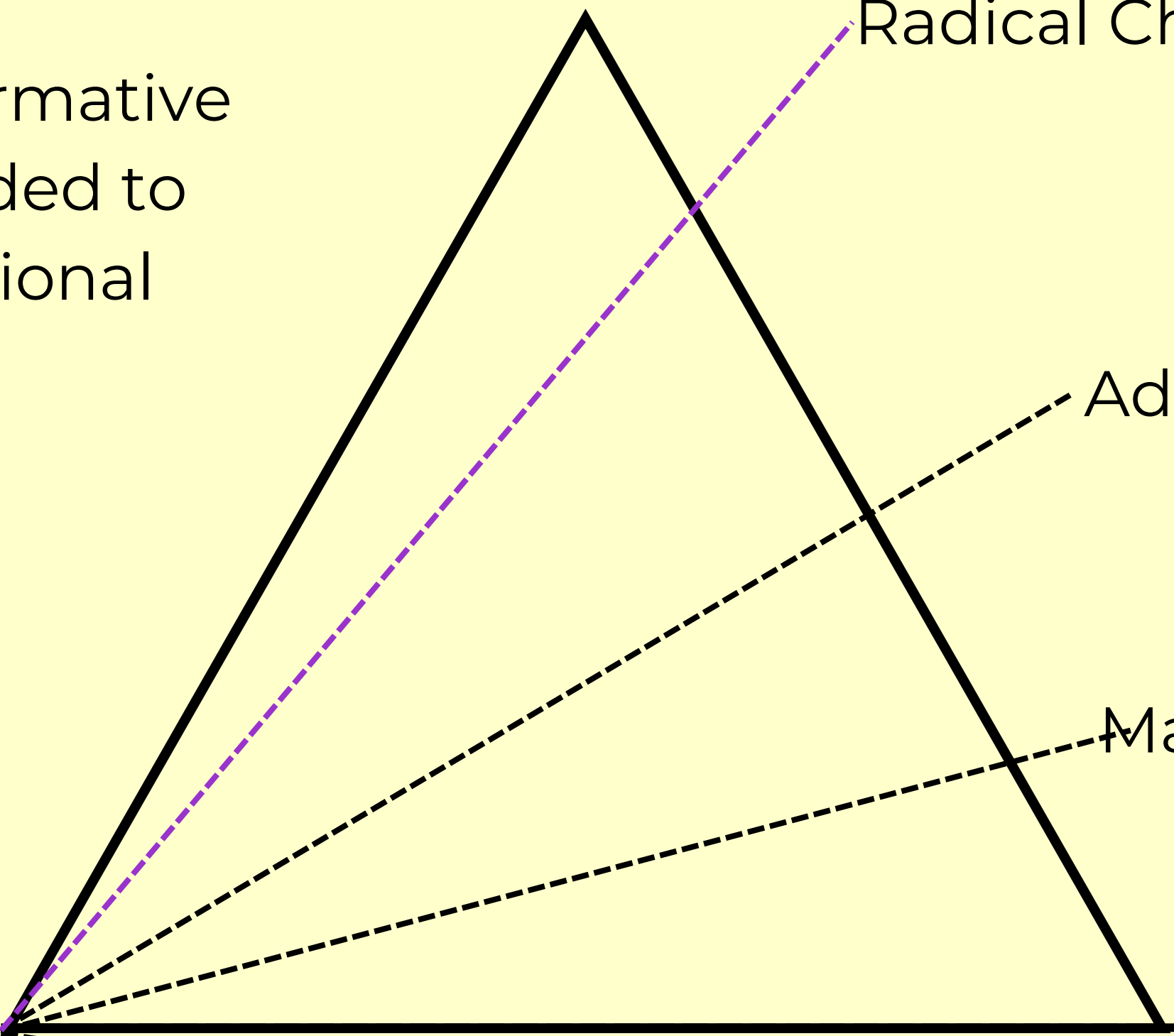
Back to the past

Pull of the future



Pull of the future

Significant, transformative actions likely needed to address your regional challenges



Radical Change

Adaptive Change

Marginal change path

No Change

Weight of the Past

Back to the past

Push of the Present

Pull of the future

Common Agenda

Radical Change

Adaptive Change

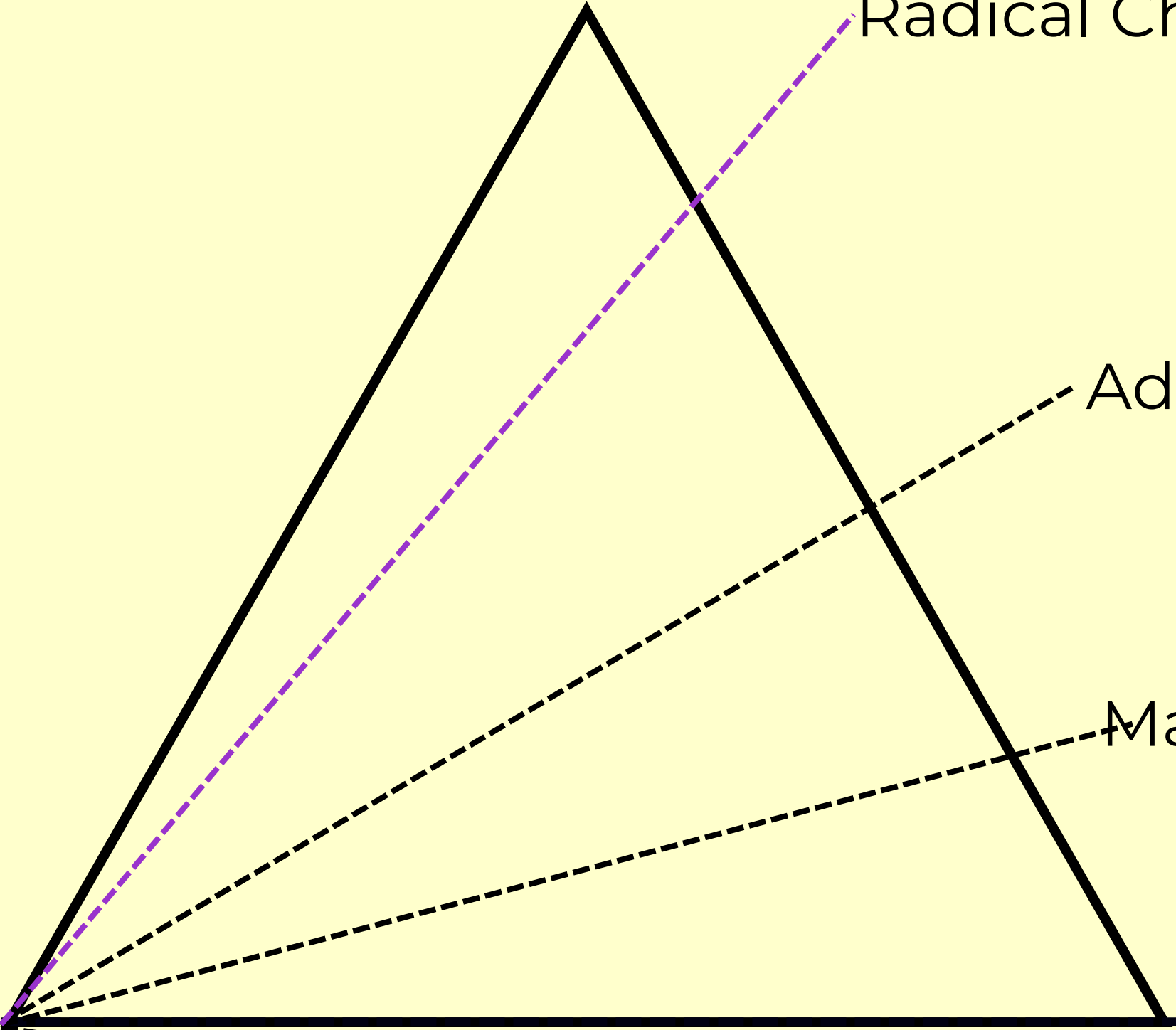
Marginal change path

No Change

Weight of the Past

Back to the past

Push of the Present



Pull of the future

Common Agenda
Shared measurements

Radical Change

Adaptive Change

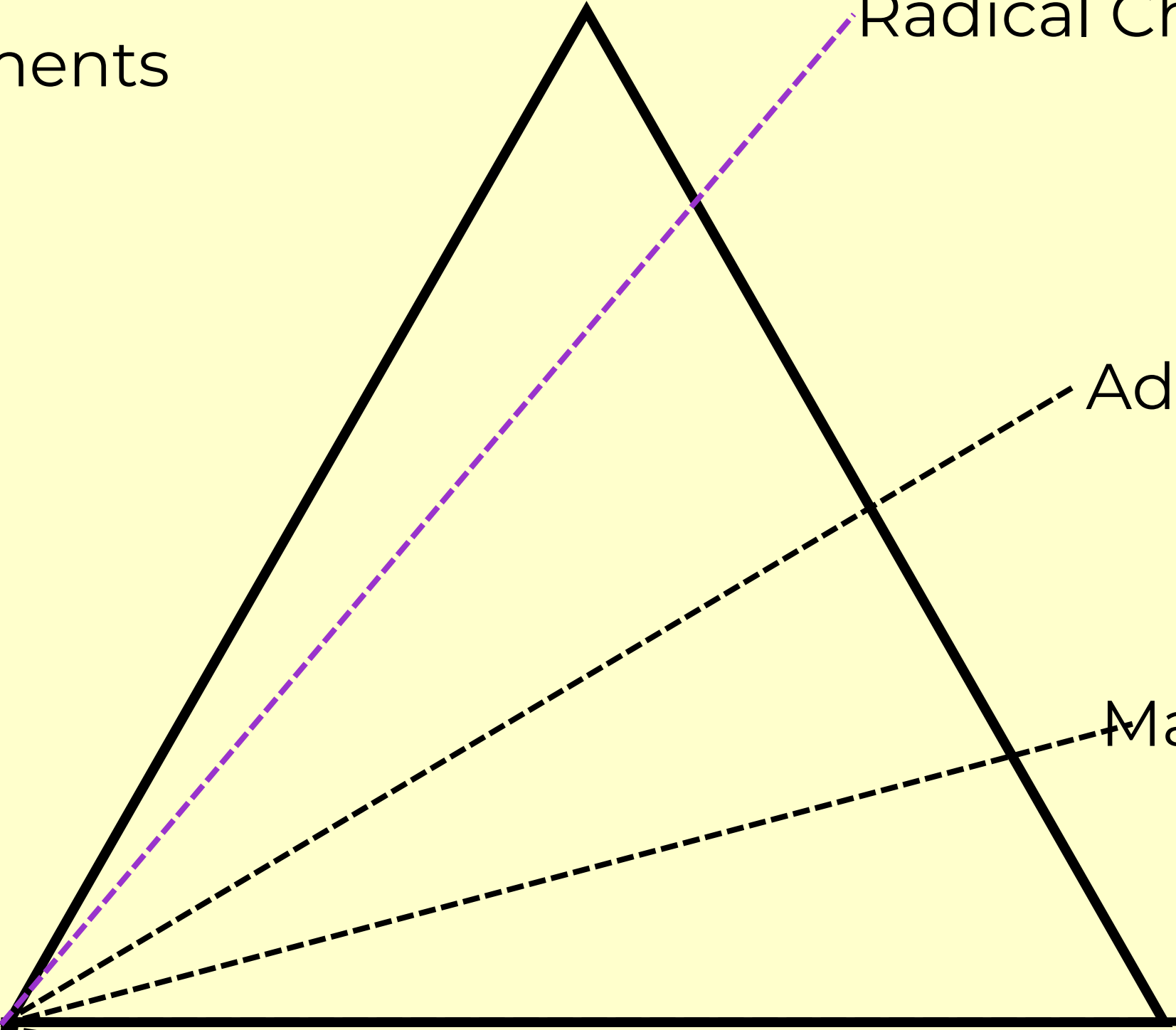
Push of the Present

Marginal change path

No Change

Weight of the Past

Back to the past



Pull of the future

Common Agenda
Shared measurements
mutually reinforcing activities

Radical Change

Adaptive Change

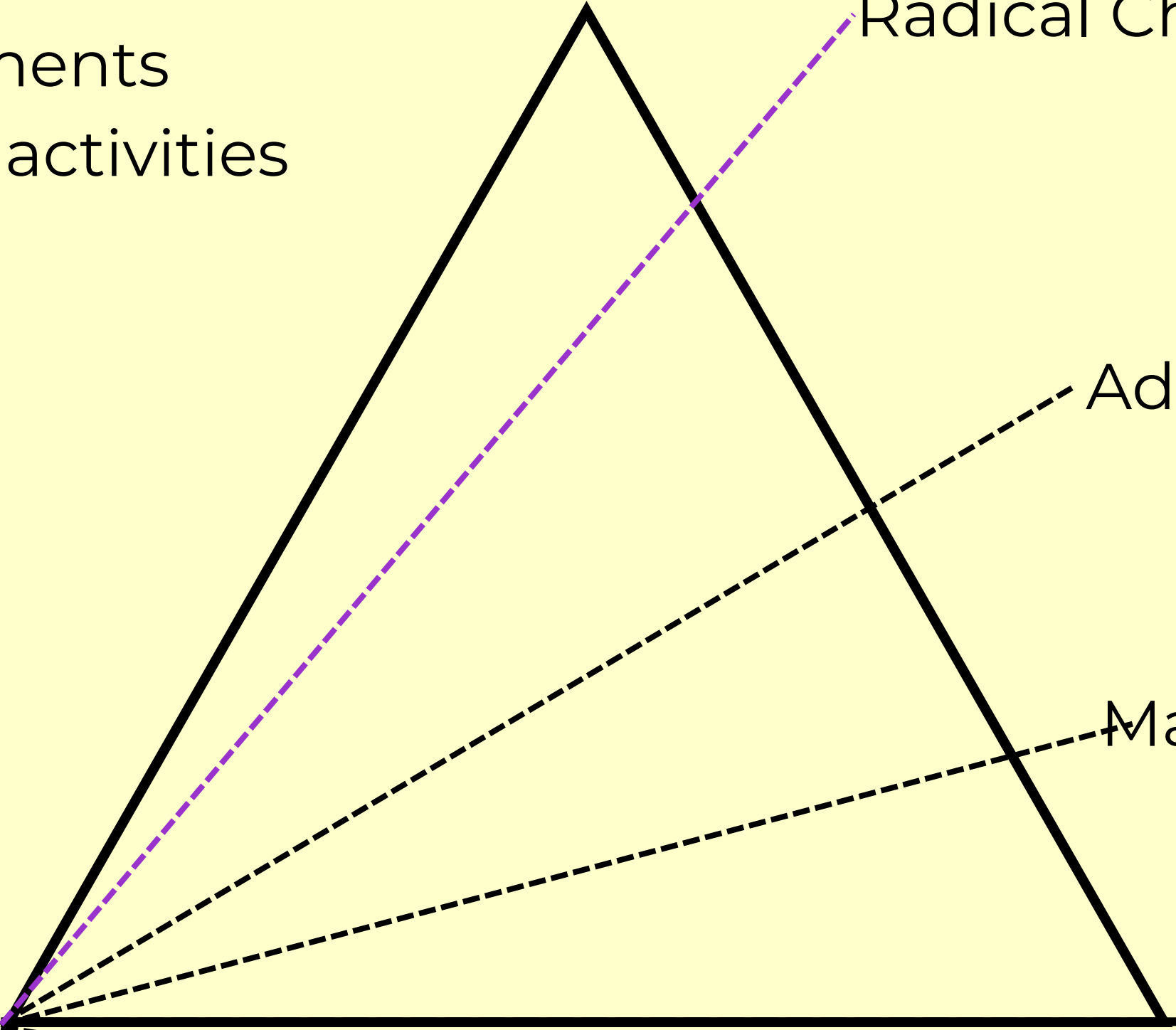
Marginal change path

No Change

Back to the past

Push of the Present

Weight of the Past



Pull of the future

Common Agenda
Shared measurements
mutually reinforcing activities
continuous communication

Radical Change

Adaptive Change

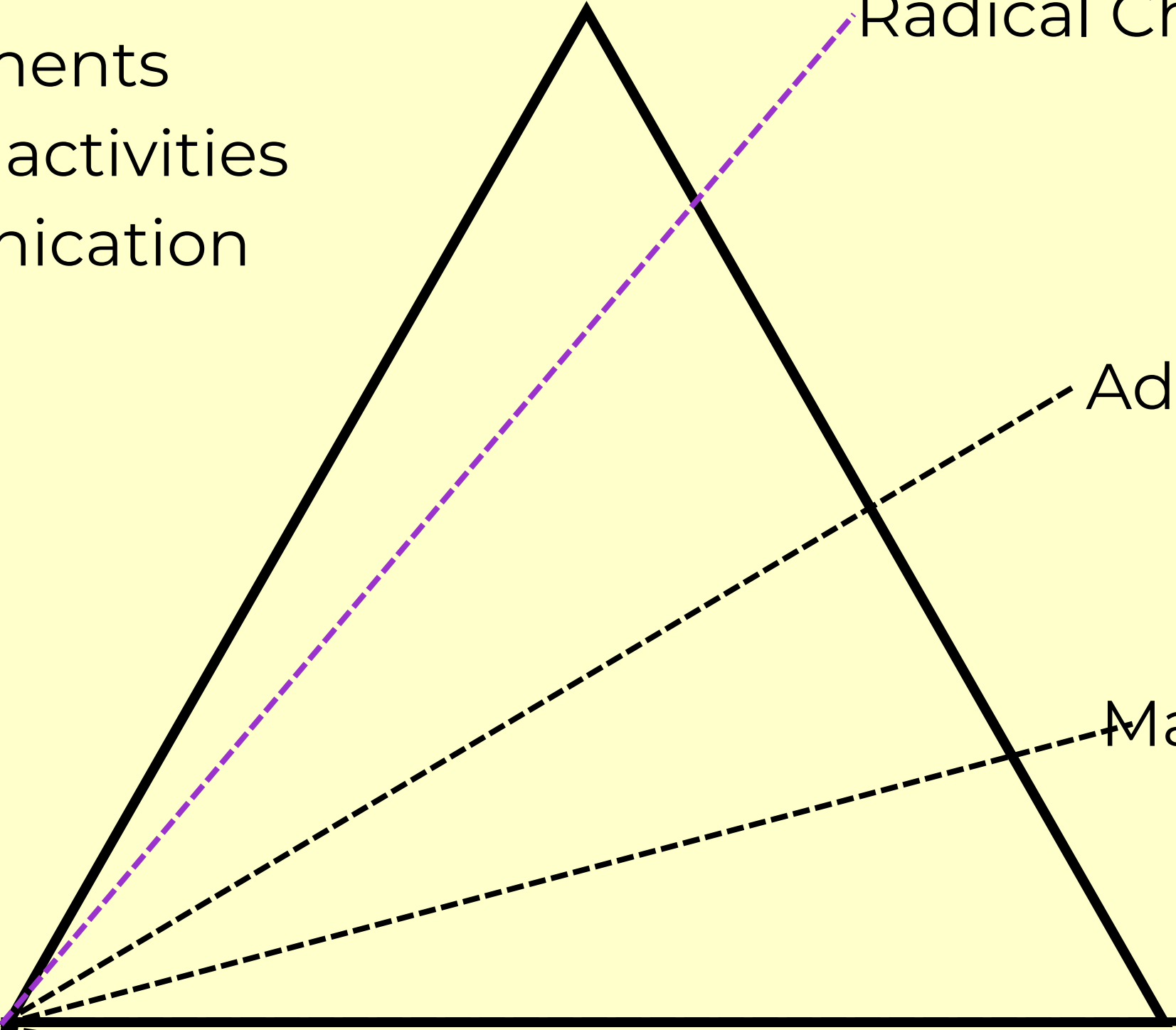
Marginal change path

No Change

Weight of the Past

Back to the past

Push of the Present



Pull of the future

Common Agenda
Shared measurements
mutually reinforcing activities
continuous communication
backbone support

Radical Change

Adaptive Change

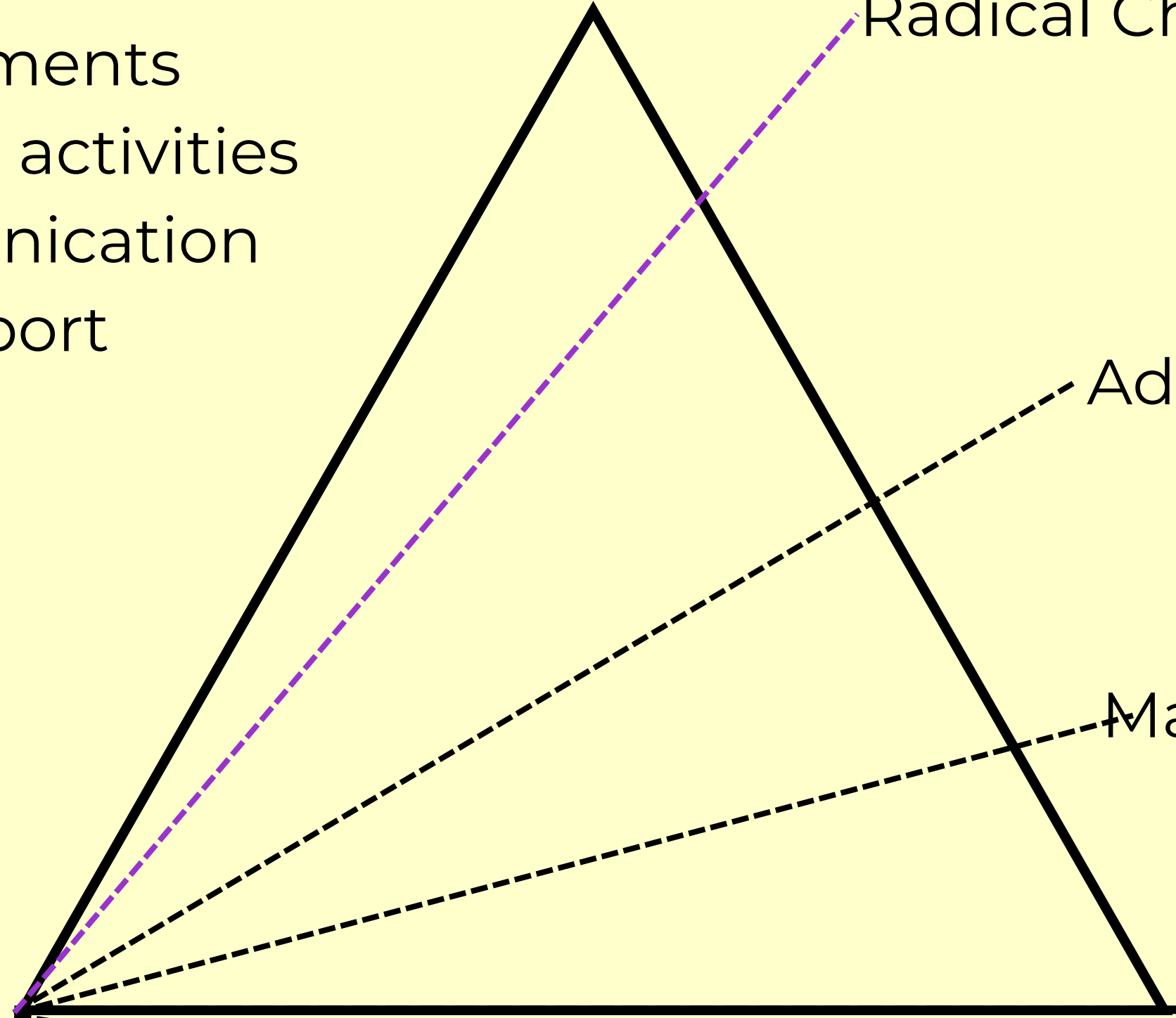
Marginal change path

No Change

Weight of the Past

Back to the past

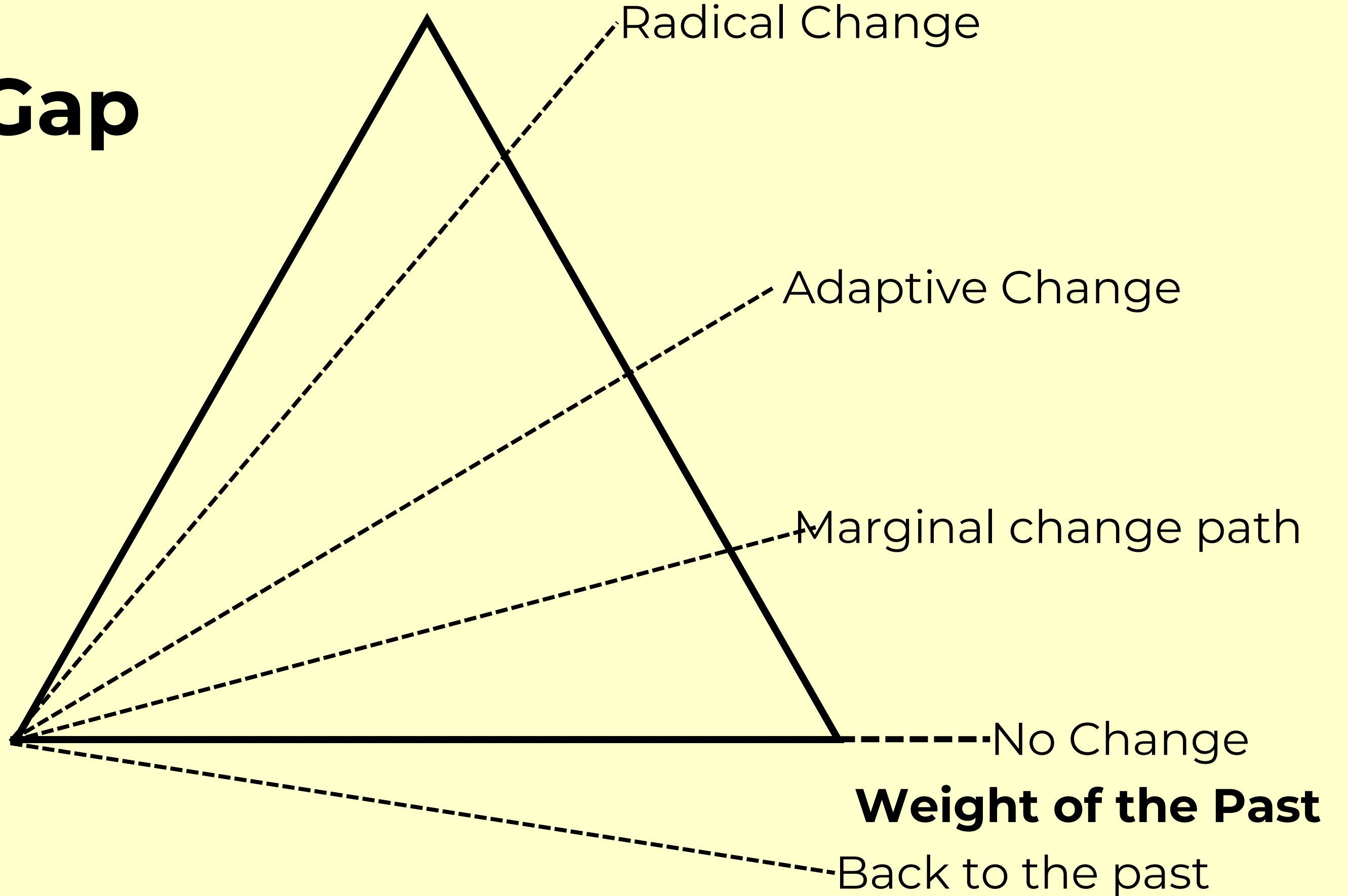
Push of the Present



Map the Gap

Pull of the future

Push of the Present



Radical Change

Adaptive Change

Marginal change path

No Change

Weight of the Past

Back to the past

Pull of the future

Radical Change

Progressive behavior

Adaptive Change

Pragmatic behavior

Marginal change path

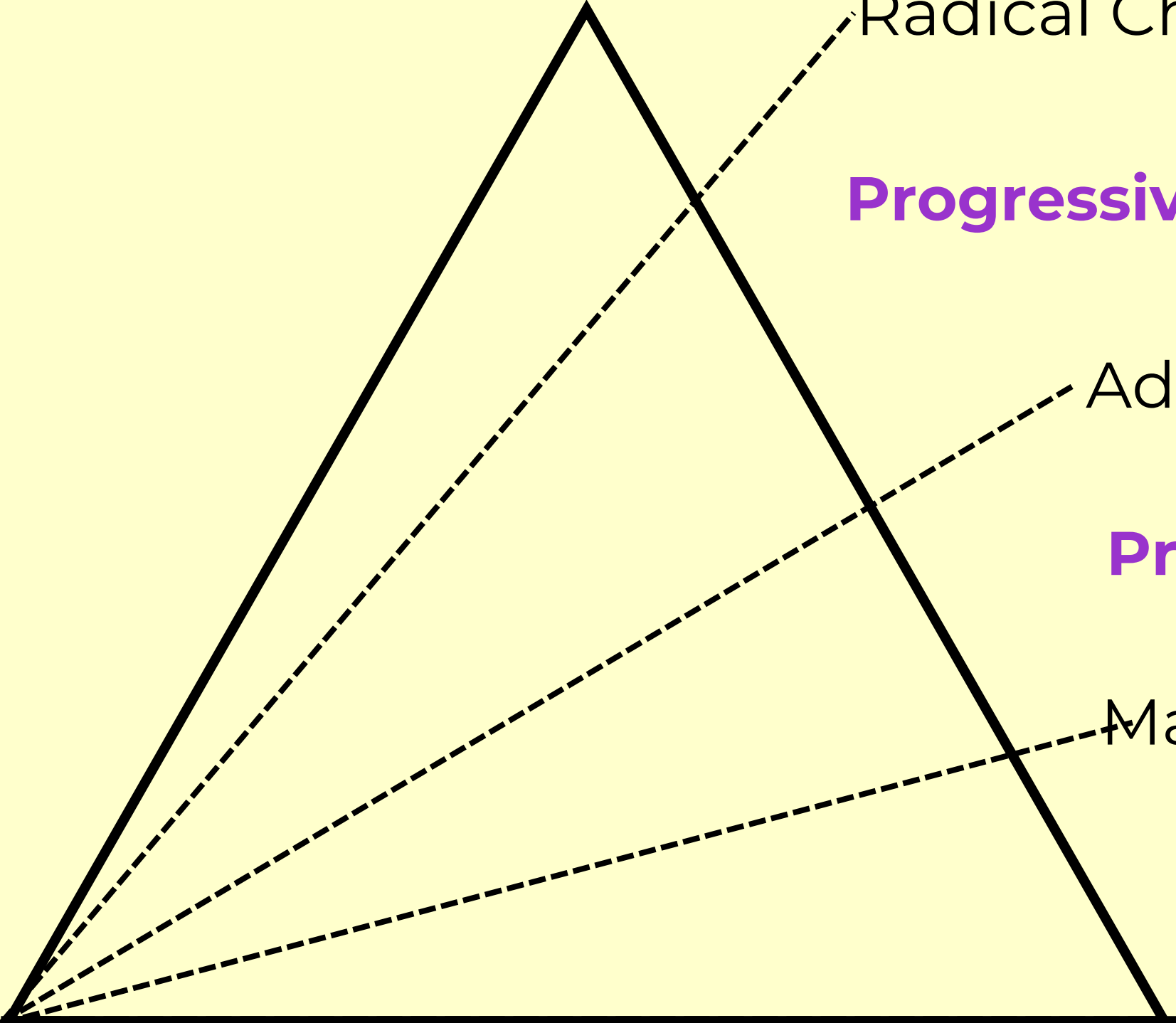
No Change

Reactionary behavior

Weight of the Past

Back to the past

Push of the Present



Pull of the future

Radical Change

Progressive behavior

Adaptive Change

Pragmatic behavior

Marginal change path

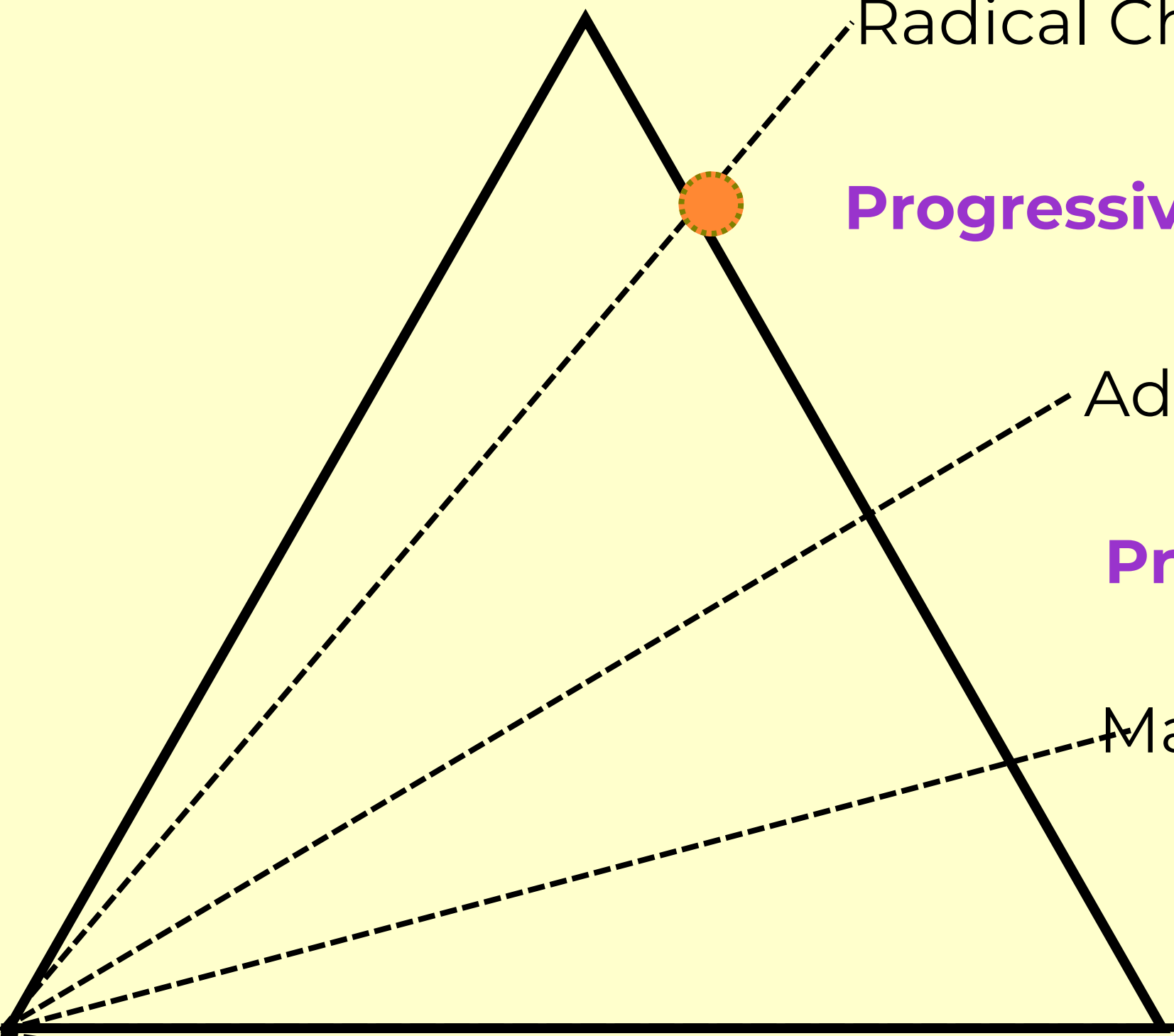
No Change

Reactionary behavior

Weight of the Past

Back to the past

Push of the Present



Pull of the future

Radical Change

Progressive behavior

Adaptive Change

Pragmatic behavior

Marginal change path

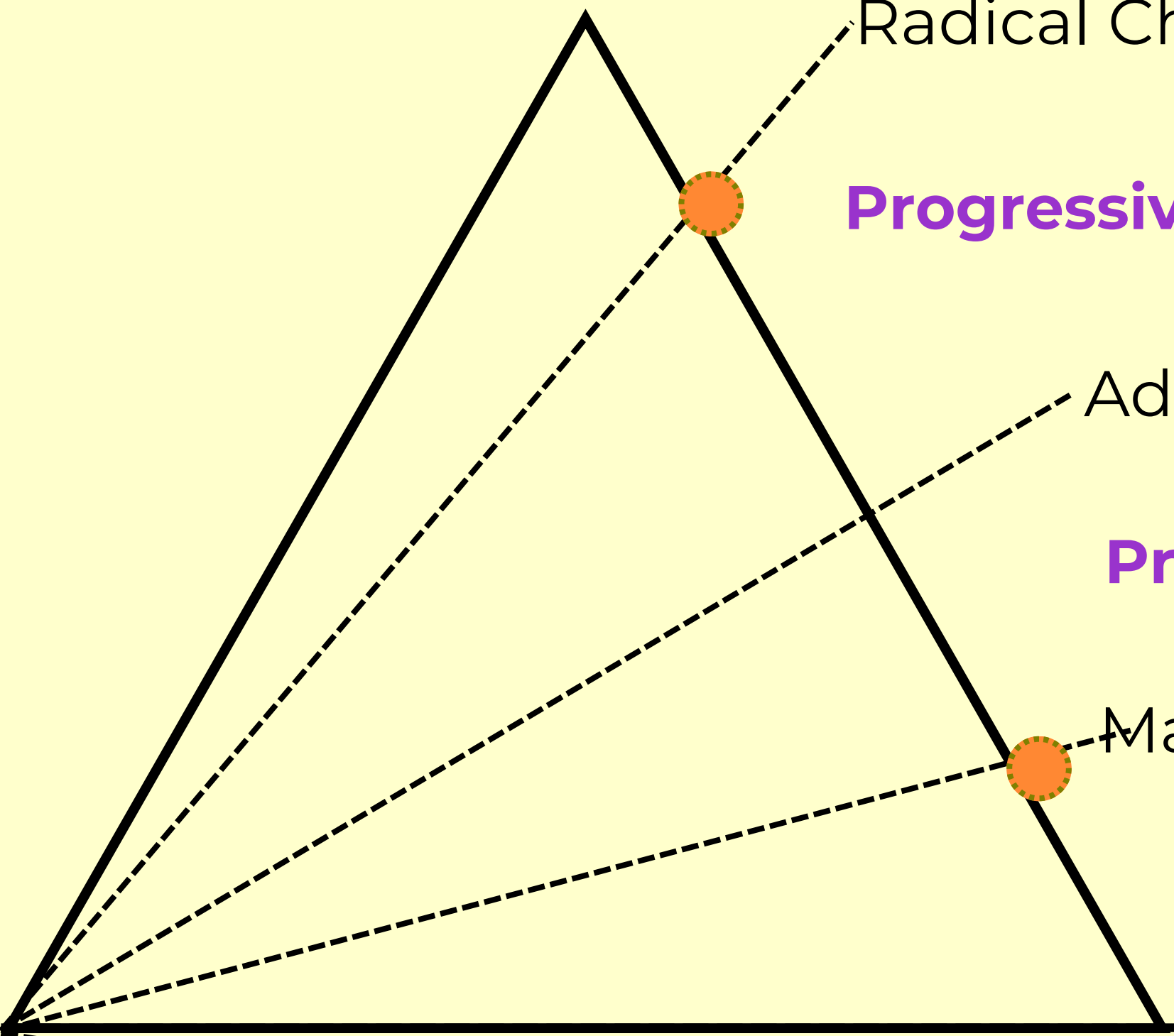
No Change

Reactionary behavior

Weight of the Past

Back to the past

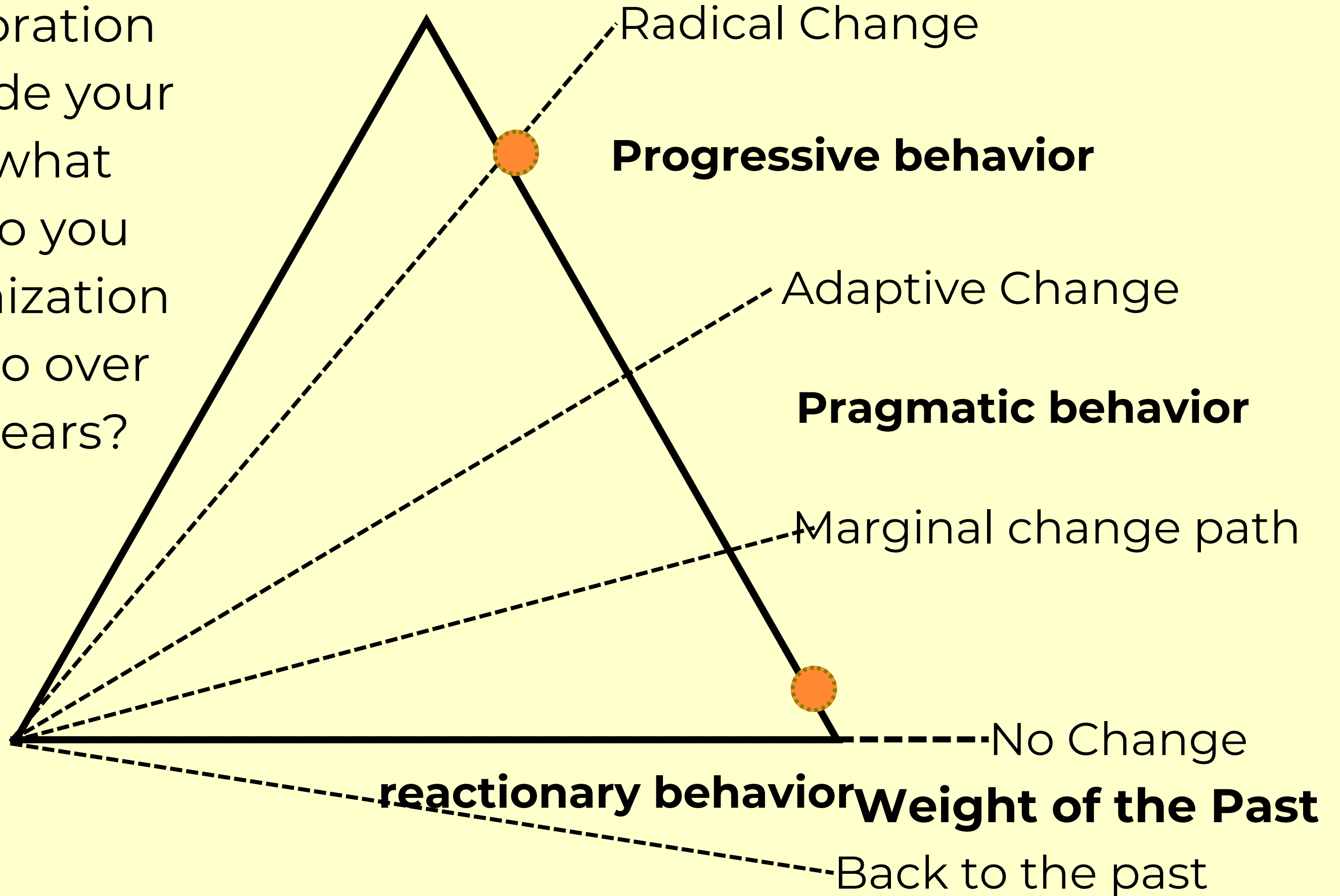
Push of the Present



To reach collaboration within and outside your organization, what change path do you think your organization needs to track to over the next 5-20 years?

Push of the Present

Pull of the future



Radical Change

Progressive behavior

Adaptive Change

Pragmatic behavior

Marginal change path

No Change

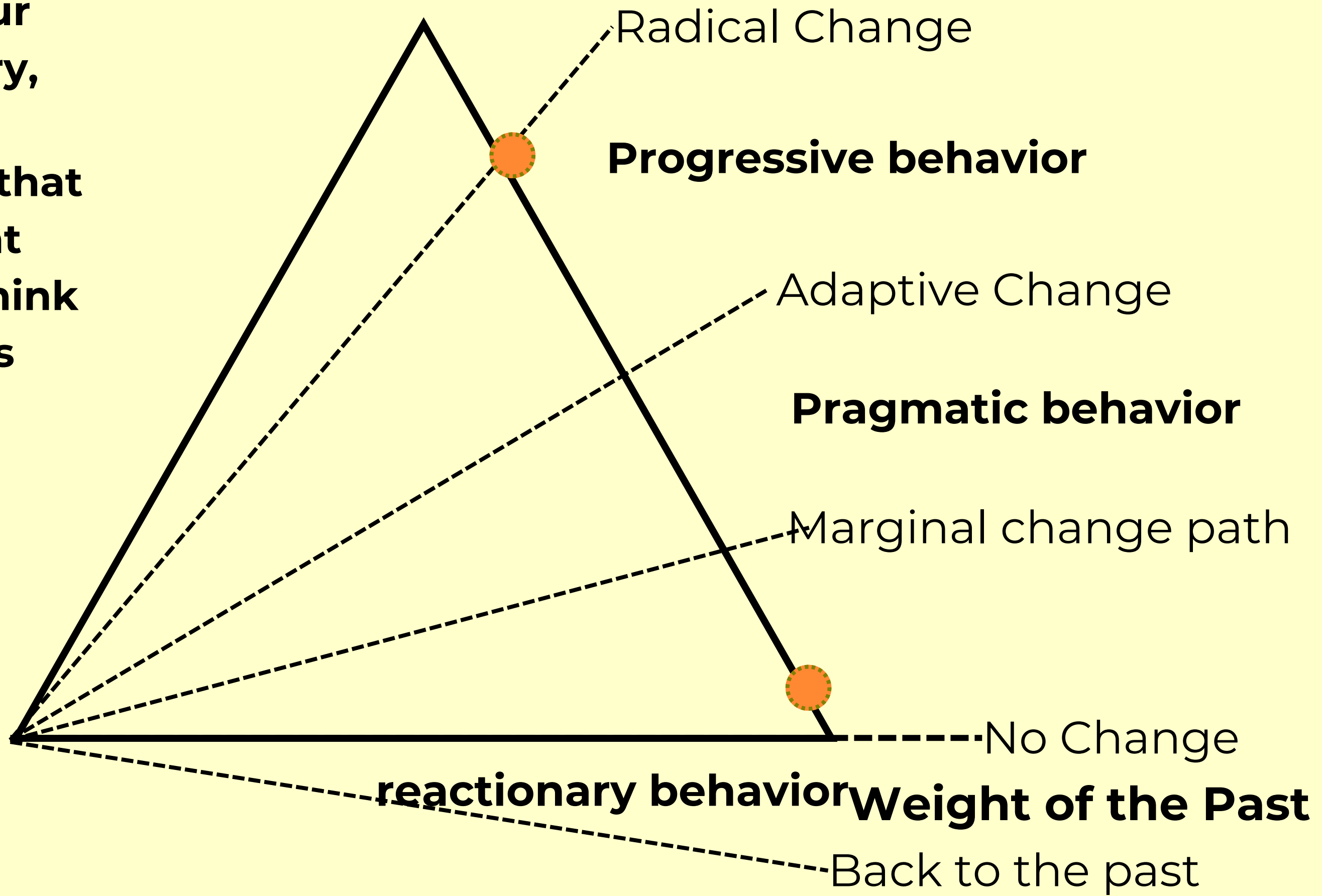
reactionary behavior

Weight of the Past

Back to the past

Now, thinking about the last few years of your organization's history, culture, plans and decisions, and results that have occurred, what change path do you think your organization is actually on?

Pull of the future



Push of the Present

Radical Change

Progressive behavior

Adaptive Change

Pragmatic behavior

Marginal change path

No Change

reactionary behavior

Weight of the Past

Back to the past

Main Themes

Futures Fog

Uncertainty in Relations and Environment
Being Pulled
Towards an
Undesired
Future



Feeling unseen,
taken for granted,
unappreciated
Add a subheading

Main Themes

Collaborative Culture

Appreciation

Trust

Sharing

Belonging

Connection

Learning

Vulnerability

Empathy



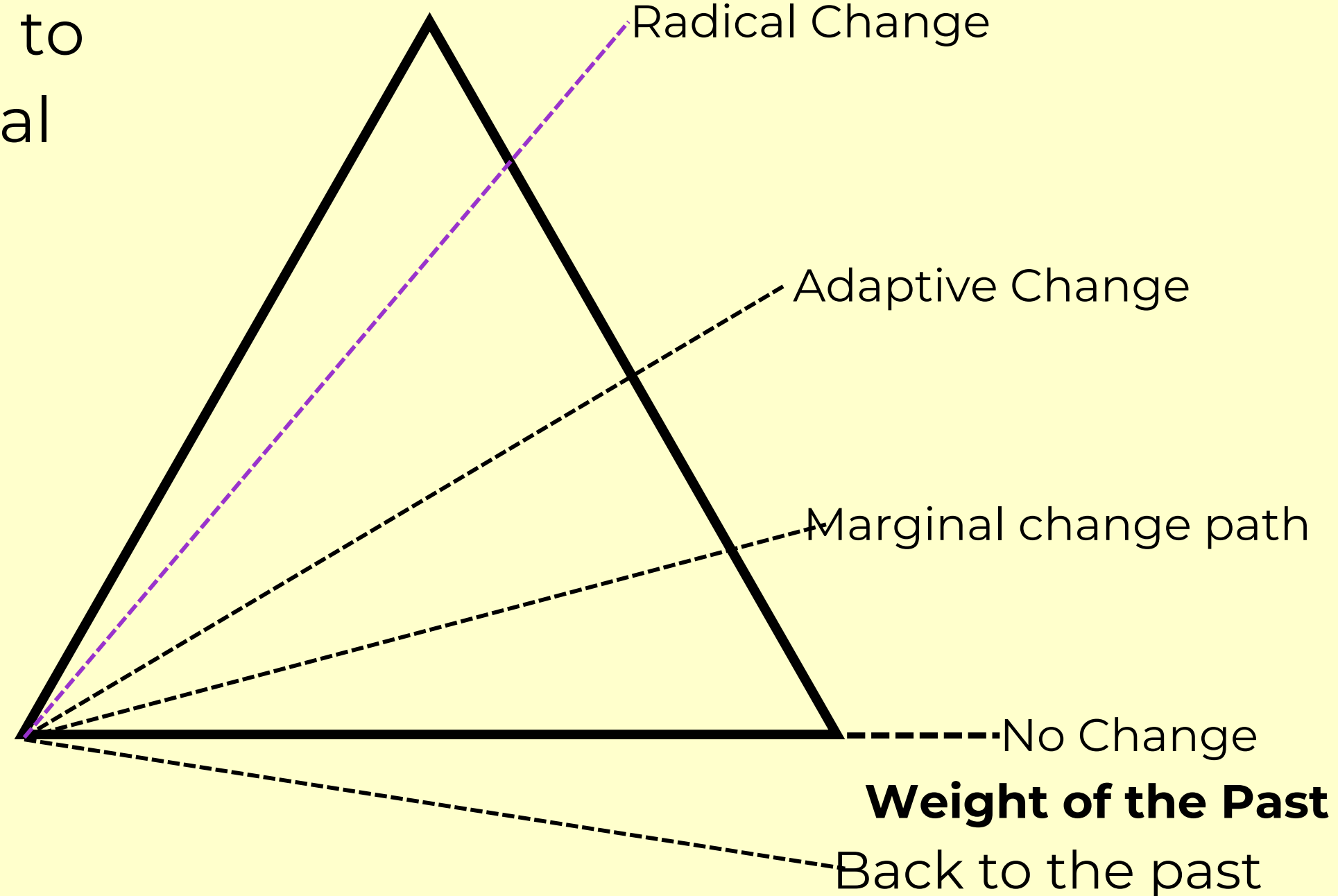
Main Themes

Futures Triangle

Significant, transformative actions likely needed to address your regional challenges

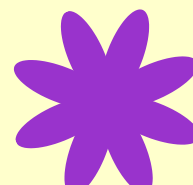
Pull of the future

Push of the Present






* Tori Manley Speaking



Let's address community apathy towards nature by building consciousness, engagement, and action for a nature-centric society.



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