

Suggested Time: 60-90 minutes

Group Size: 5-8 participants

Instructions:

1. Start from the Future:

- a. Begin by envisioning a desirable future outcome or end-goal for the system.
- b. Fill in the table by working backward from this future point toward the present, identifying steps and conditions required to achieve the goal.

2. Identify Connections:

- a. Think beyond immediate or obvious actions related to the primary goal.
- b. Consider other processes, policies, or changes needed across different layers of the system to enable the future outcome.

3. Account for Consequences:

- a. Reflect on potential unintended consequences of each proposed action.
- b. Consider who might benefit and who might lose as a result of these actions, and discuss ways to minimize harm or account for those disadvantaged.

4. Collaborate:

- a. Encourage discussion among participants to incorporate diverse perspectives.
- b. Use the table to organize insights systematically and collaboratively.

Table Template (blank table provided on next page):

What	By When	Pre-Conditions	Policy	Practice
Final desired state or outcome	Target completion year	Necessary systemic elements already in place	Policies enabling the outcome	Practical applications or actions
Step leading to future	Deadline/phase	Enabling conditions needed beforehand	Adjustments to policies for transition	Hands-on steps to implement changes
Current starting point	Immediate next step	Foundational requirements	Current policies needing reform	Day-to-day practices requiring modification

Example Prompts for Participants:

- "What does the ideal future state look like, and what steps lead us there?"
- "What underlying conditions must exist to support each step?"
- "What changes in policy and practice are necessary at each stage?"
- "What unintended consequences might emerge, and how can we address those disadvantaged by the changes?"

What	By When	Pre-Conditions	Policy	Practice