

**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 text 'Future Fog' is positioned at the top of the spiral, partially overlapping it.

# 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**

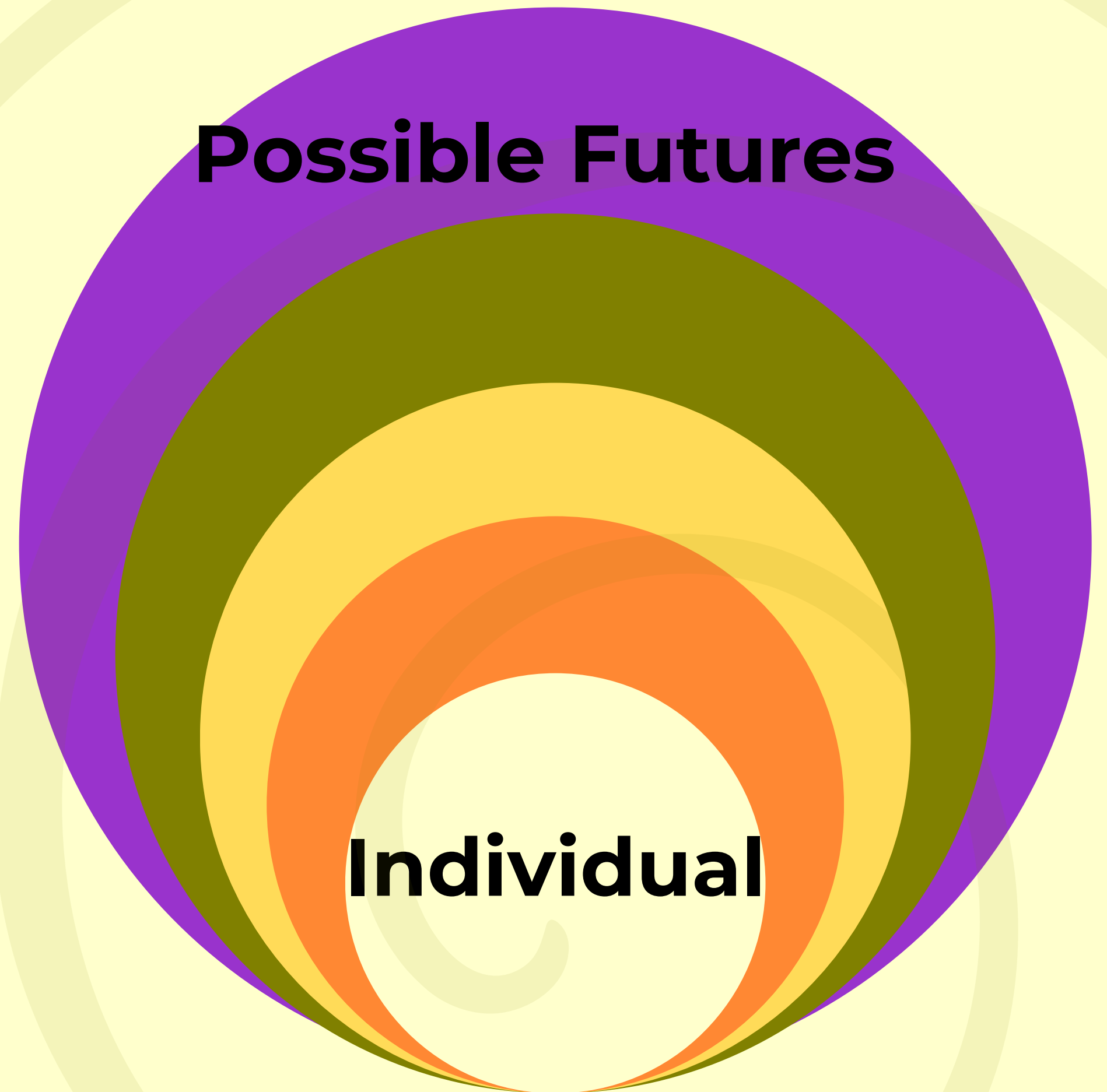


**Possible Futures**

**Individual**

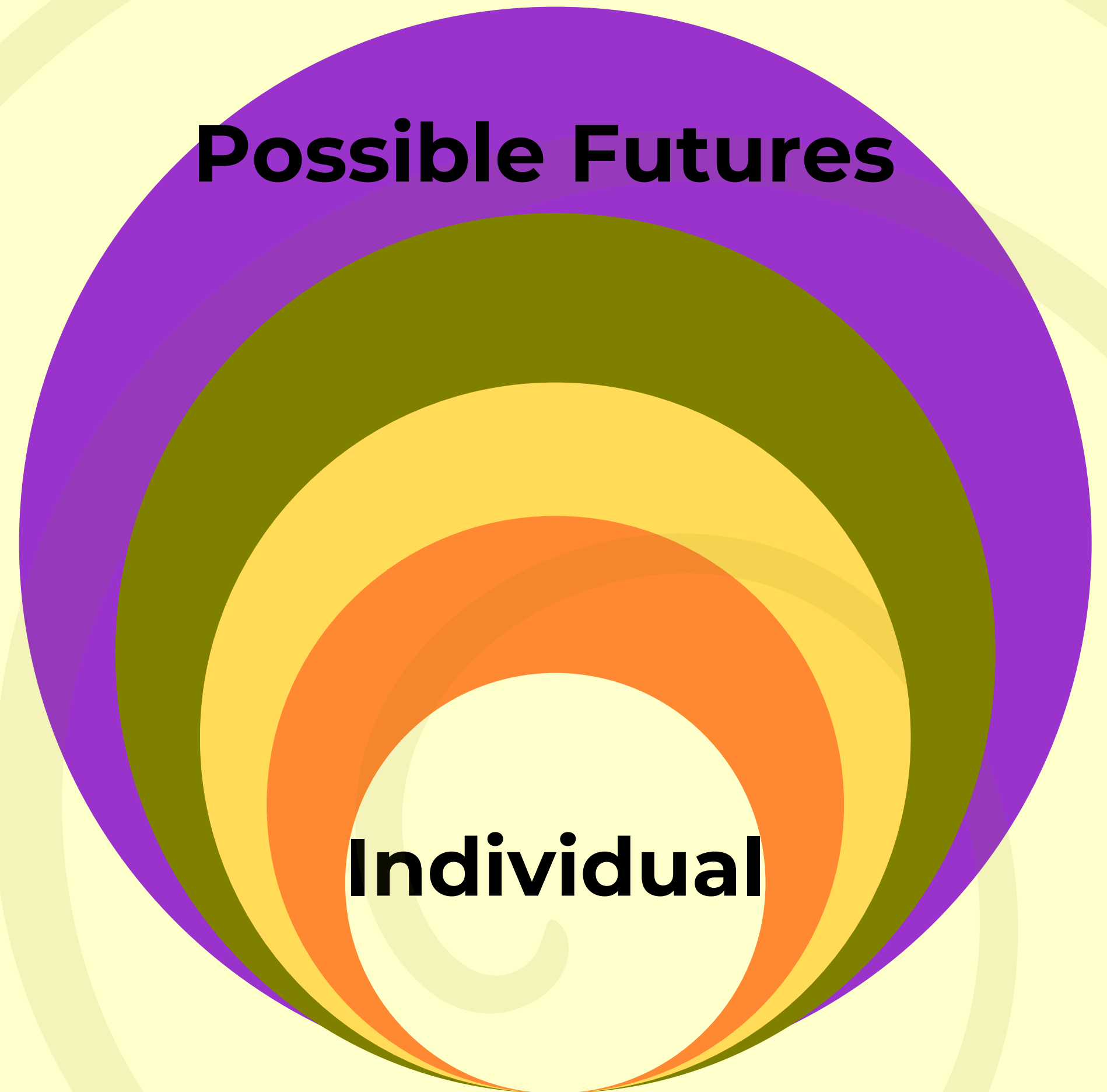
**The work you do is a Mission**

**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**

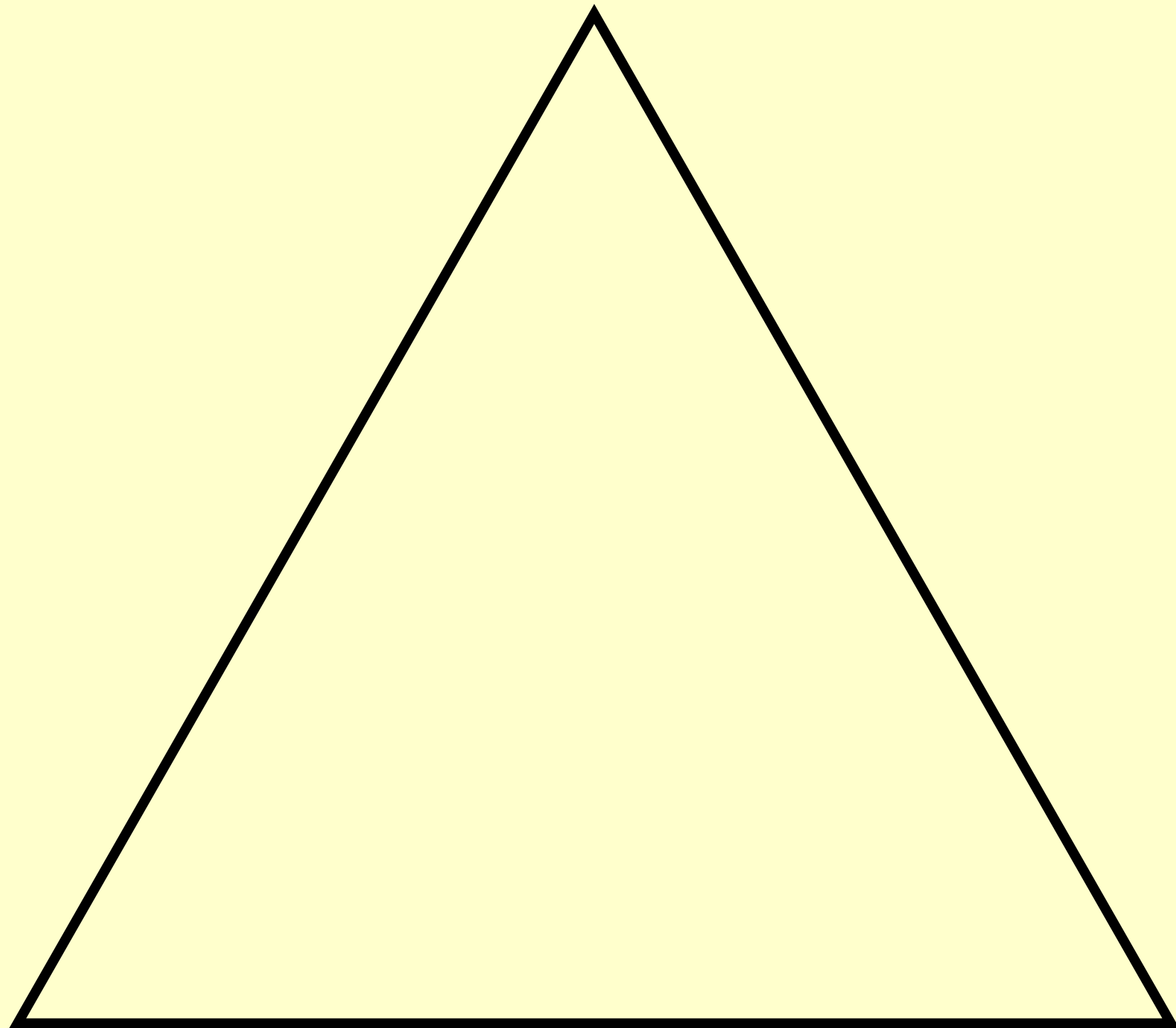




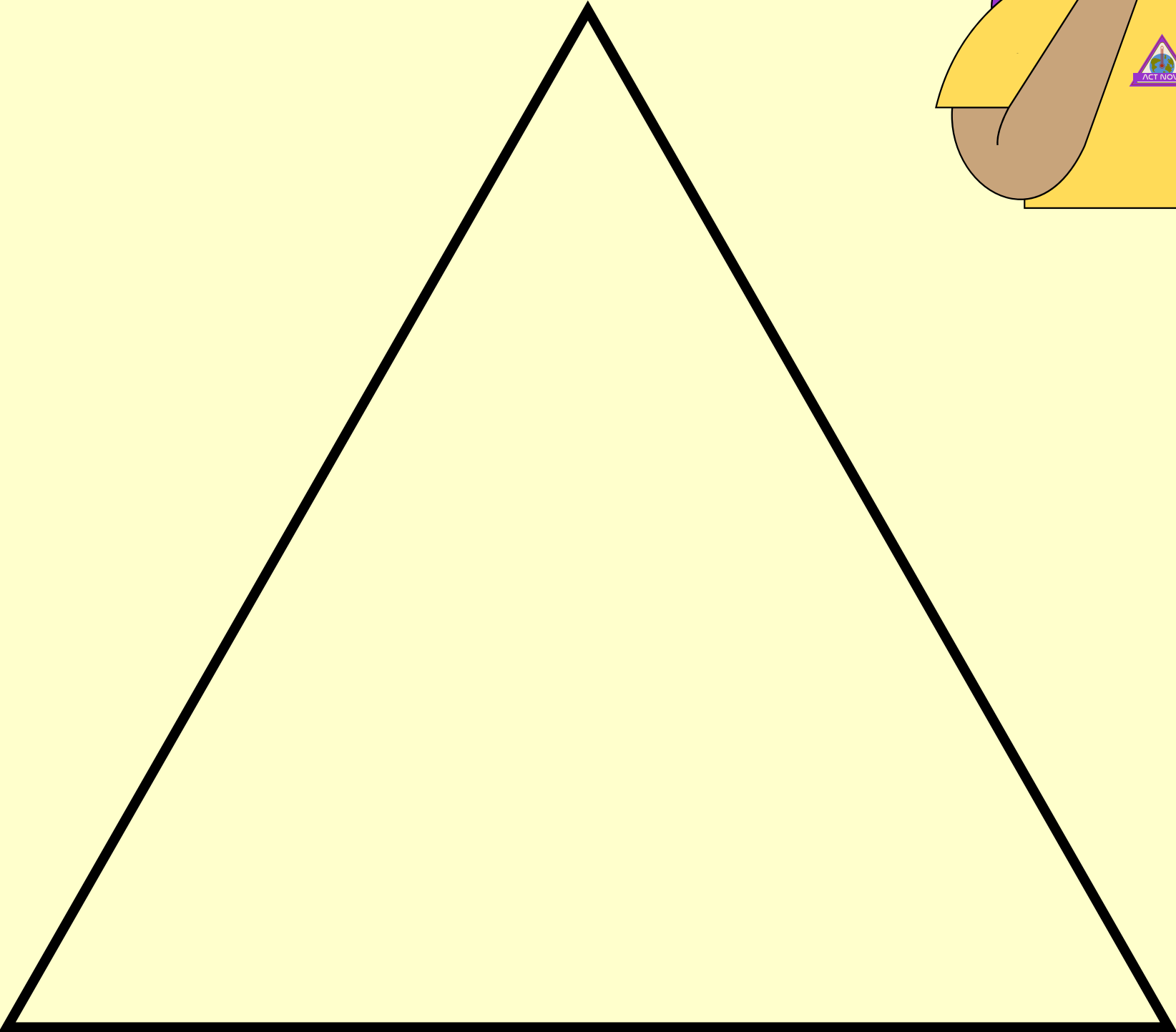
# Collaboration as a Calling

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

# Futures Triangle



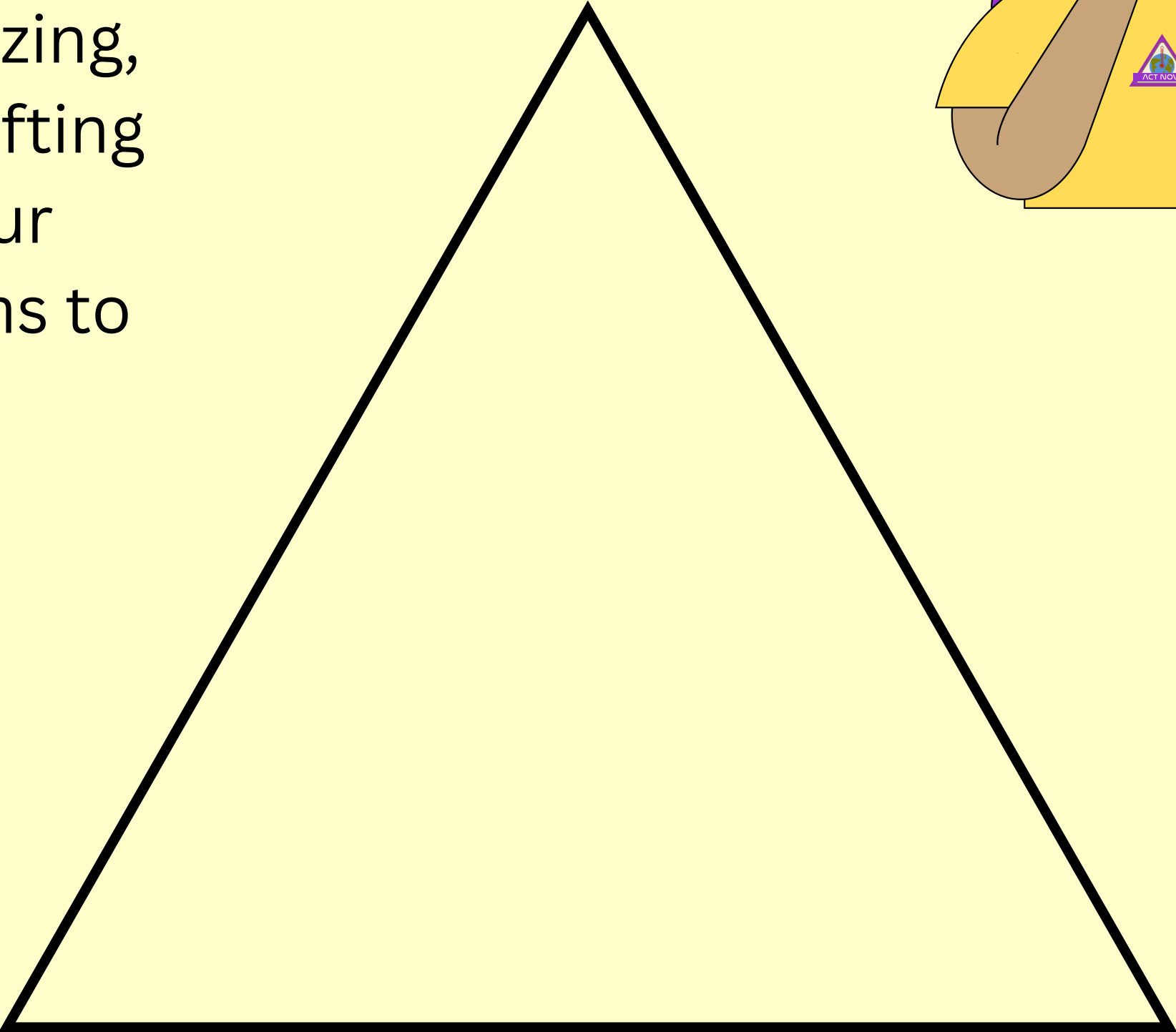
# Pull of the future



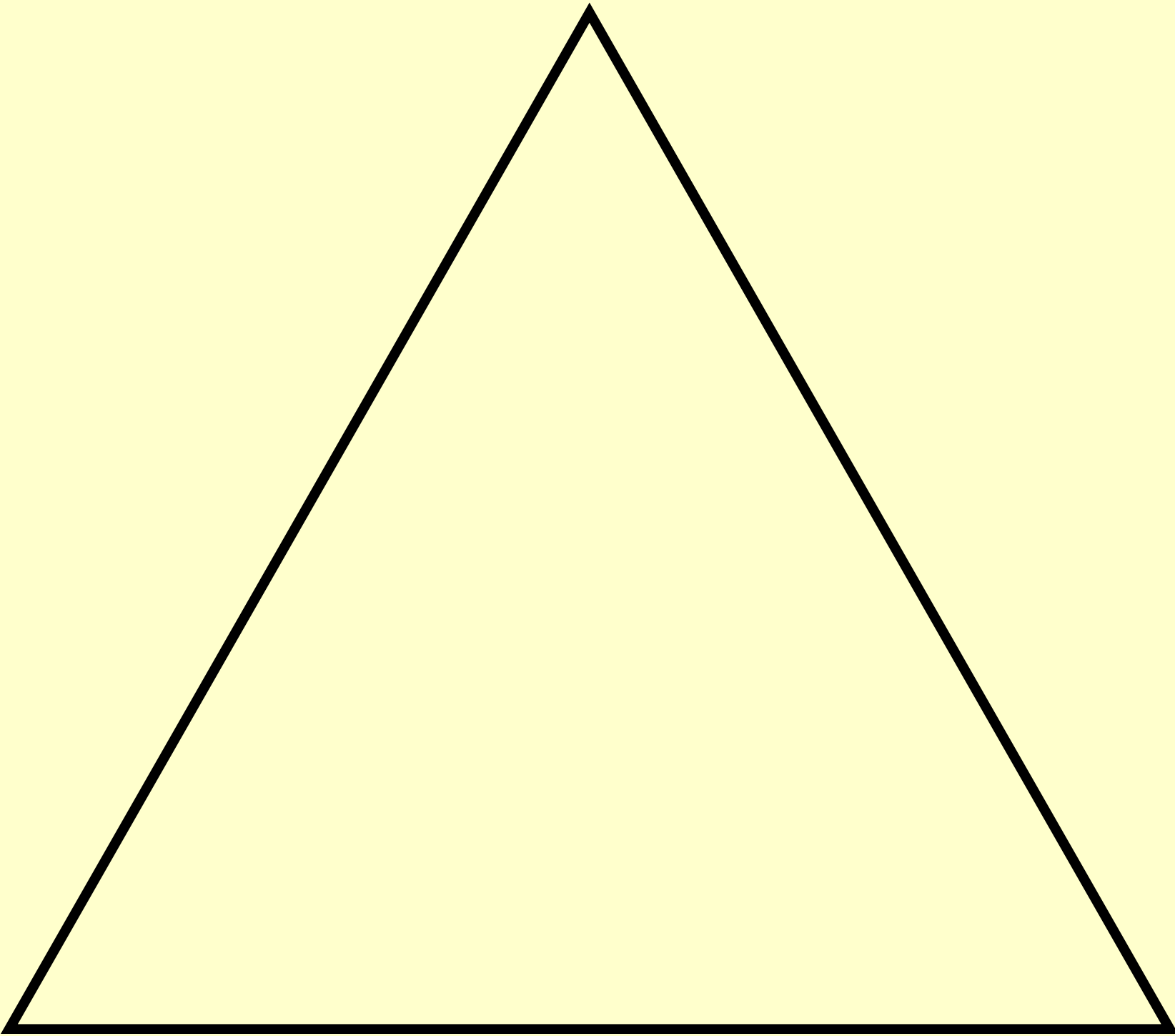
# Pull of the future



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



**Pull of the future**



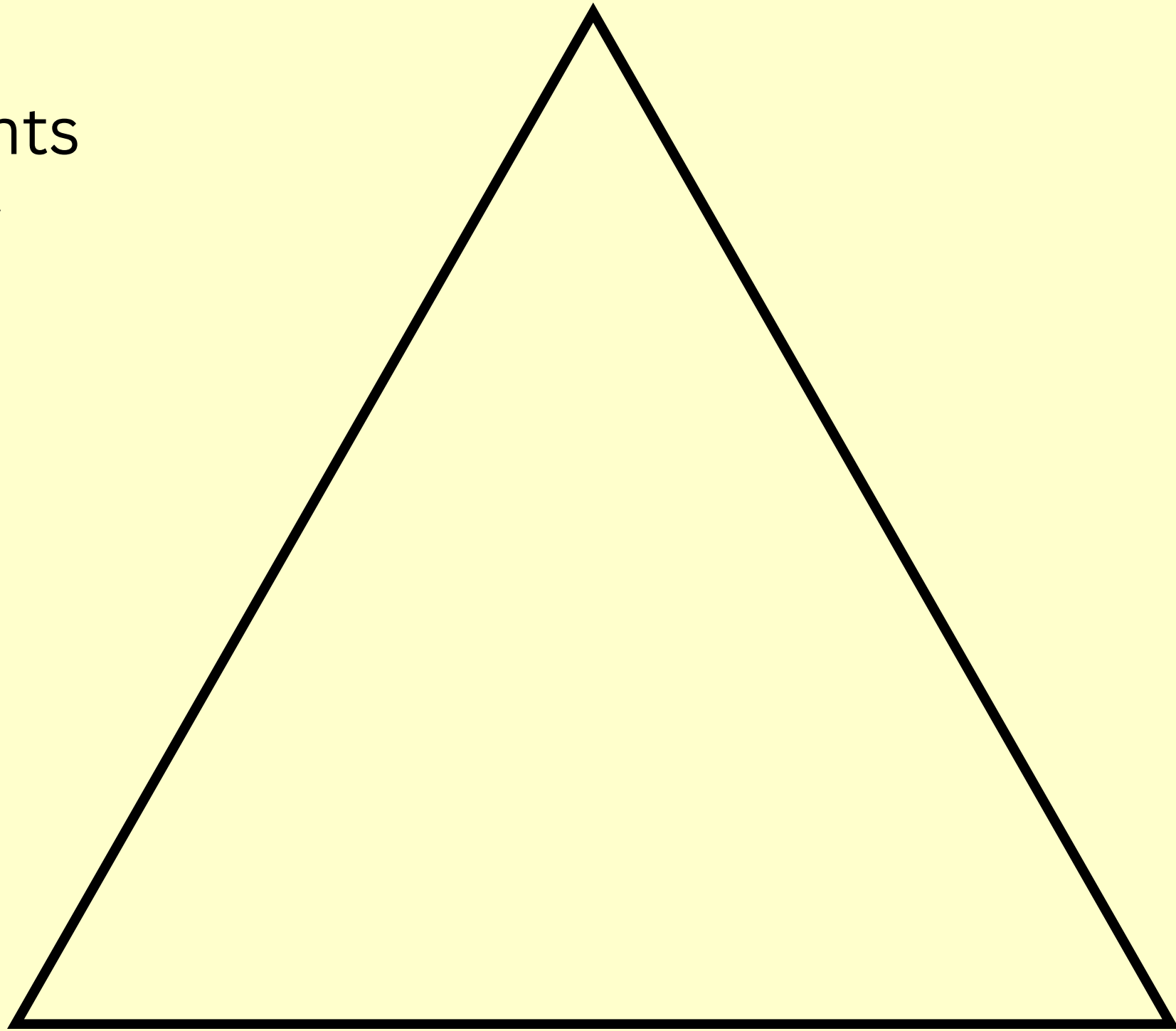
**Push of the Present**

# Pull of the future

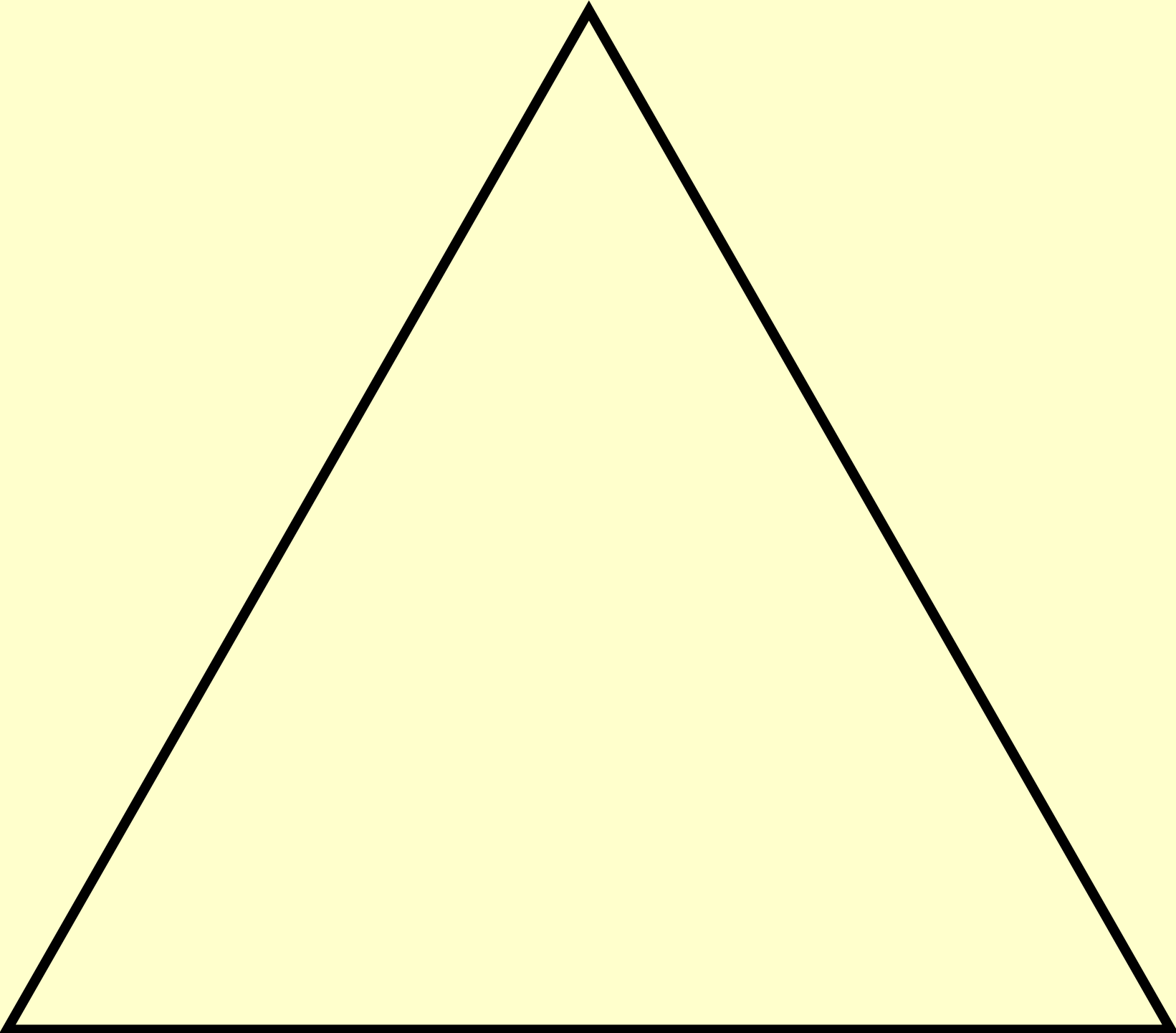
Measurable,  
tangible data points  
that drive your  
organization



# Push of the Present



**Pull of the future**

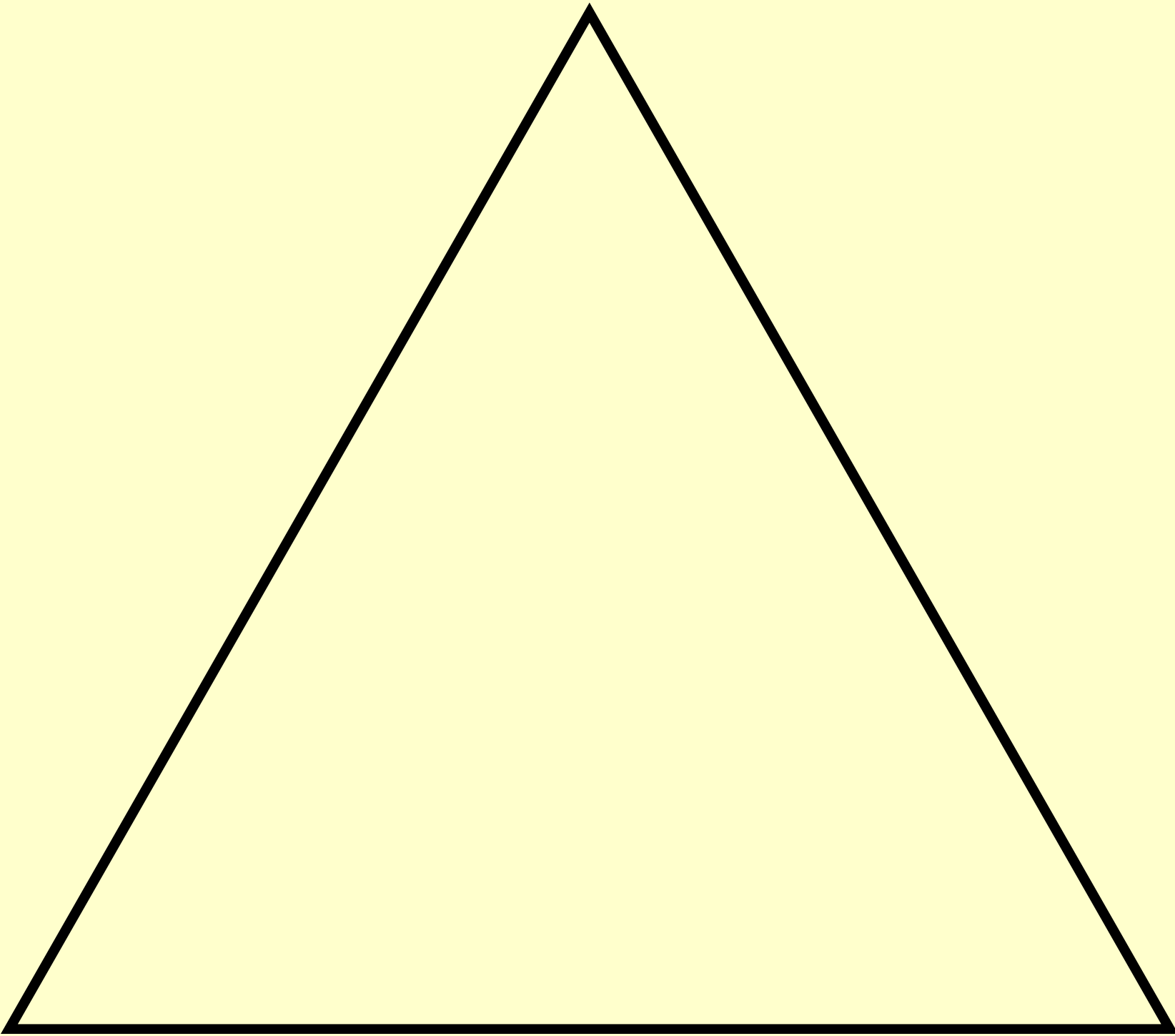


**Push of the Present**

**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**



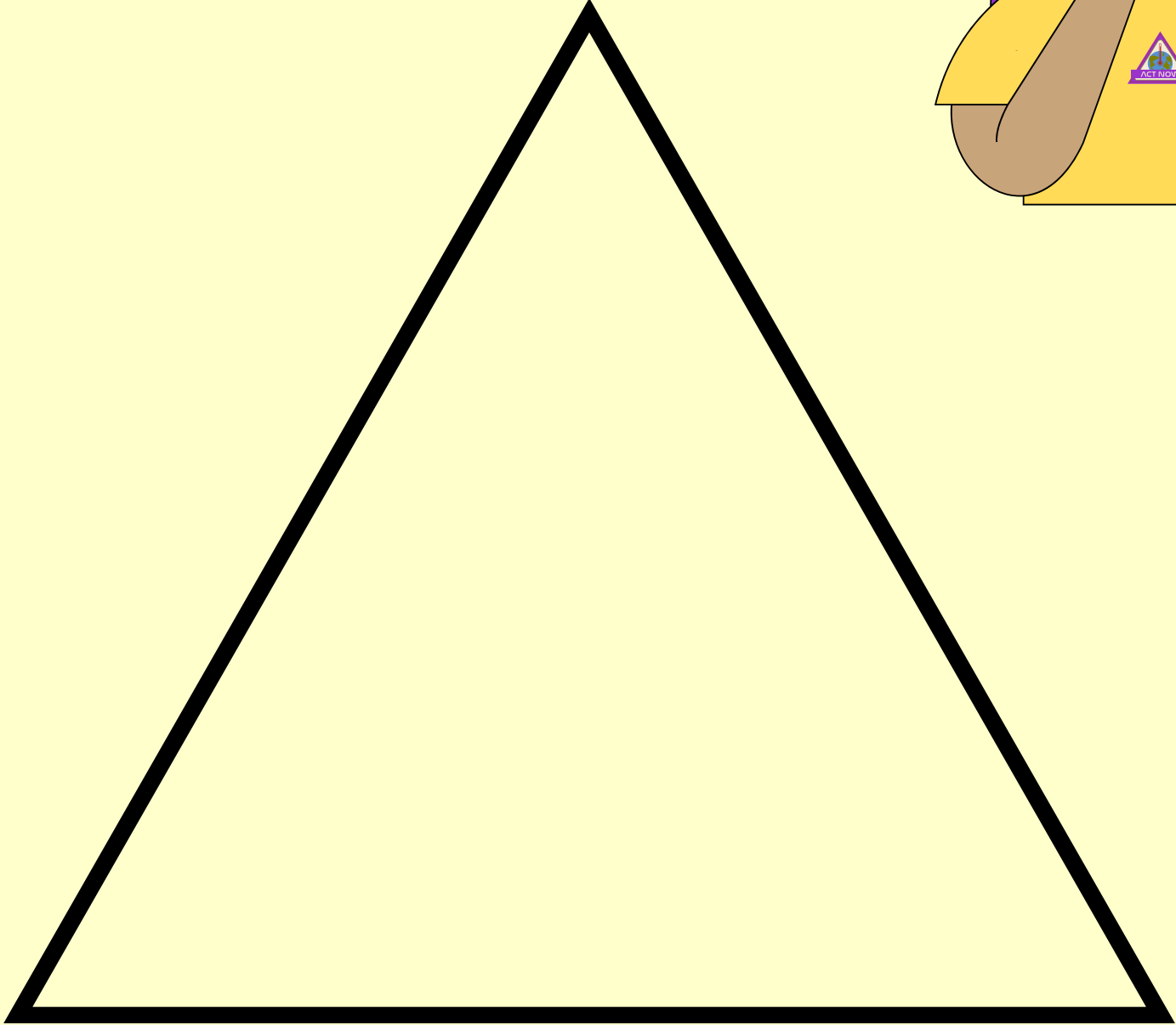


# Mapping the Path to Sustainable Collaboration

**Pull of the future**



**Push of the Present**



**Weight of the Past**

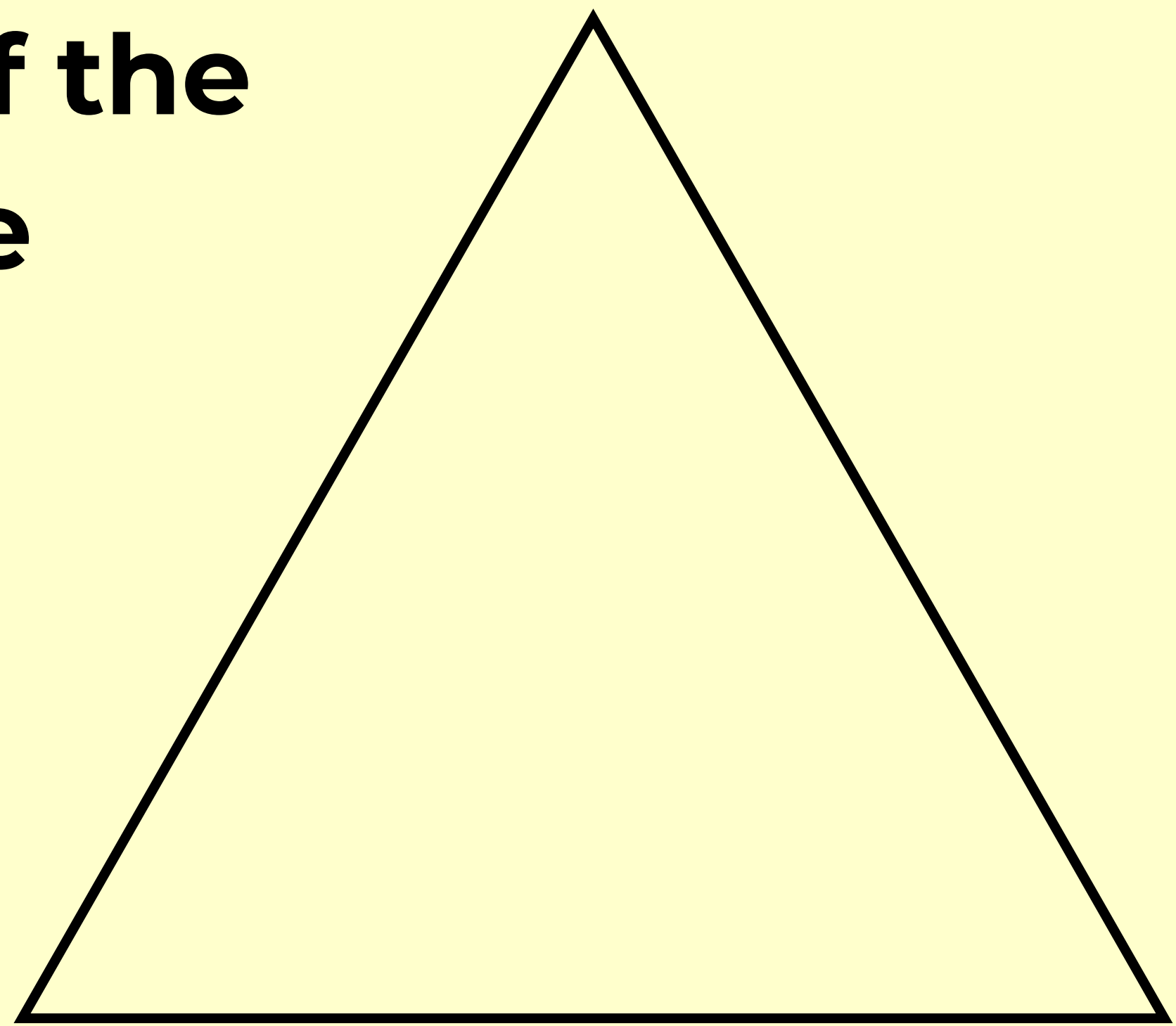


# Pathways of the Triangle



**Push of the Present**

**Pull of the future**

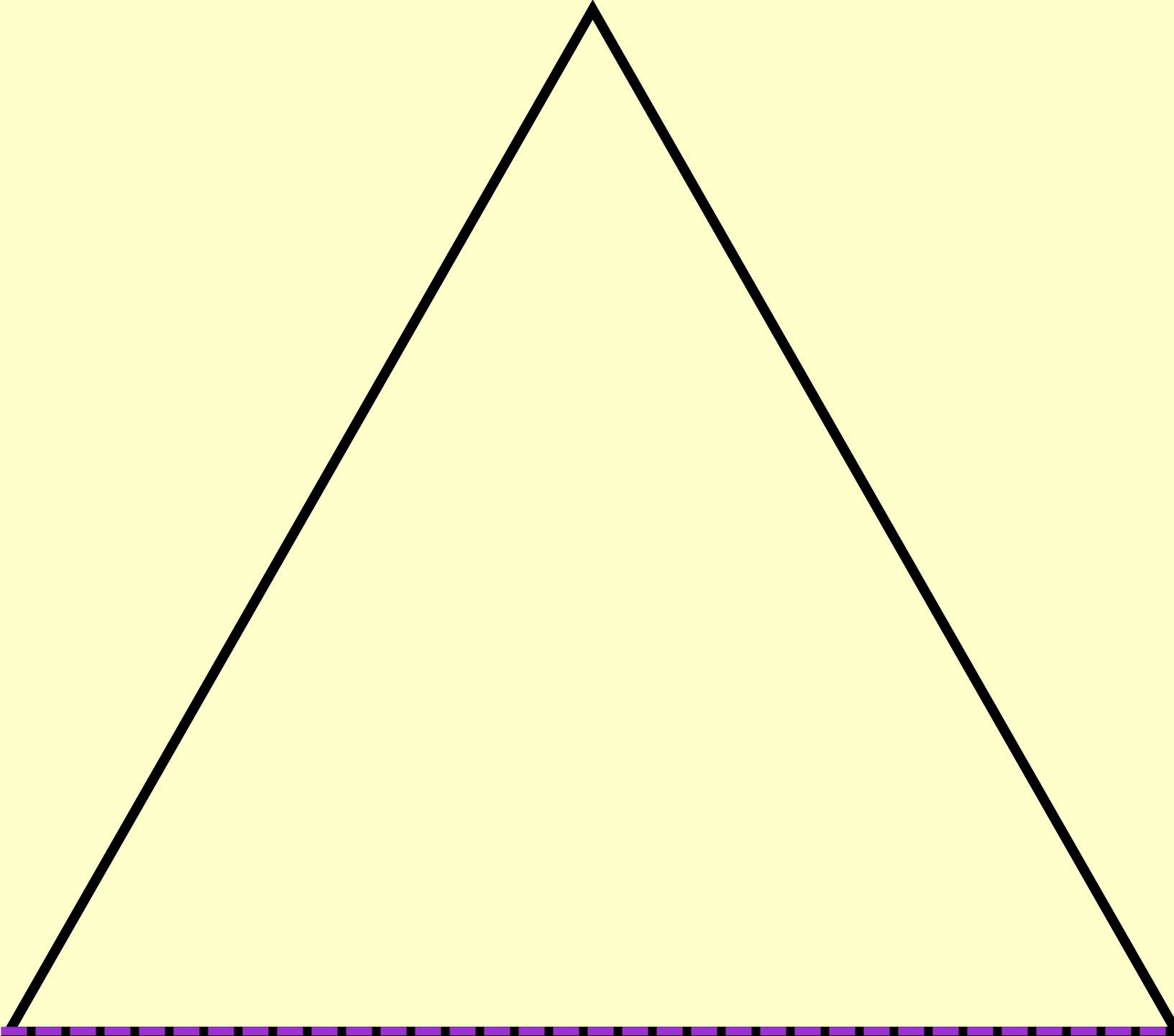


**Weight of the Past**



**Pull of the future**

**Push of the Present**

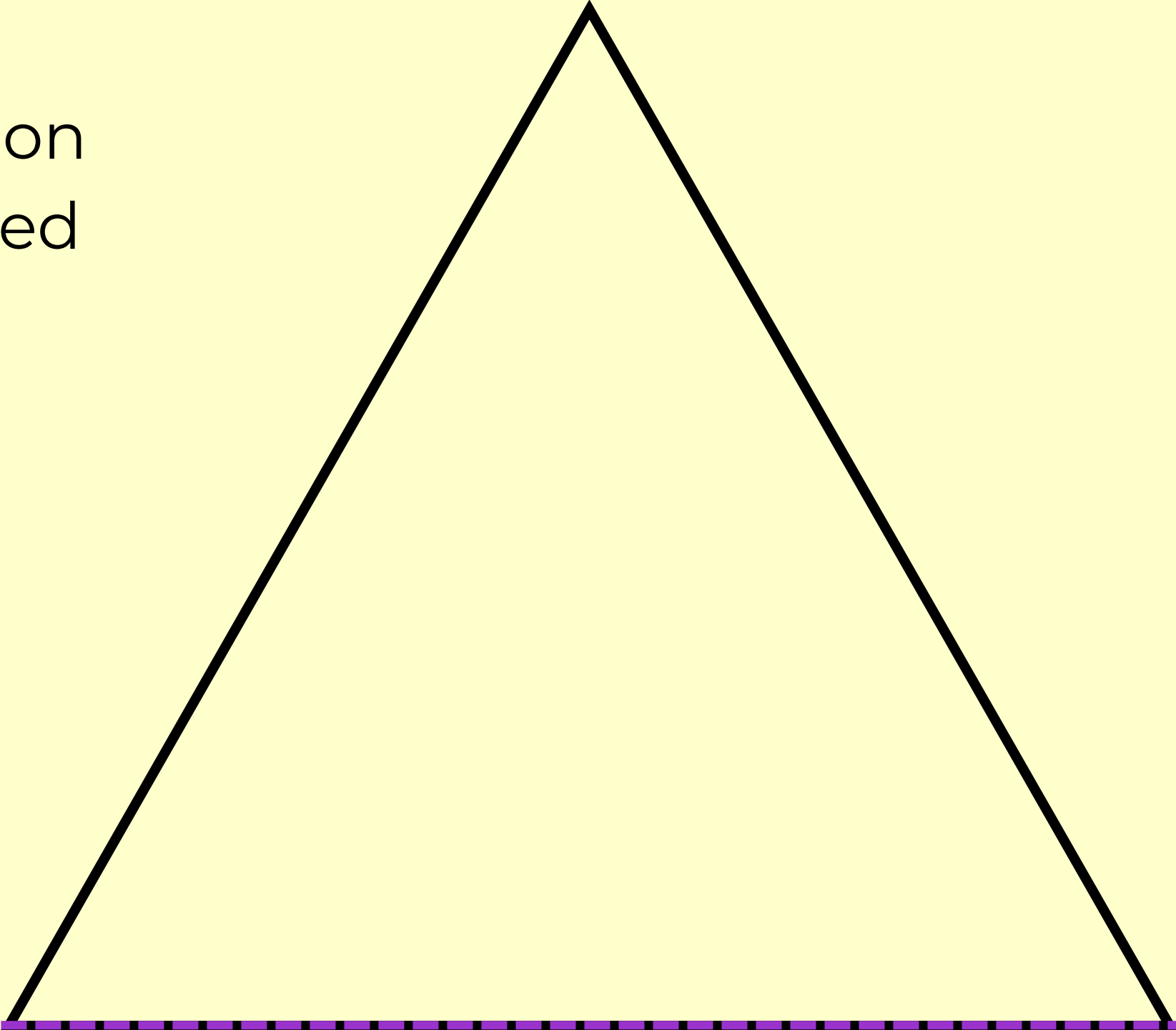


No Change  
**Weight of the Past**

# Pull of the future

Indicates stagnation due to unaddressed past weights.

**Push of the Present**

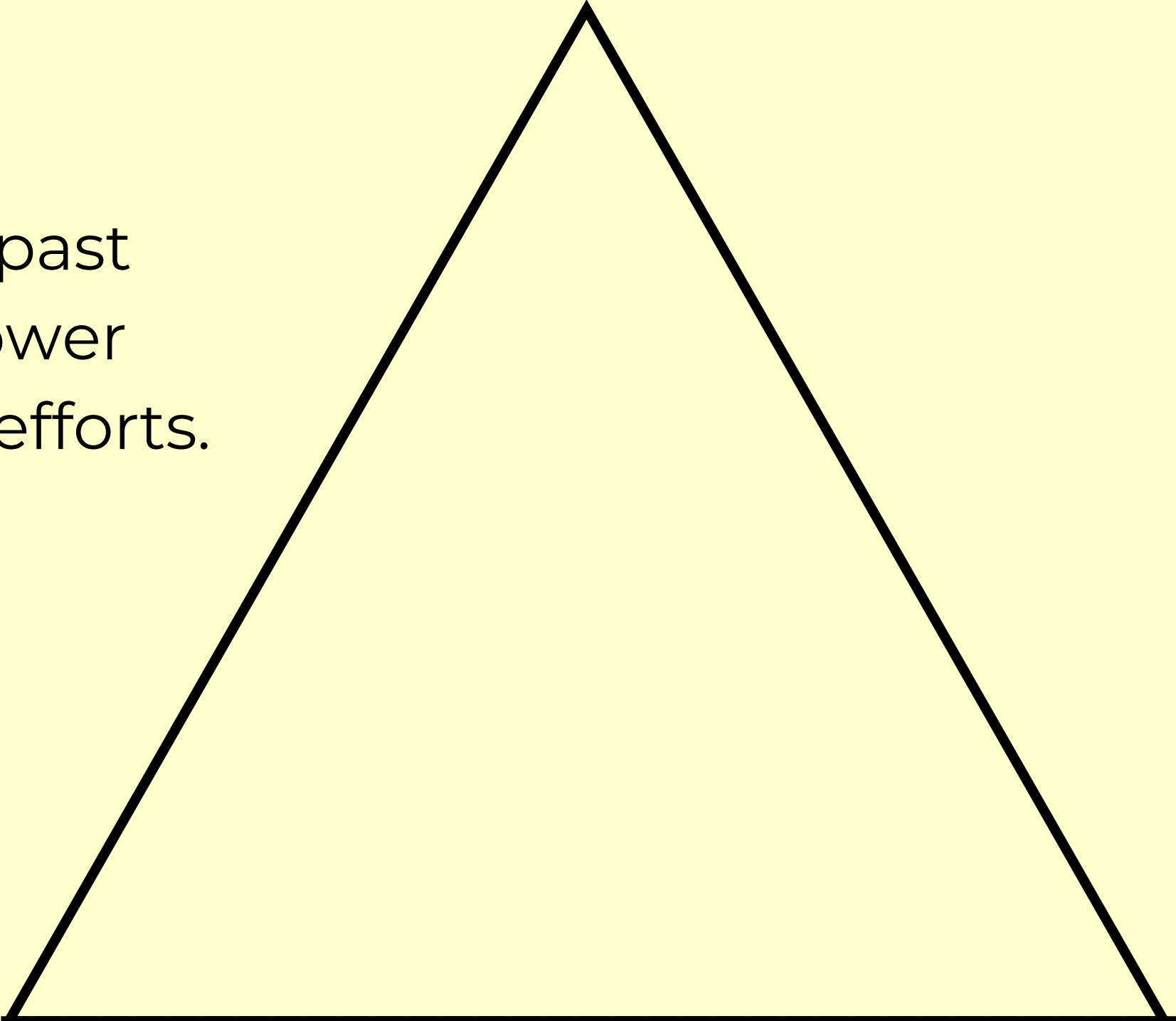


No Change  
**Weight of the Past**

# 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

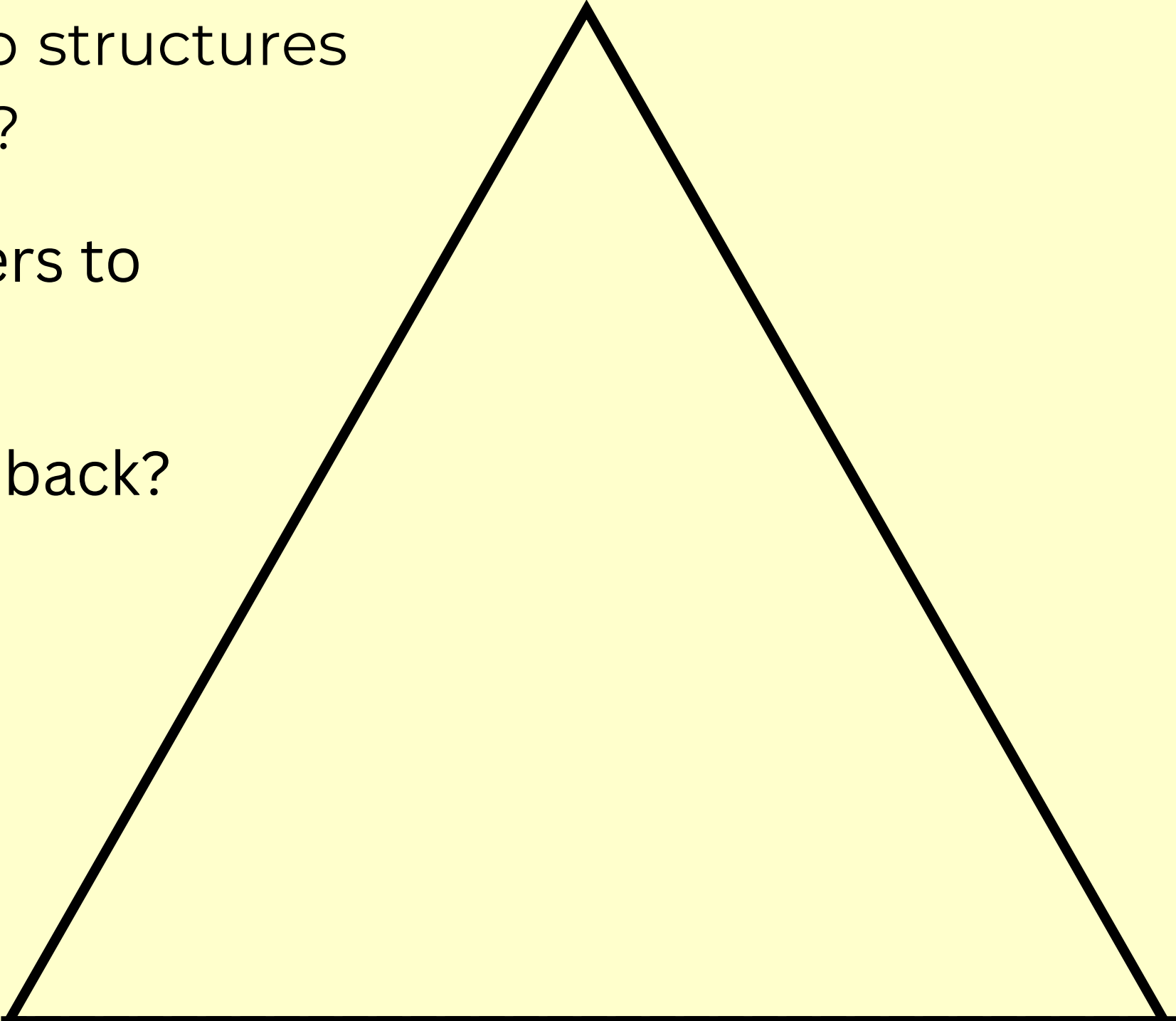
# Pull of the future

What are the deep structures that resist change?

What are the barriers to change?

What is holding us back?

# Push of the Present



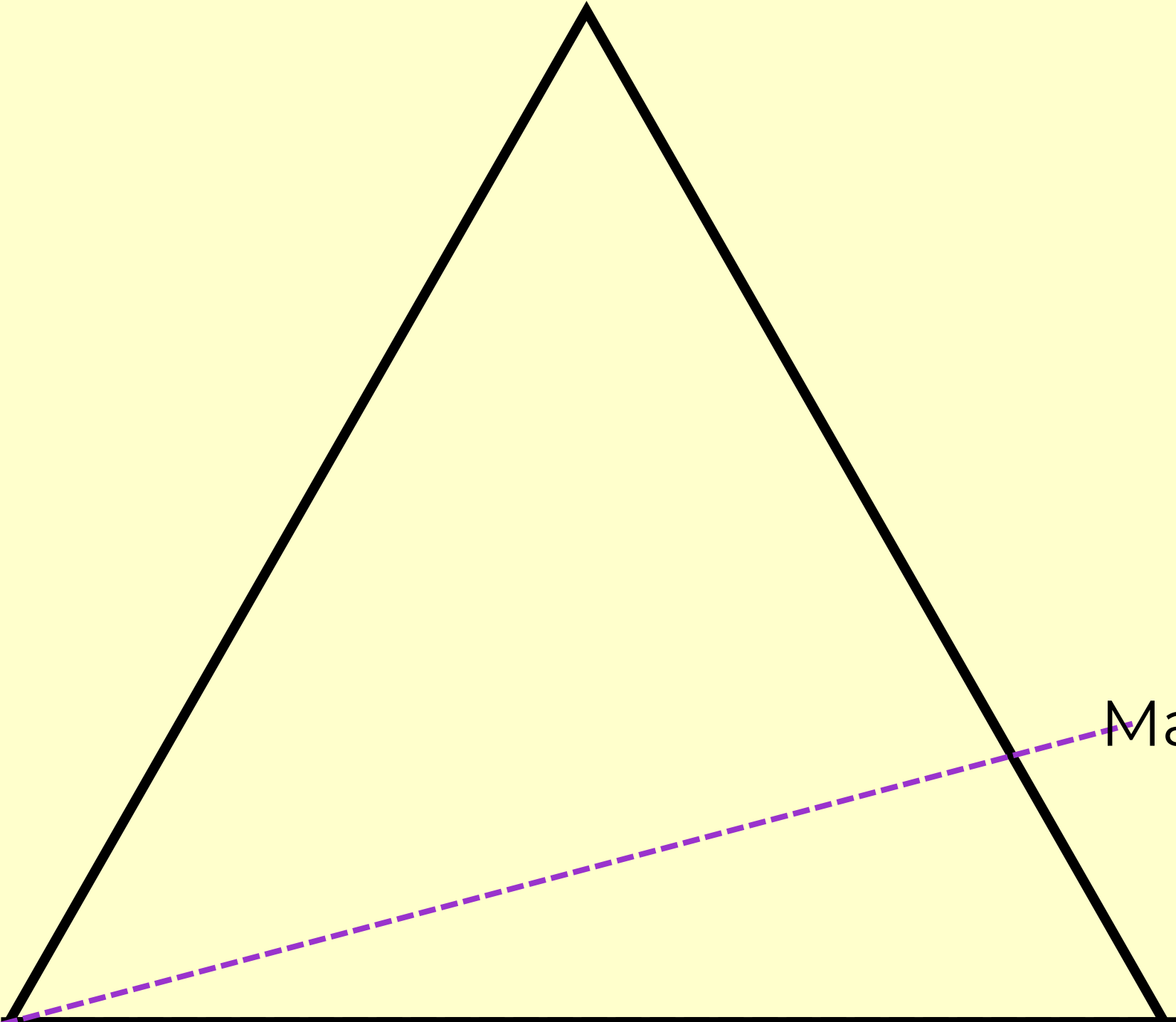
-----No Change

# 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**

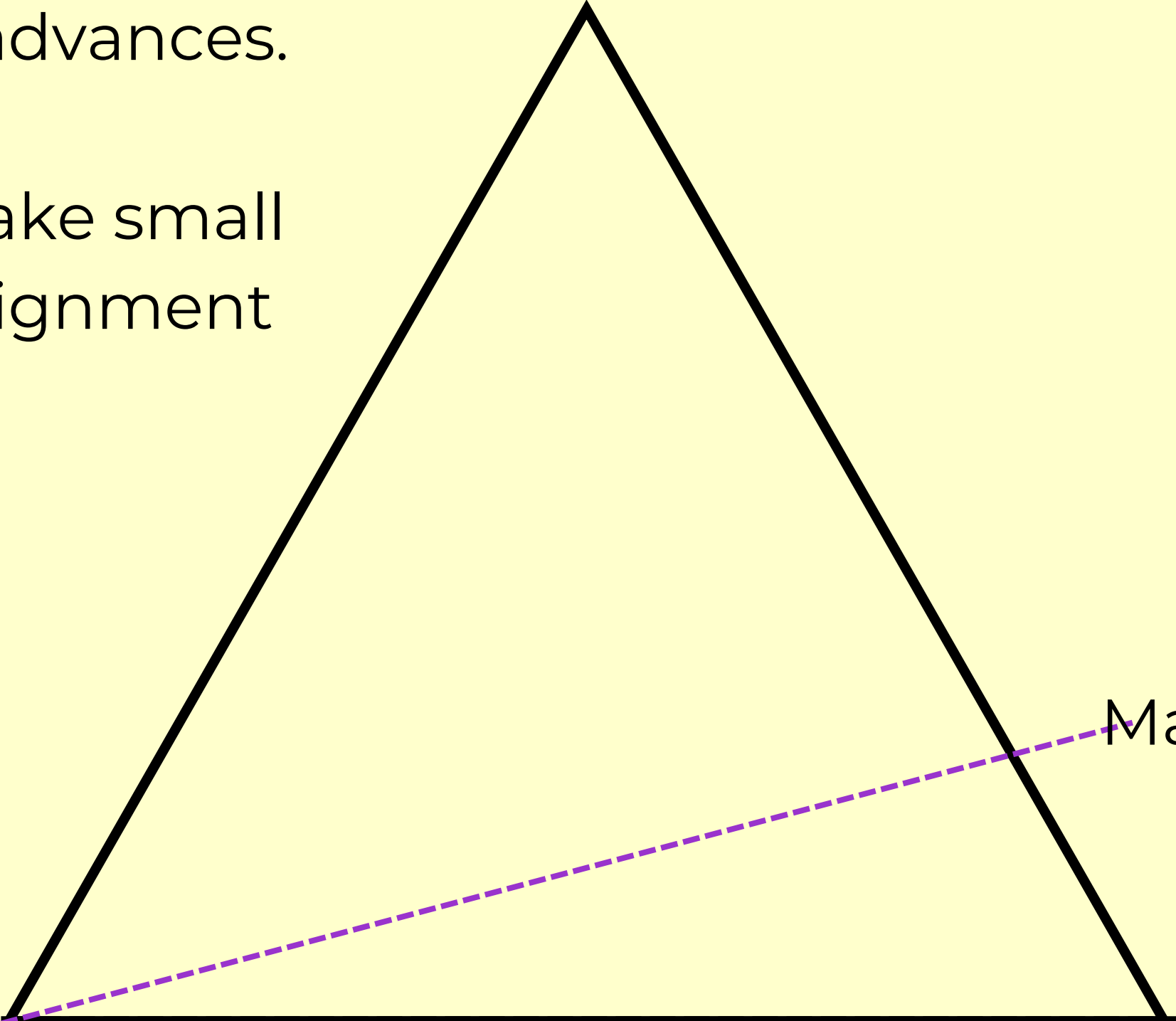
Back to the past

# Pull of the future

Small, incremental advances.

We are willing to make small changes towards alignment

# Push of the Present



Marginal change path

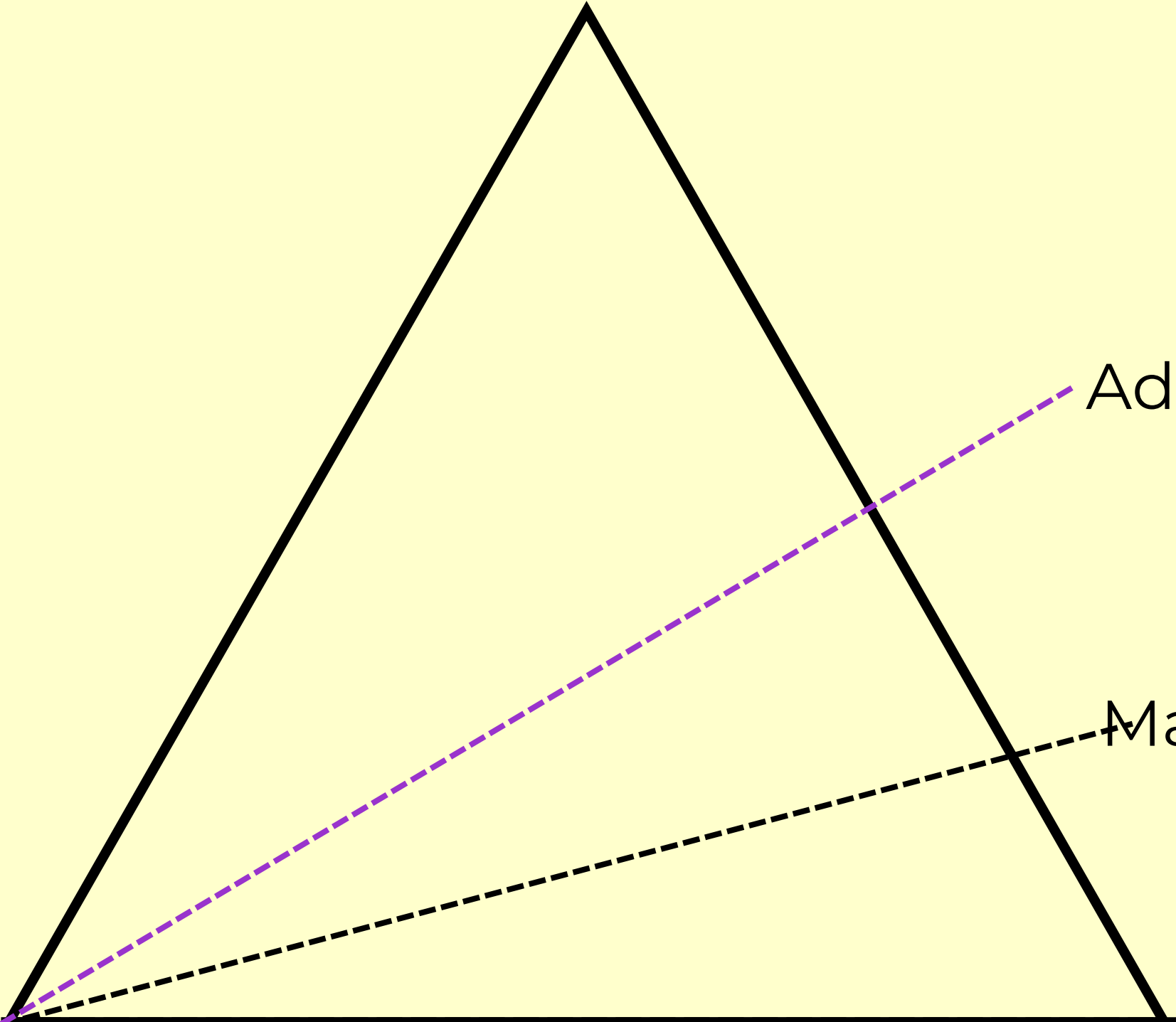
No Change

# 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

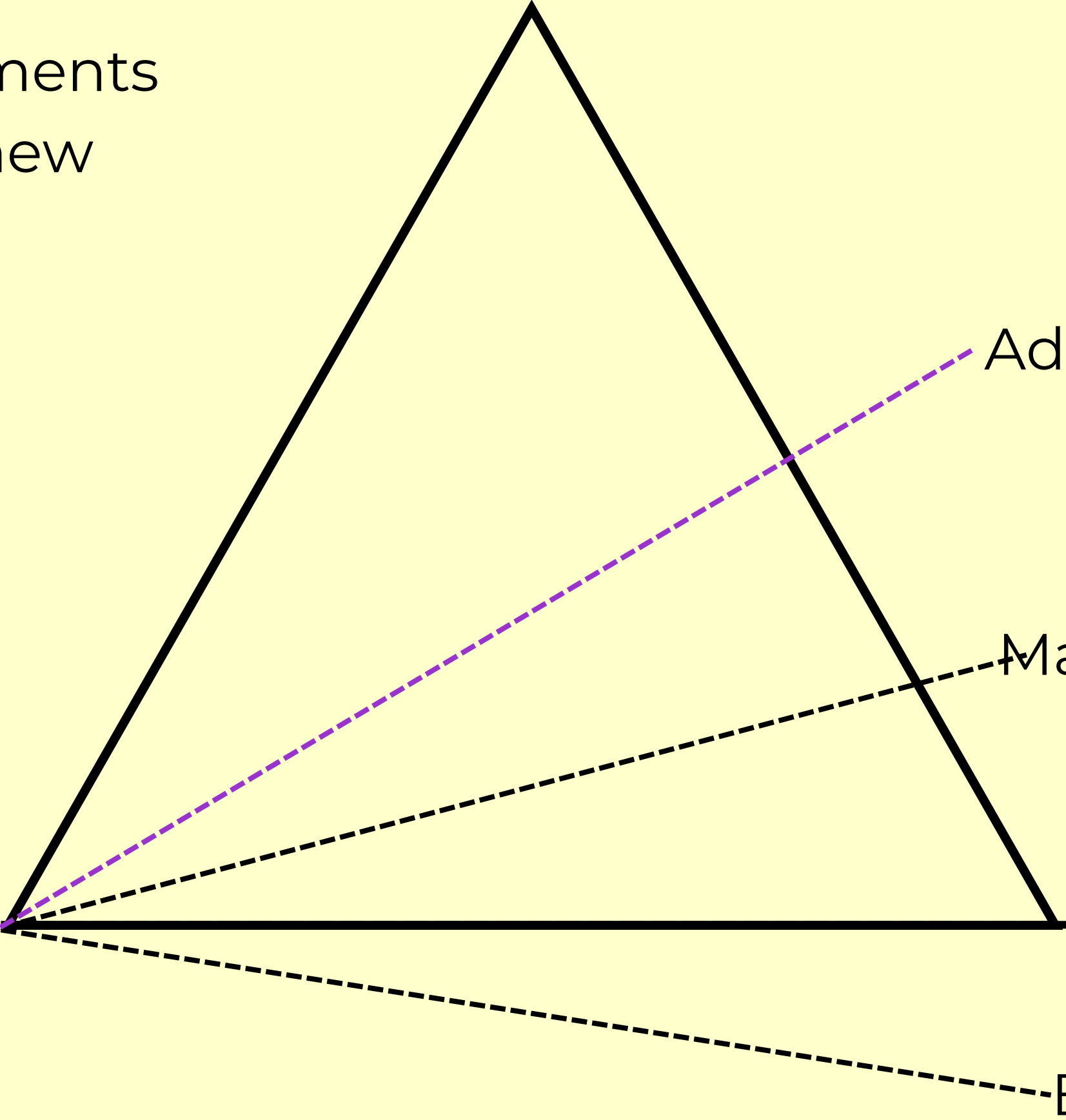
Marginal change path

**Push of the  
Present**

No Change

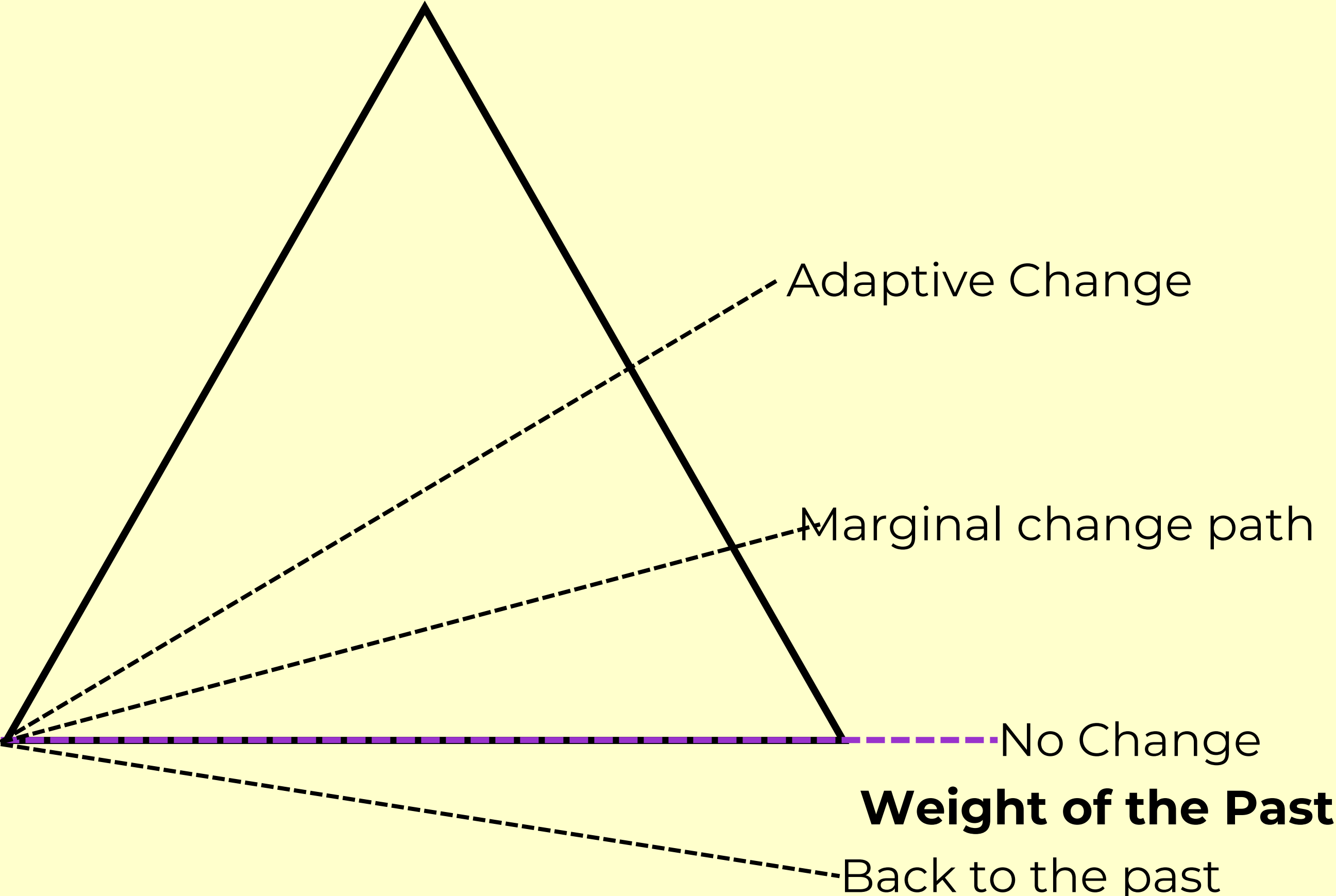
**Weight of the Past**

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

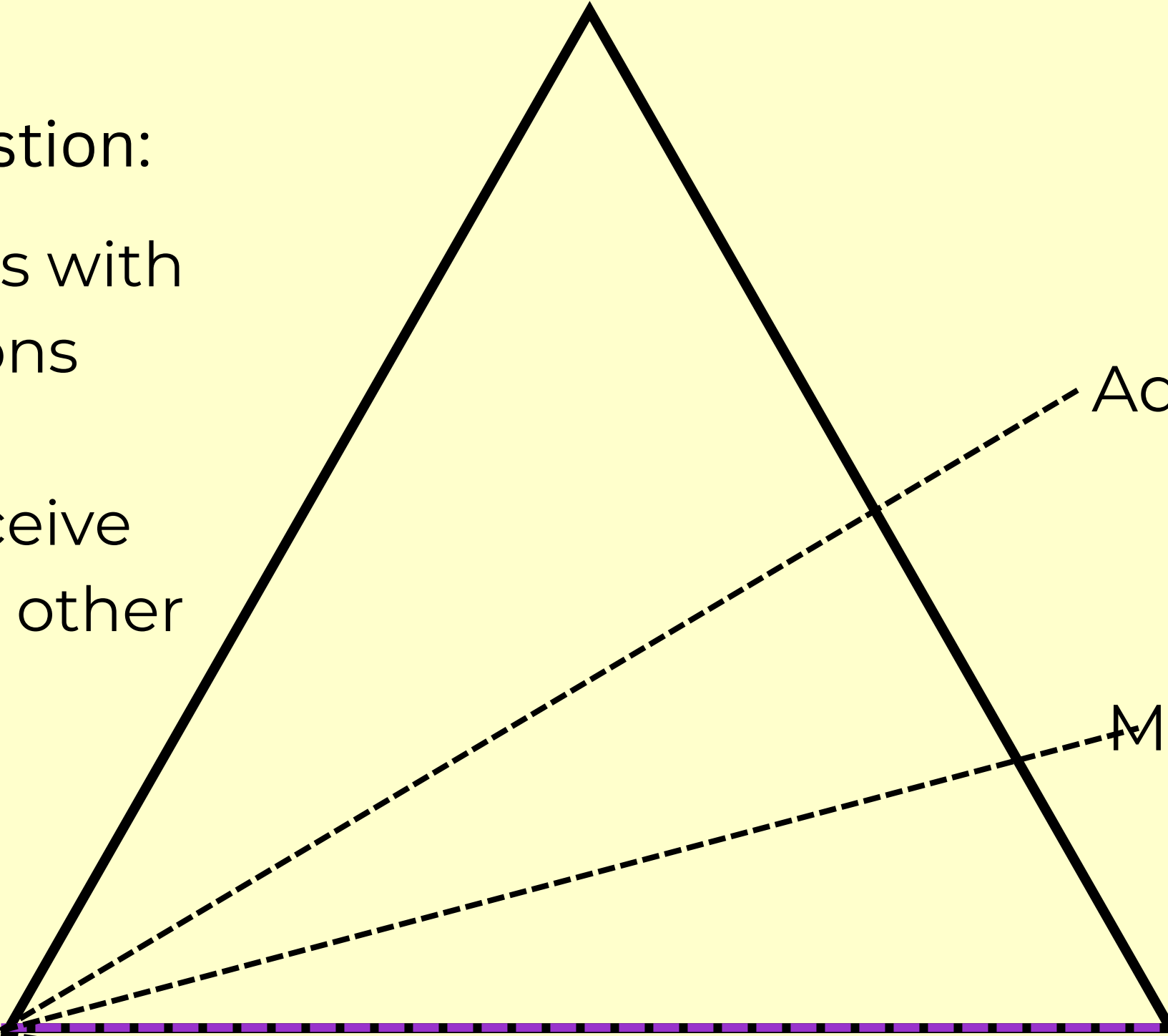
# Pull of the future

Collaboration Suggestion:

Creating agreements with other organizations

Contribute and receive resources from each other

# Push of the Present



Adaptive Change

Marginal change path

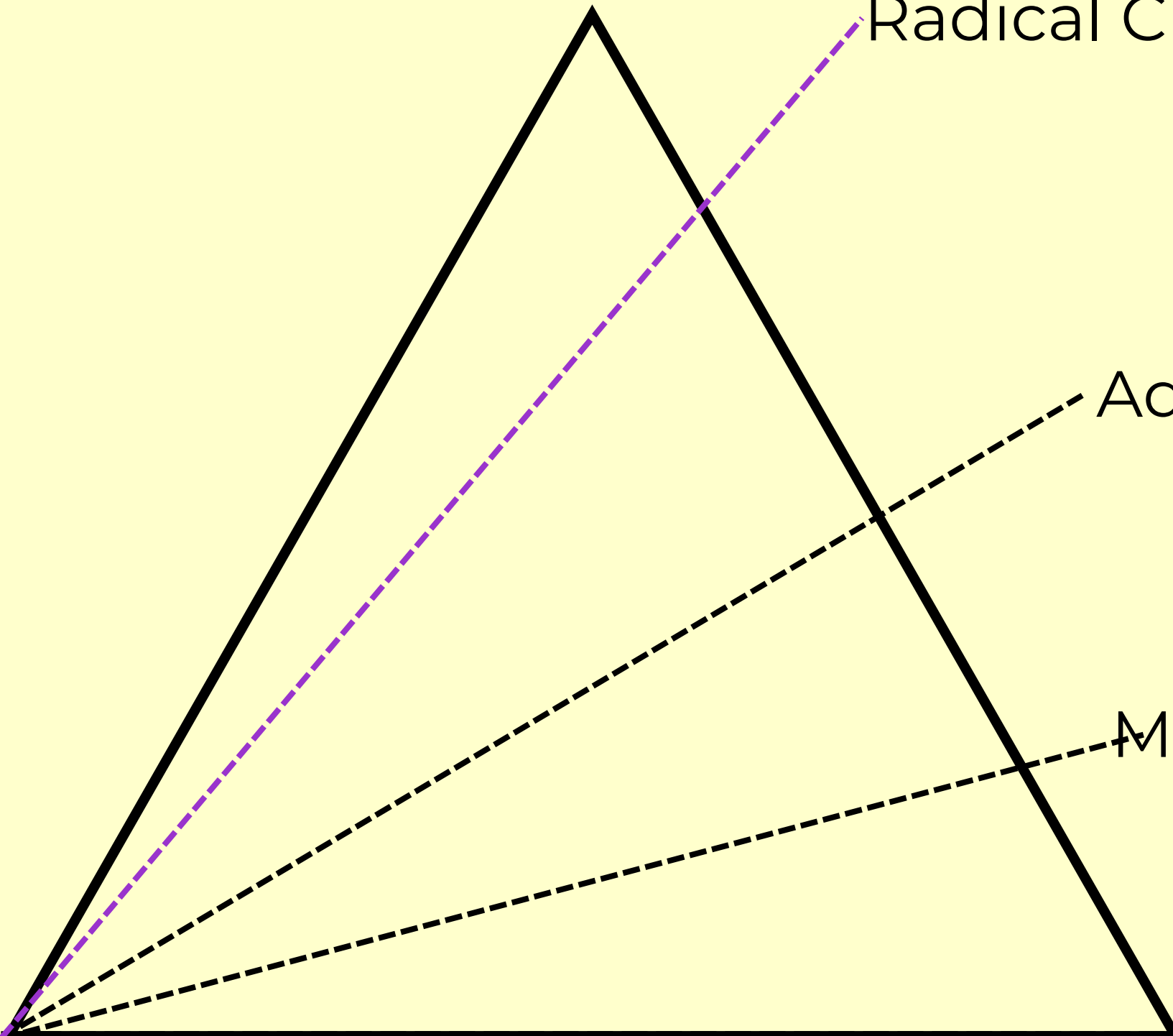
No Change

# Weight of the Past

Back to the past

# Pull of the future

**Push of the Present**



Radical Change

Adaptive Change

Marginal change path

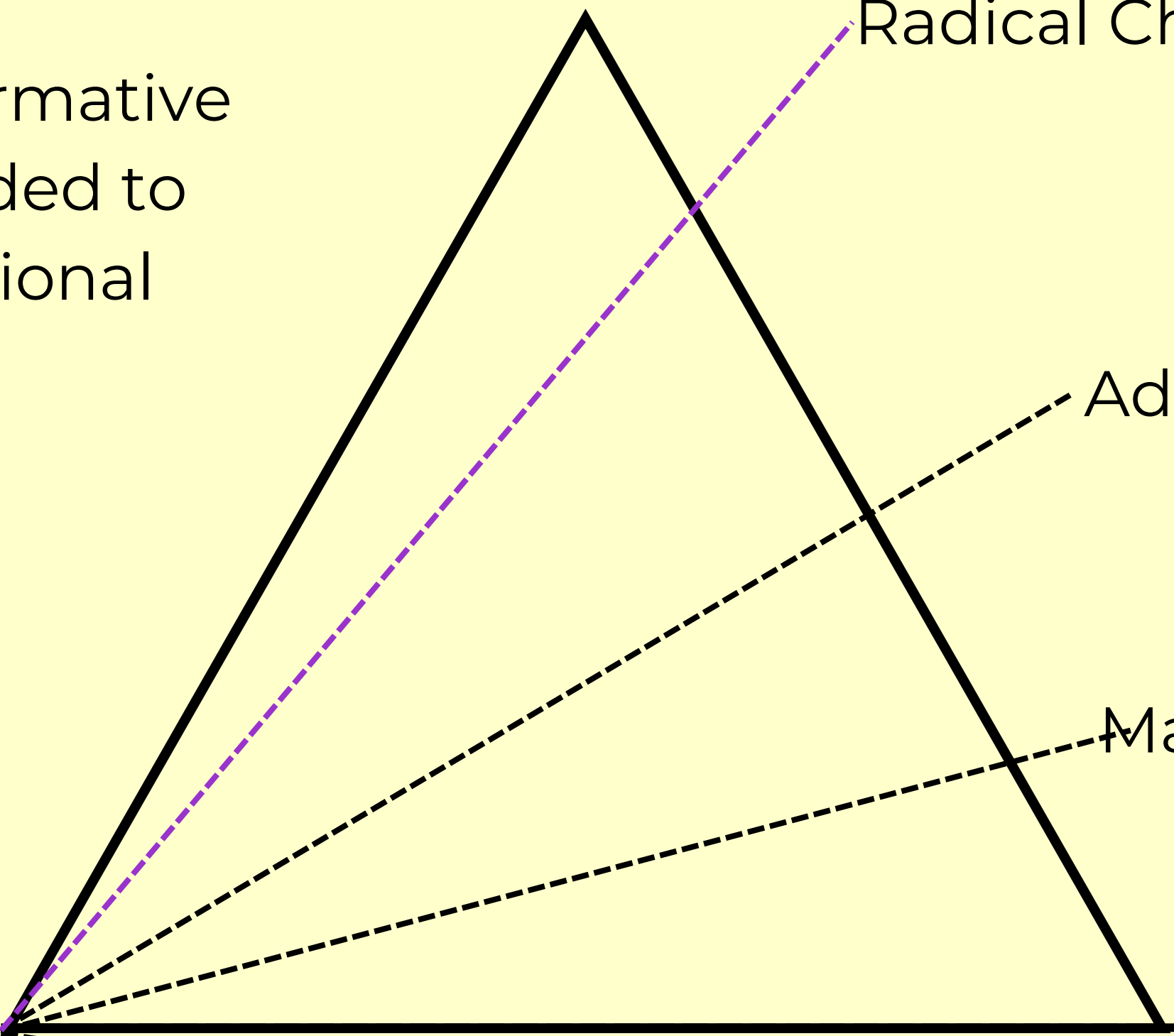
No Change

**Weight of the Past**

Back to the past

# Pull of the future

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

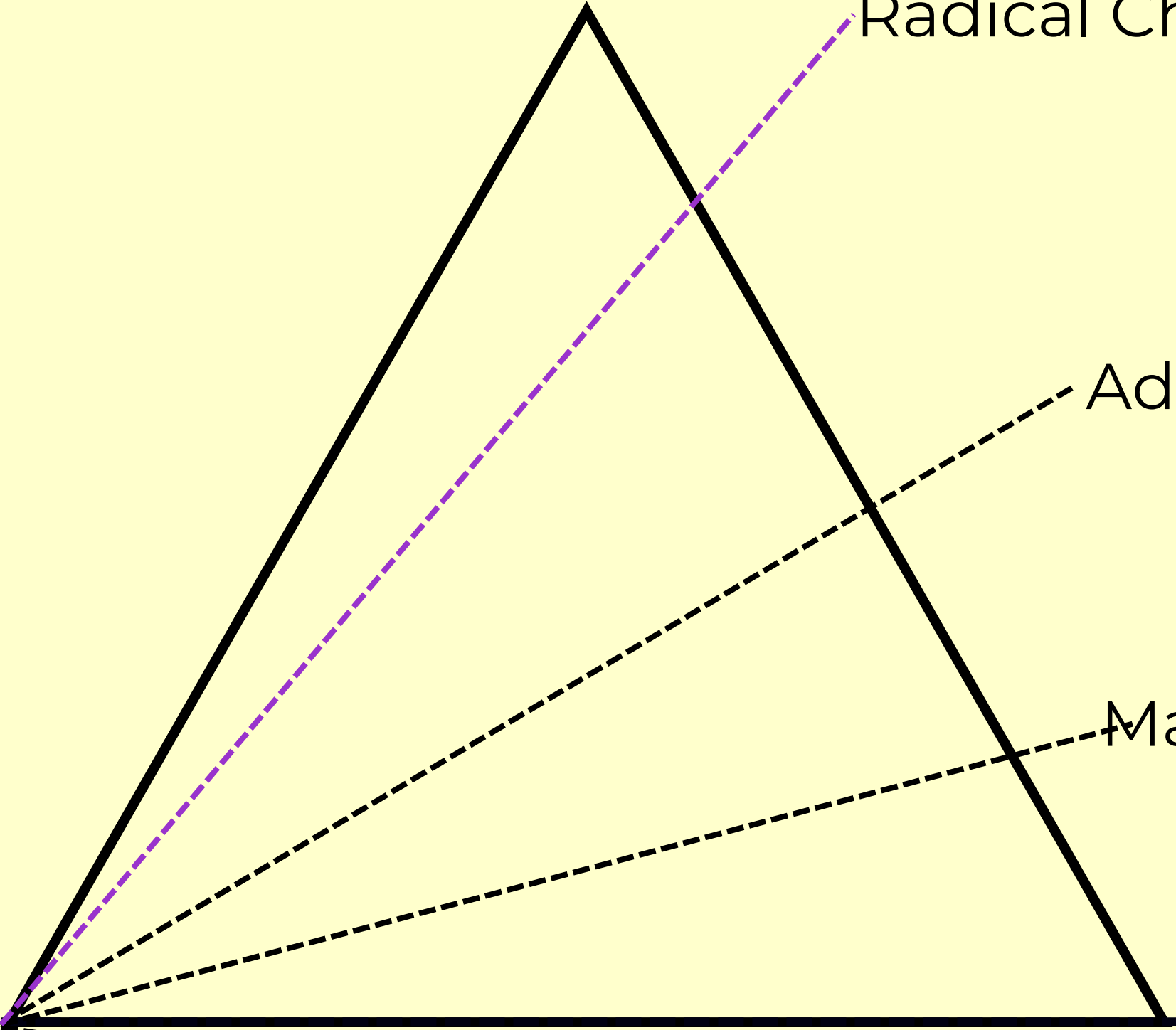
Marginal change path

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

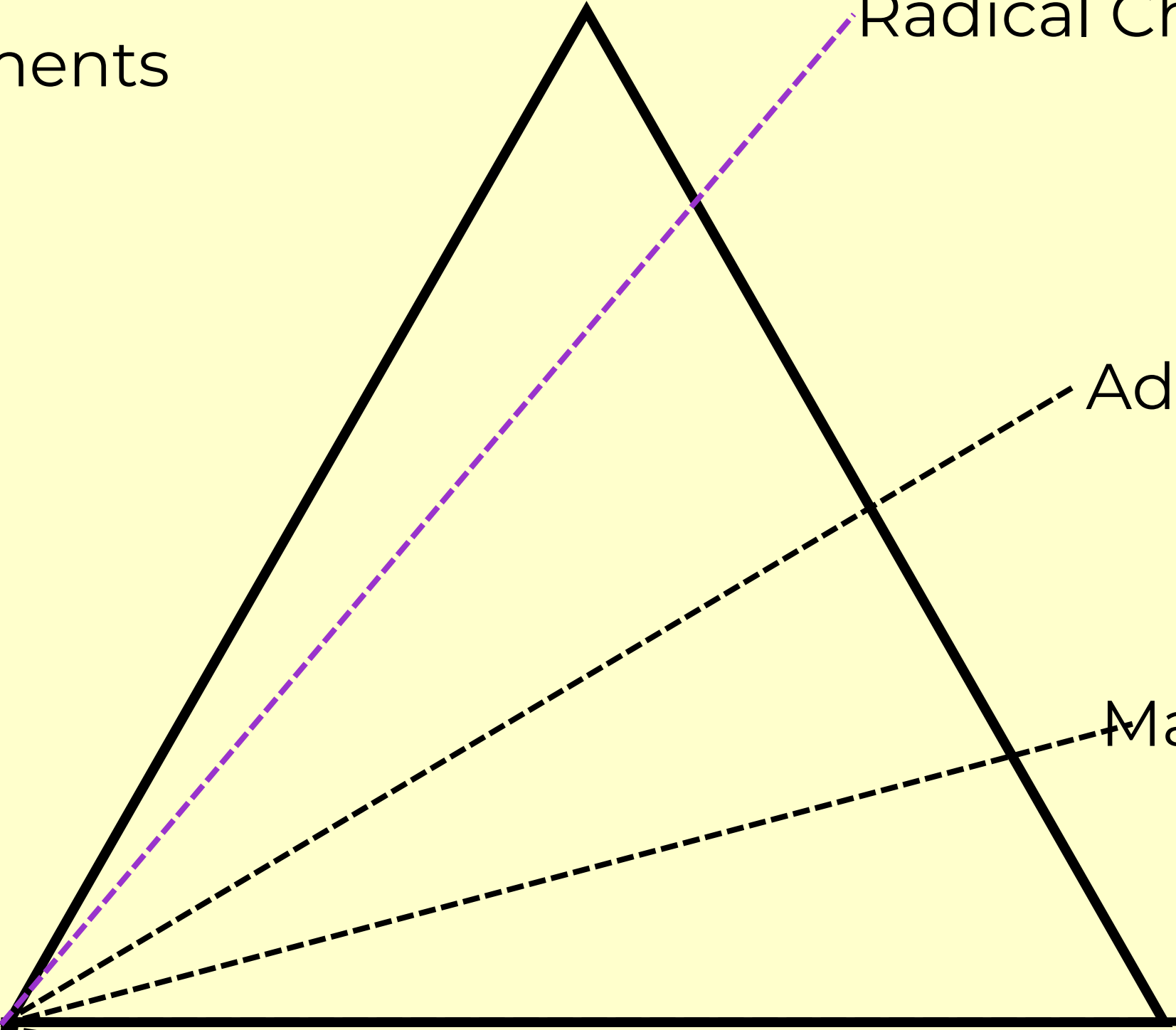
**Push of the Present**

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

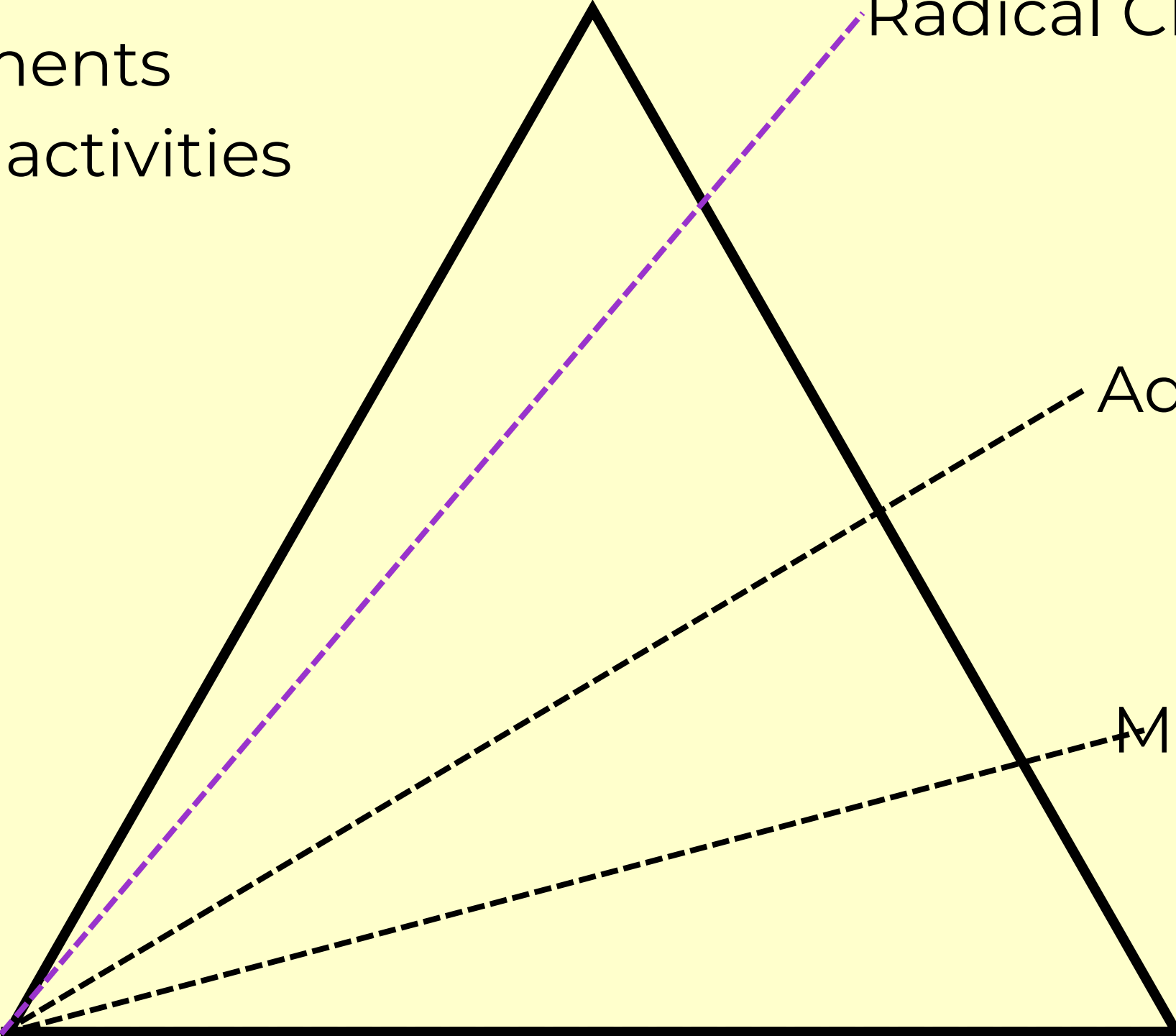
Marginal change path

No Change

# 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

Radical Change

Adaptive Change

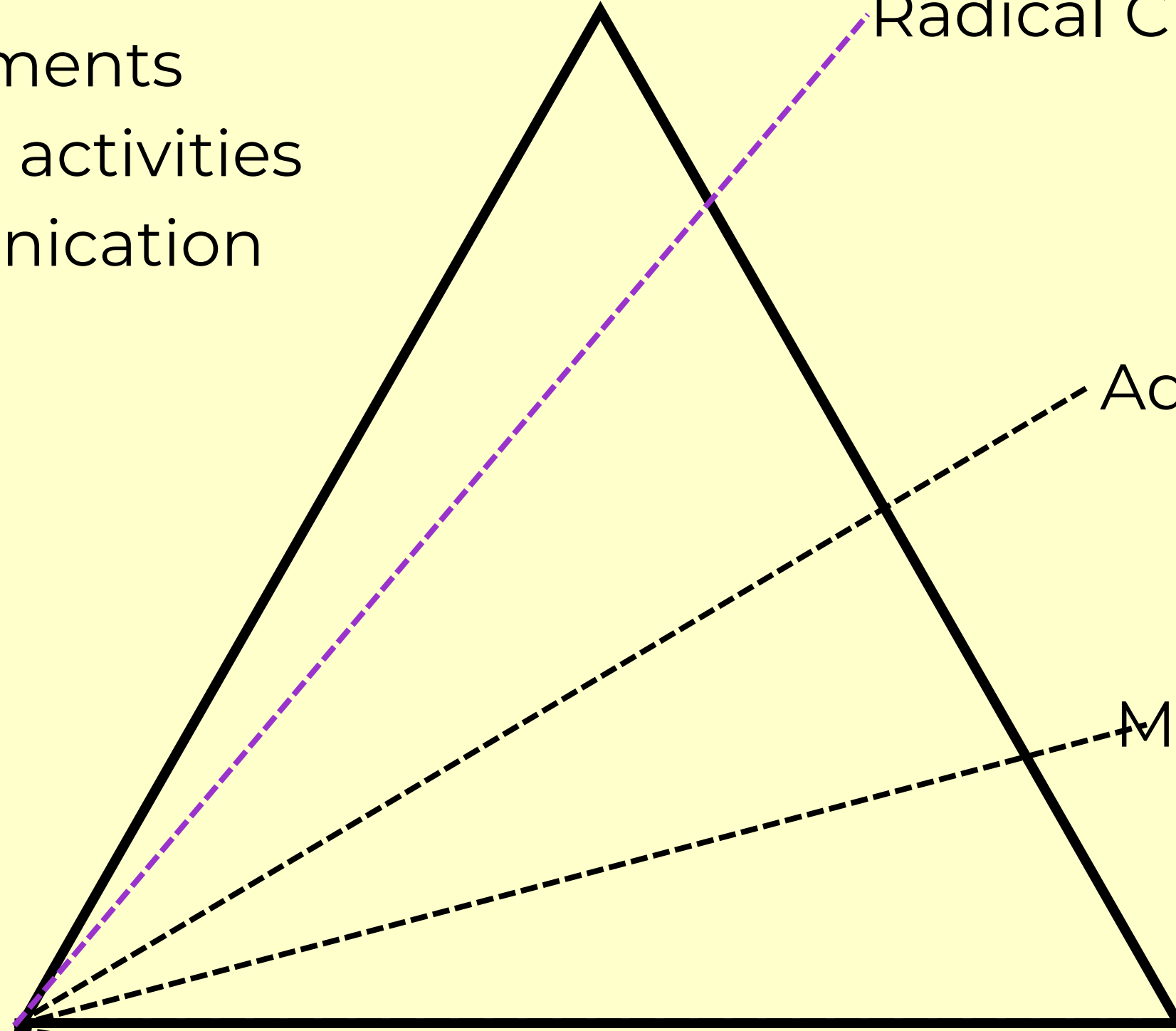
Marginal change path

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

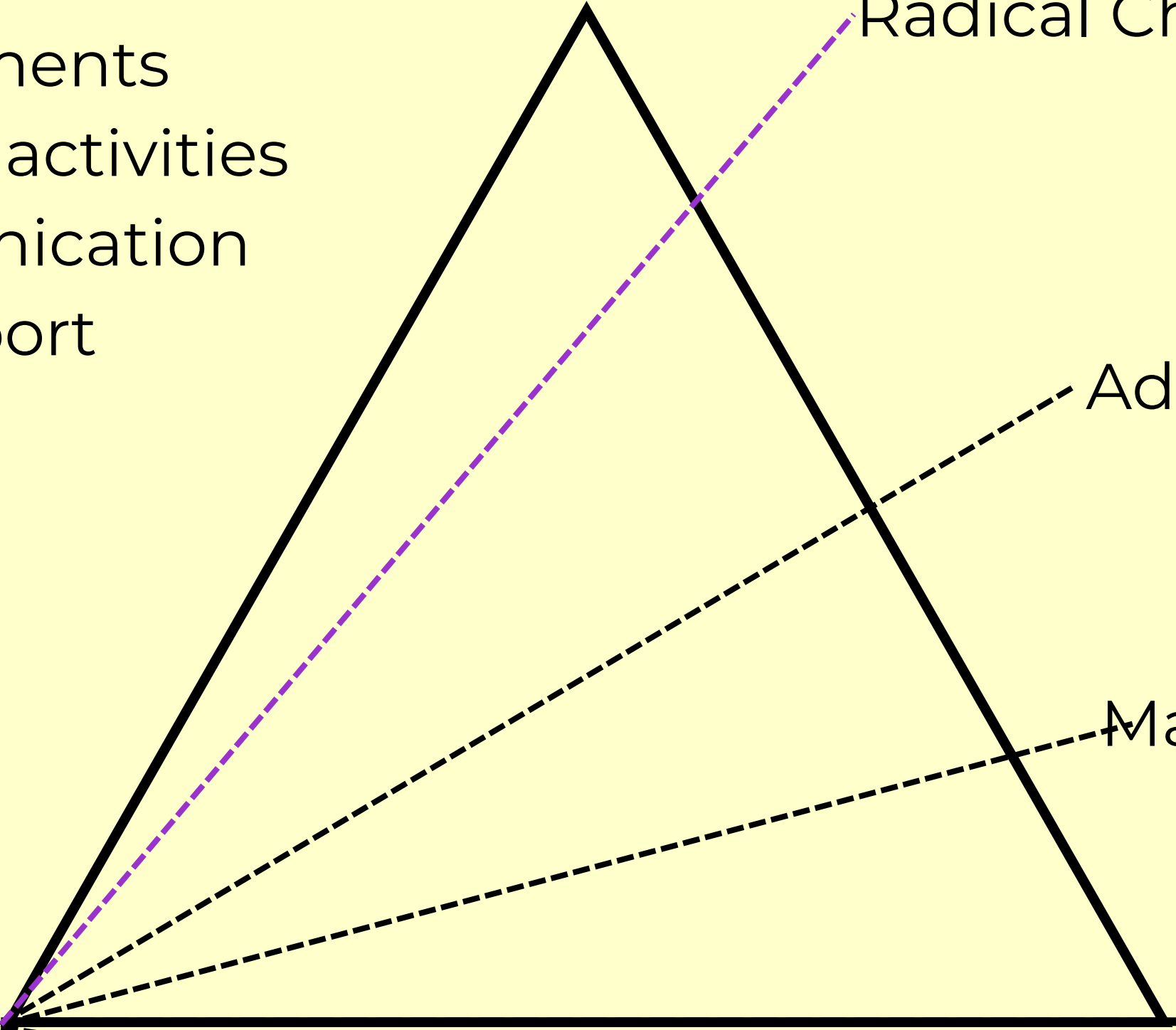
Marginal change path

No Change

# Weight of the Past

Back to the past

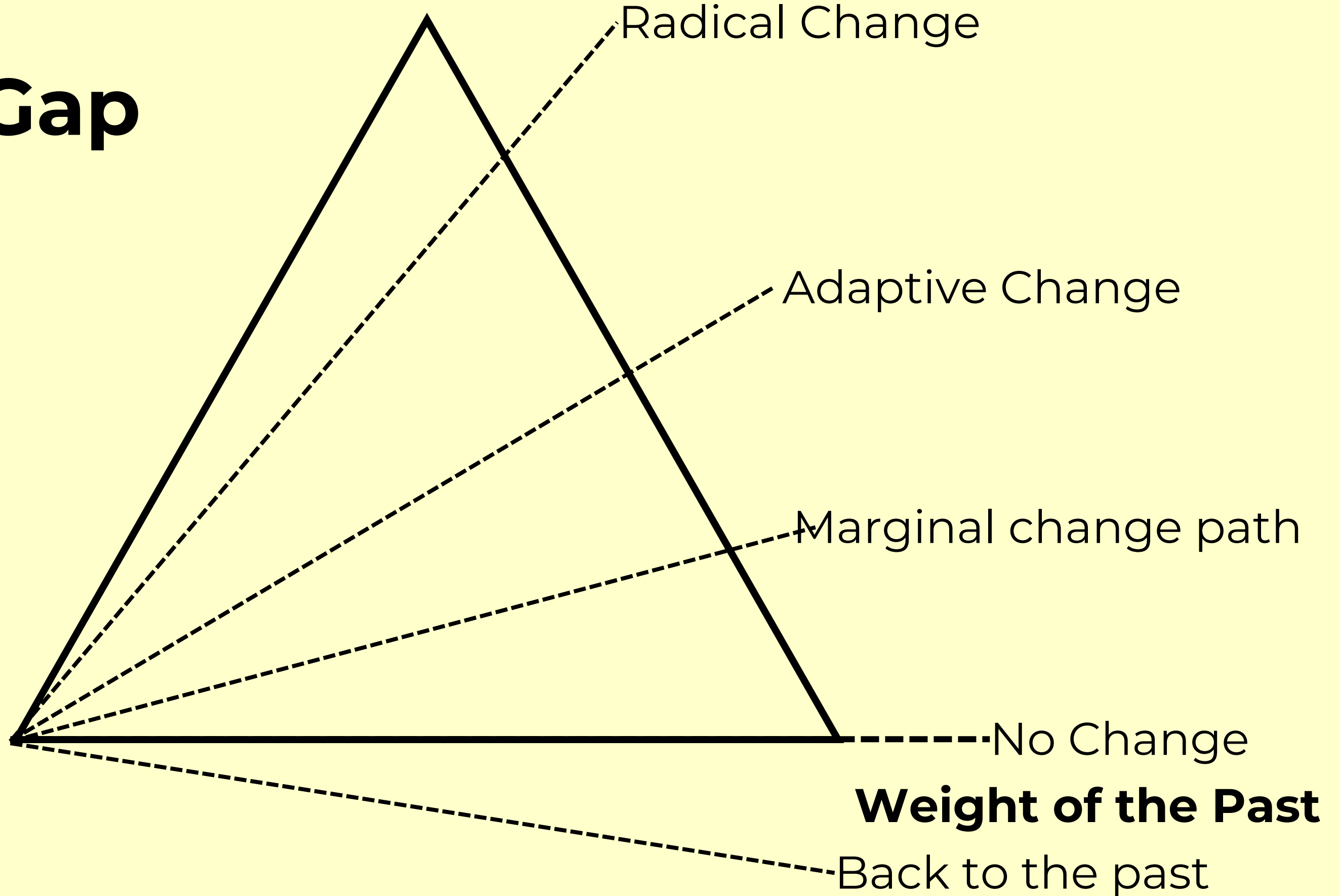
# Push of the Present



# Map the Gap

**Pull of the future**

**Push of the Present**



**Pull of the future**

Radical Change

**Progressive behavior**

Adaptive Change

**Pragmatic behavior**

Marginal change path

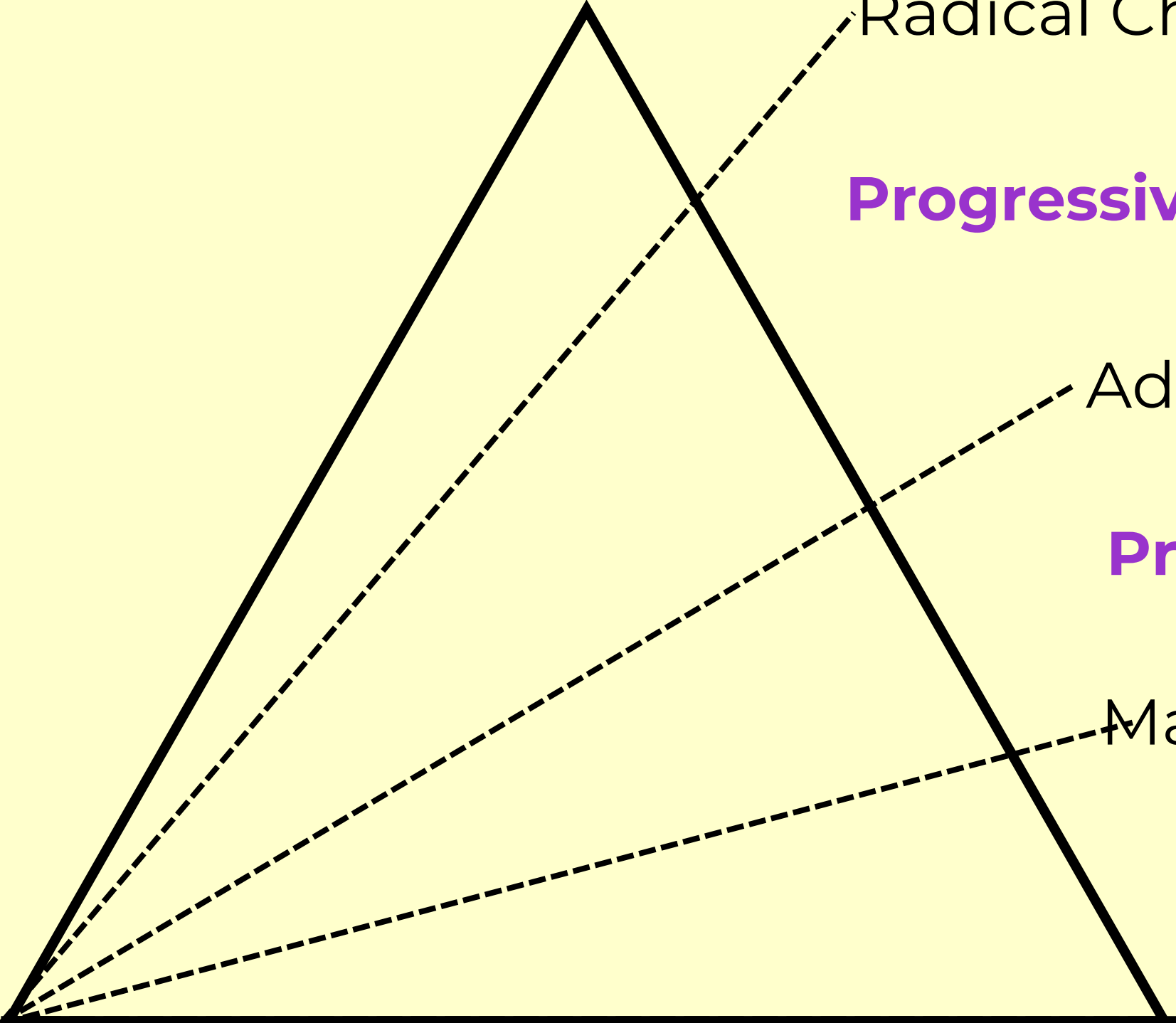
No Change

**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

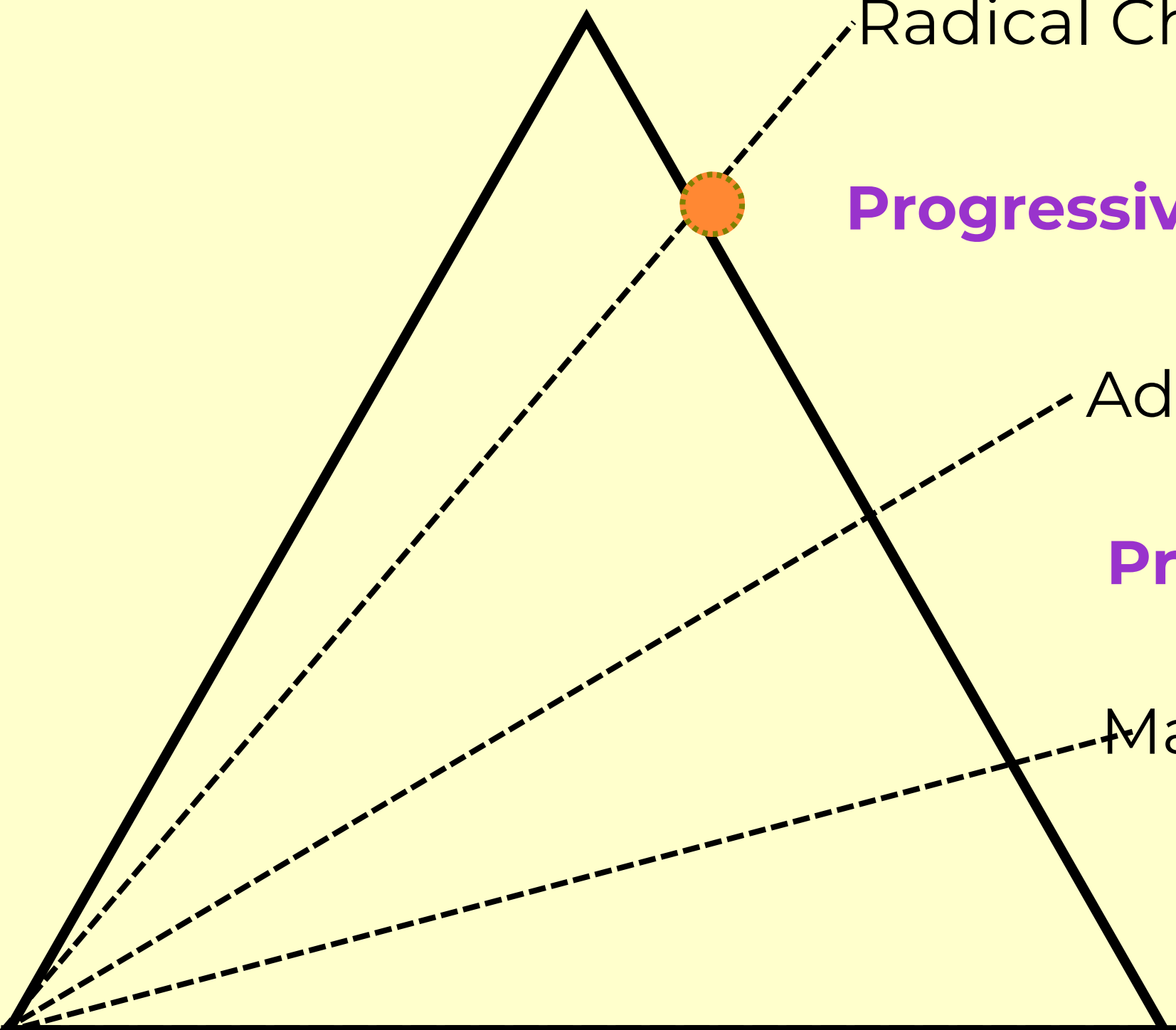
No Change

**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

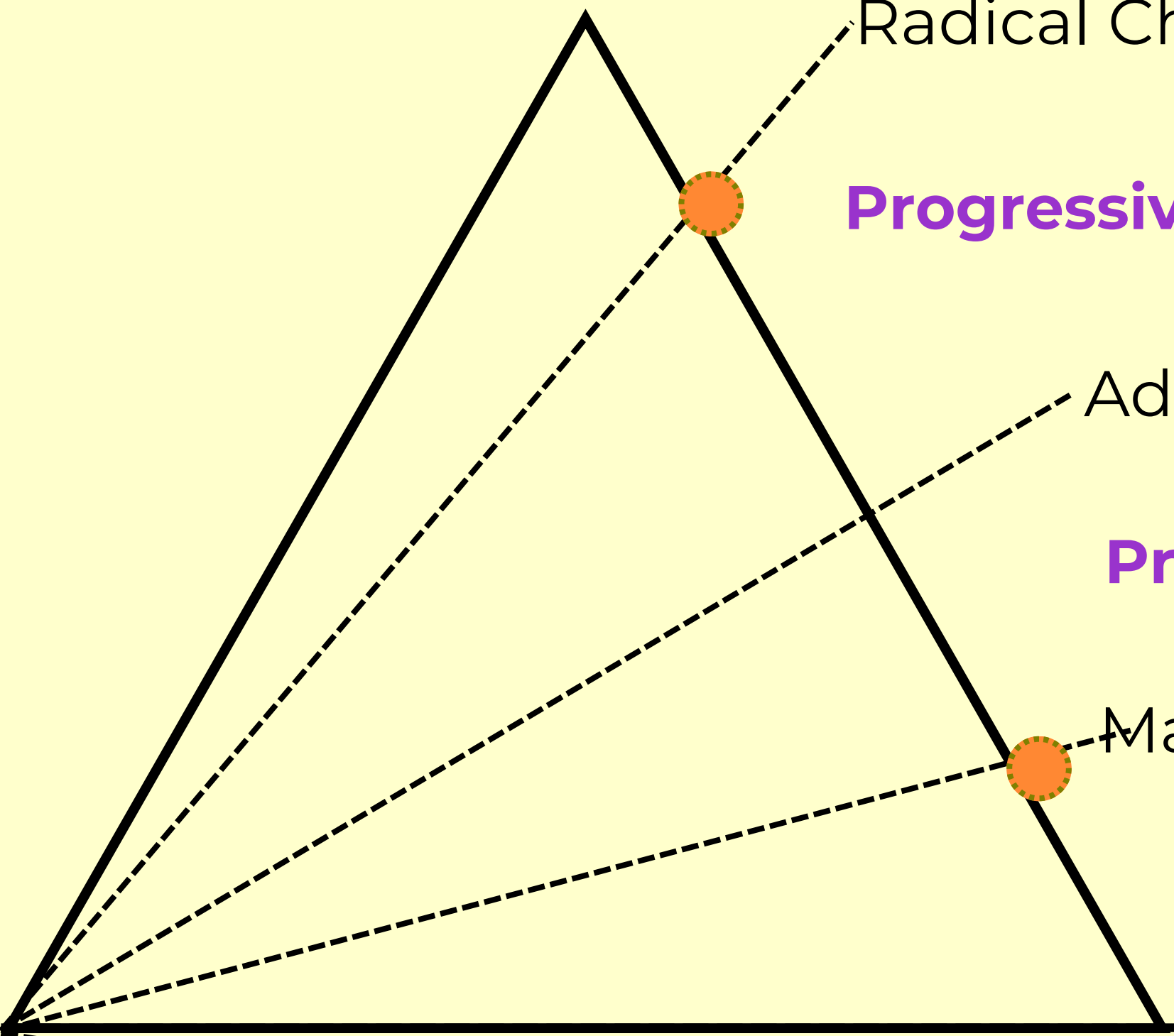
No Change

**Reactionary behavior**

**Weight of the Past**

Back to the past

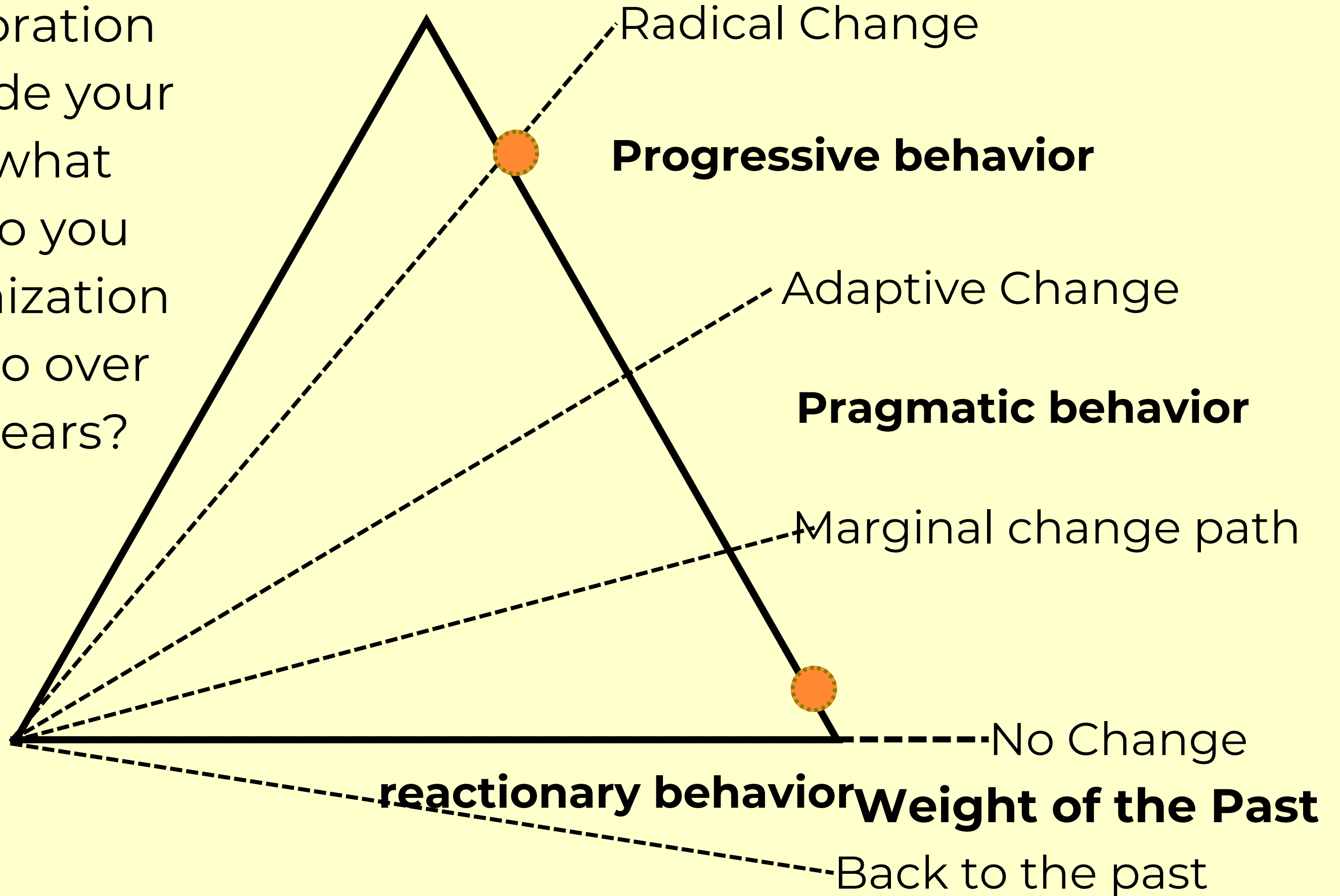
**Push of the Present**



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**

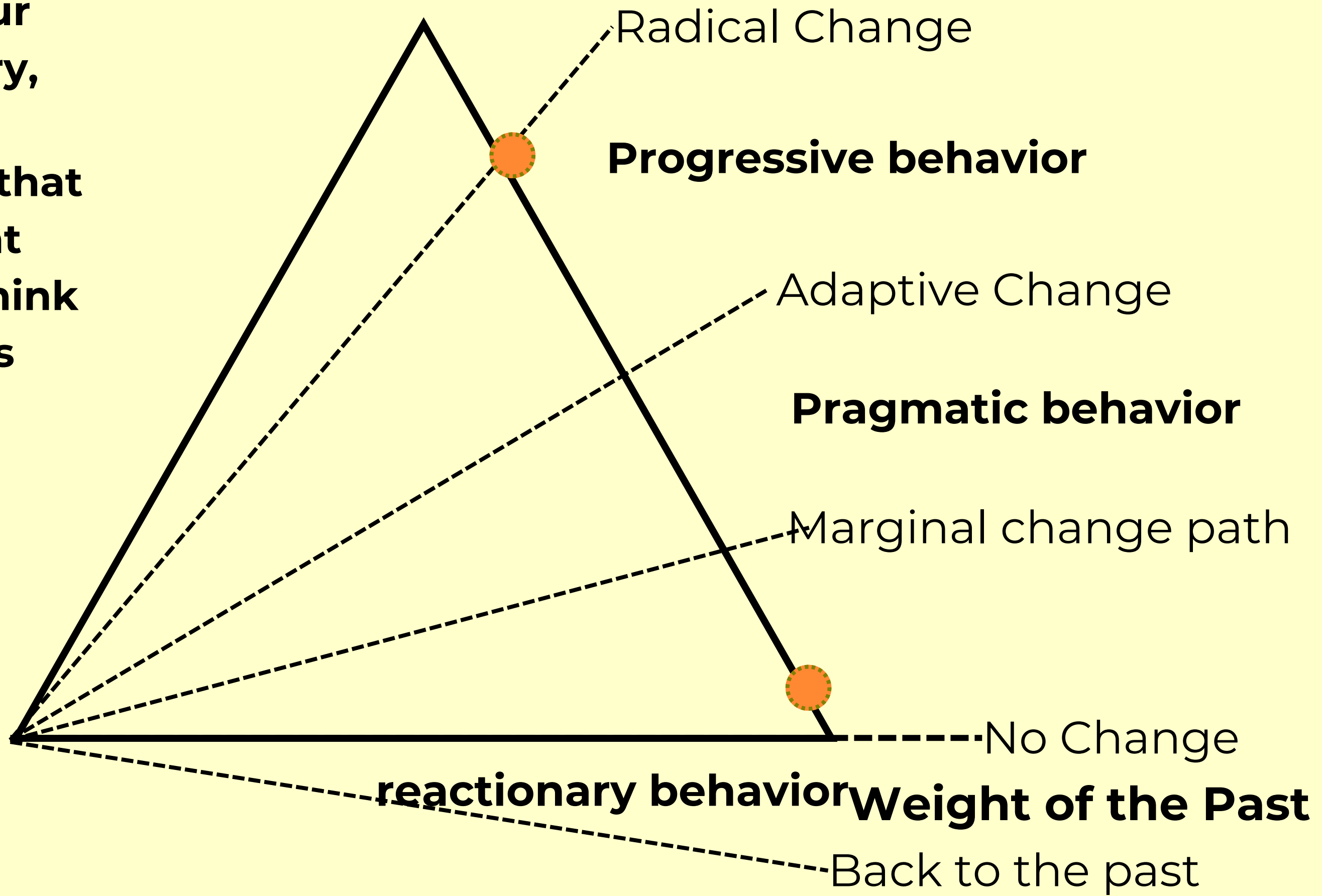
**Pull of the future**





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



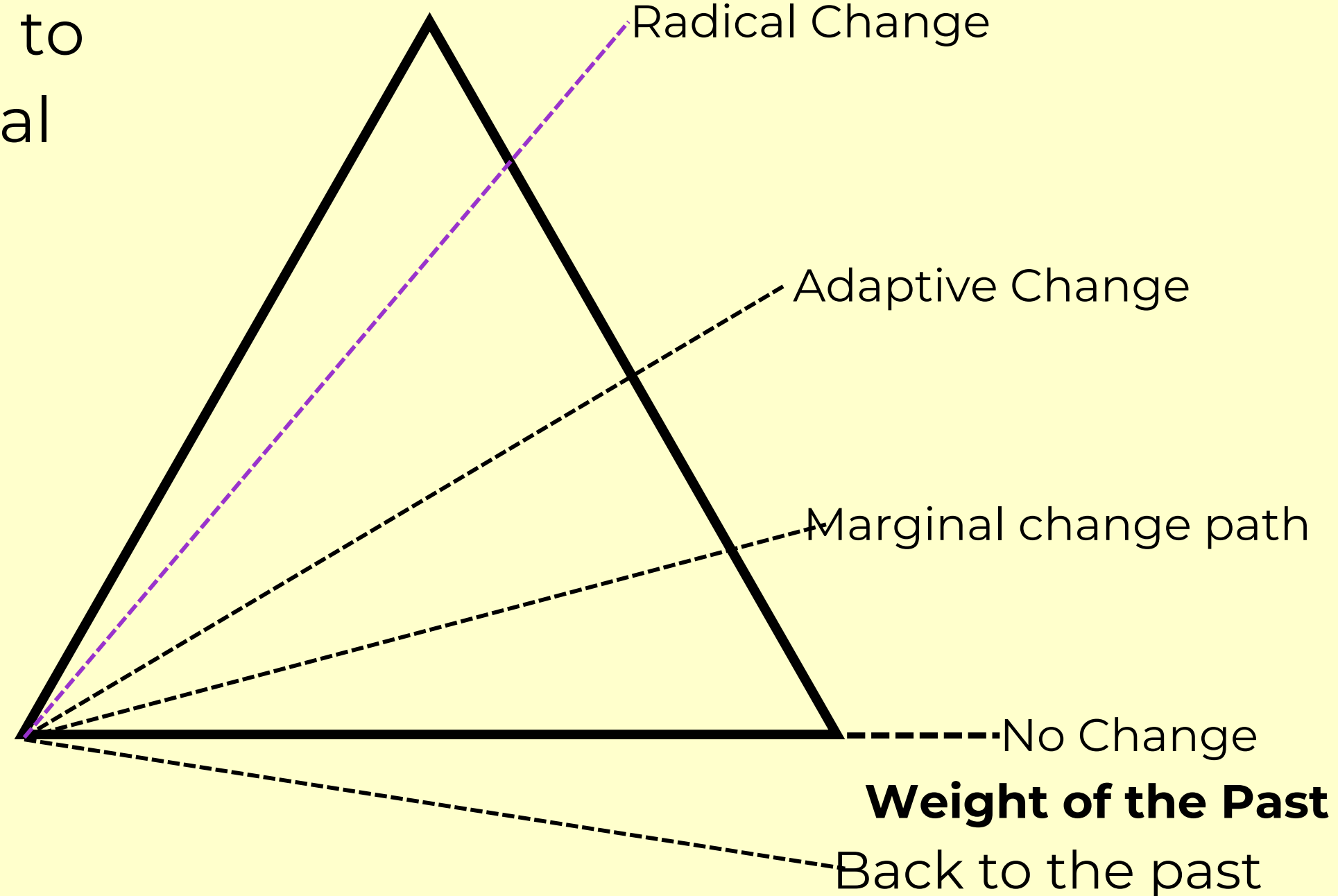
# Main Themes

# Futures Triangle

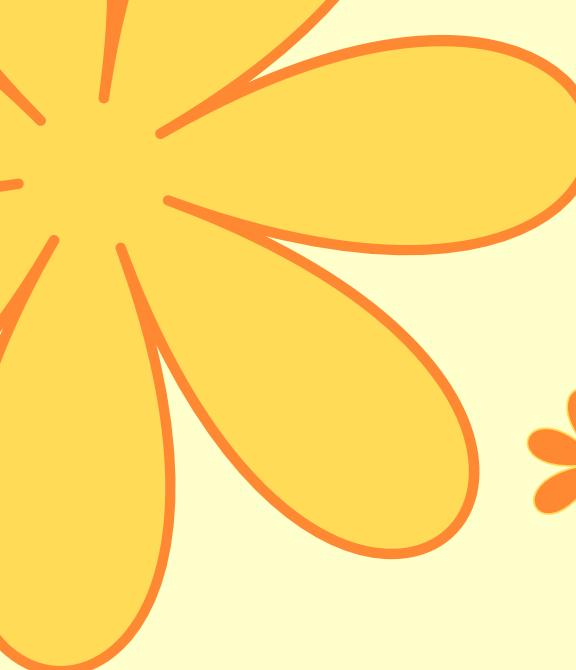
Significant, transformative actions likely needed to address your regional challenges

**Pull of the future**

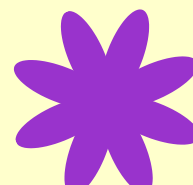
**Push of the Present**








# \* Tori Manley Speaking



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



**Services: Workshops| Content Creation| Presentations**



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