Leadership Methodologies Compared

Function	Design thinking	Futures Thinking	System leadership
Framing the challenge	**Discovery -** reviewing the challenge, sharing information collaboratively	**asking the question;** developing an enquiry questions that define the scope re both timescale and participants	**values-driven**, reorientation of analysis of challenge for the system as a whole and individual leaders.
Environmental scanning	**Interpretation – using** data to generate meaningful design concepts, sharing "stories" and analysing them thematically to identify opportunities, and making them actionable.	**scanning the world; this** entails looking at what other discussion, thinking, and responses already exist to the problem articulated in the "asking the question" stage.	**Reviewing ground rules to map** activities and direction, what they are, how they operate , who shapes them- why hwo they are set up and monitored by leaders etc and the defining features or spheres of operation across which ground rules operate
Generating ideas	**"Ideation" -** generating ideas, via eg brainstorming, and collectively refining them into something practicable	**mapping possibilities; -** the bulk of the process, identifying ways to apply both internal and external thinking (from "scanning the world") to develop responses	**Creating a climate of professional generosity and exchange**,
Trialling and evaluating - preparing for implementation	**Experimentation**, - creating prototypes, identifying and getting necessary feedback and capturing and integrating it to identify what else is needed and experimenting again	**asking the next question. B**ringing the stages together by taking the thinking from the previous step and applying it to the question that was originally asked. Considering what would/might/will happen next, and if that requires another response cycle.	**Providing a new skill-set for system leaders** in two key areas, namely vision, and capacity-building.
Implementation	**Evolution -** developing the concept over time, via planning next steps, communicating the idea to people involved in realising it, and documenting stakeholders and compelling narratives .	**thinking it through -** connecting responses with current practice and ideas to the outcomes articulated through the process described above	**Leadership drive and modelling.** Enquiry oriented, organisation to organisation support