



Now *for* Future

Leaders in the Art of Facilitation



LEADERS IN THE ART OF FACILITATION

Our Offering

Now for Future specialises in strategic facilitation and stakeholder engagement. We have worked in every state and territory in Australia. Whilst we offer ourselves as process specialists, we have a high level of literacy in sustainability. Coupled with our innovative engagement methodologies and graphic facilitation skills, we believe that our offering is unique in Australia.

We...

- **Design** innovative and effective engagement plans and strategic planning processes
- **Develop** innovative graphic tools to assist in the two-way communication of information, issues and outcomes
- **Facilitate and graphically record** stakeholder engagement sessions and strategic planning meetings

What Sets Us Apart

- Process specialists with **credibility and technical literacy** in sustainability, engineering and business
- **Innovative group processes**, including Australia's most experienced practitioner of the World Café engagement methodology that creates an environment for the free flow of opinions and ideas
- Skilled in **participatory decision-making processes** that are characterized by full participation, mutual understanding, inclusive solutions and shared responsibility
- Expertise and tools in **systems thinking and business concept innovation**
- **Graphic facilitation and innovative visual tools** that increase participation, understanding, creativity, and ownership – *Now for Future* is one of only a handful of companies in Australia offering these skills
- Our work is underpinned by both theoretical knowledge and **real-world business experience**
- Skilled at working on projects from a **triple bottom line perspective**
- Experienced at working within organisations, **complementing the skills of internal teams and experts** and contextualising meetings by ensuring that they intermesh and add value to existing communication channels
- Experienced university educators who have developed, and been **nationally awarded**, for creating innovation learning environments

How This Translates Into Added Value

- A meeting represents an opportunity to change the future. It also represents a commitment of time and resources. All too often, the resources are consumed but the opportunity is not captured. We have built our reputation on [harnessing the “collective power of the group” and maximizing outcomes](#) whether they be learning, understanding, team building, planning, decision-making or problem solving.
- Our processes move groups [beyond familiar opinions and “business as usual” solutions](#)
- Because of our methodologies, our graphics and our tools, our meetings are [different](#) – people see this as soon as they walk into the room. As a result, participants are more energized, engaged and committed. People will value, enjoy, remember and talk about a meeting facilitated by *Now for Future*.
- Through our participatory decision-making processes, we increase the likelihood of achieving [sustainable agreement](#). Sustainable agreement is characterized by a high degree of ownership and commitment, based on solutions that integrate everyone’s goals, and has a much greater chance of being successfully implemented.
- Our processes are based on the principle of genuine engagement – they help to build an organisational culture of [trust and open communication](#)
- We believe that everyone holds a part of the solution. Our processes demonstrate [respect for each individual participant](#). Not only does this translate into greater respect for our clients, it leads to richer and more innovative solutions.



PROCESS SPECIALISTS...

Now for Future specializes in strategic facilitation and stakeholder engagement, and has worked in every state and territory in Australia, and in New Zealand. We have developed a set of methodologies that we believe is unique in Australia and that sets *Now for Future* apart from other facilitators...



Innovative Methodologies

Now for Future has developed and, in some cases, brought to Australia a range of innovative processes designed to maximise the collaborative output of groups. For example, *Now for Future* uses the World Café methodology as one way of creating an environment for the free flow of ideas. Built around the metaphor of a café with its small tables and comfortable conversation, participants engage in constructive problem solving and the harvesting of collective intelligence. Jenni Dunn has worked in the USA with Juanita Brown, co-developer of the World Café methodology, and is now one of the most experienced World Café practitioners in Australia.

Process Design

The key to successful meetings lies in the design phase – refining and clearly articulating objectives, managing expectations, becoming literate in the issues, designing the briefing package and/or presentations that will guide participants to the “point of engagement”, designing the engagement process, anticipating the type of results and how they will be communicated, and planning feedback and next steps so that momentum is not lost after the meeting. We use our skills, experience and creativity to custom-design unique events that meet the specific needs of our client, participants and situation.



Graphic Facilitation

Now for Future uses large scale graphics to add another dimension (the visual dimension) to its facilitation. Using words and pictures, the group's output is captured live on large wall charts. Large scale graphics...

- Increases participation – people see their contributions acknowledged
- Increases creativity – participants use visual, big-picture thinking and see other dimensions of the discussion
- Increases group memory – everyone remembers and makes links by looking at the chart
- Increases ownership – as the record of the meeting is generated directly with participants



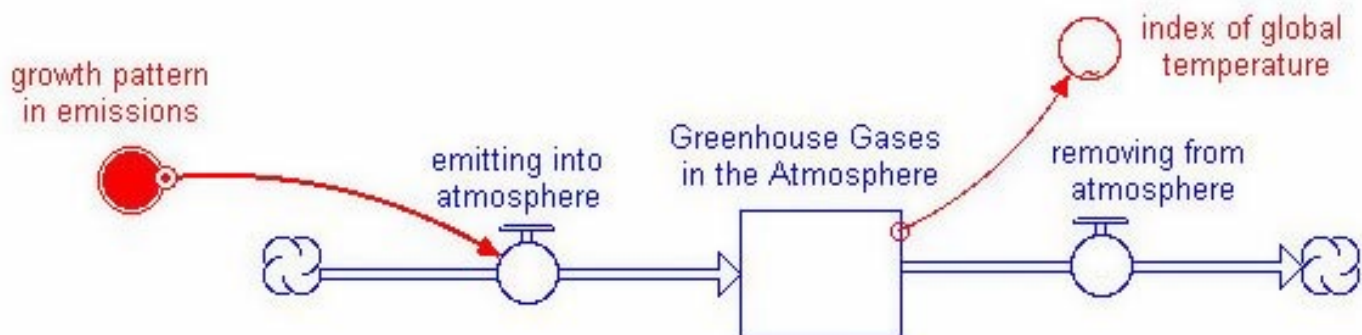
The resulting charts form a permanent visual record of the meeting. They can be distributed by email; printed as posters; included in reports or other publications; and used for de-briefing, follow-up actions or meetings.

Now for Future employs a range of innovative graphic tools and templates for tasks as diverse as planning infrastructure, project management, developing budgets and long-term financial strategies, and consulting on government policy.





PROCESS SPECIALISTS...



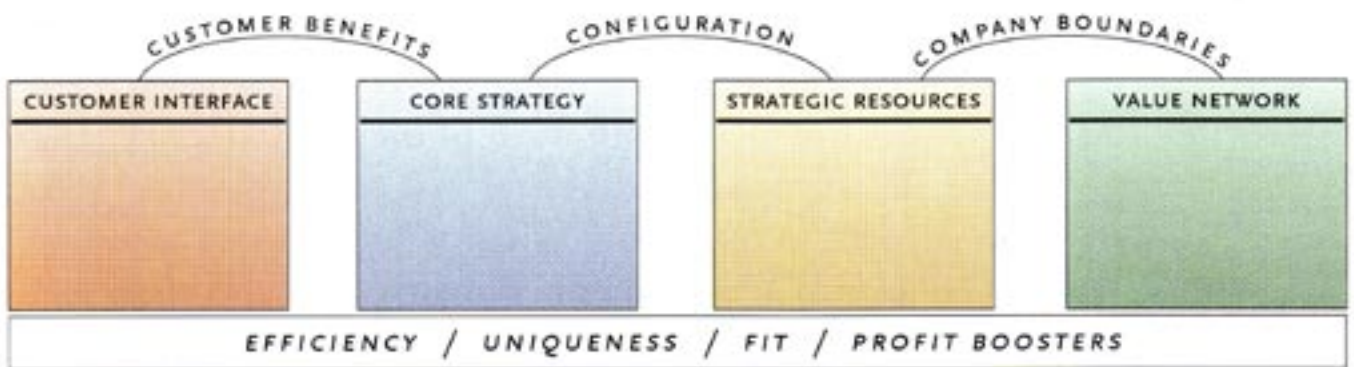
Systems Thinking Expertise and Tools

Businesses are systems, but all too often we focus on snapshots or isolated parts of the business (and wonder why our deepest problems never seem to get solved). We have developed and access a number of tools to move teams out to the big picture, encouraging them to look for the interconnections, and to take a systemic view of the business. These include system diagrams, computer simulation “microworlds”, and a number of techniques for challenging the powerful tacit mental models that often stand in the way of new insights and new ways of doing things.

Strategy Maps, Graphic Histories and Visual Business Plans

Strategic plans all too often become invisible, residing in the heads of a few or the pages of a plan that is rarely opened. People lose sight of the big picture and how what they are doing fits in. Our graphic histories record the achievements and learnings of the past. Our strategy maps and visual business plans show graphically, in a form that everyone can understand and relate to, the organization’s vision and the steps it is taking to achieve it.





Business Concept Innovation Expertise and Tools

We use tools and processes developed by Gary Hamel (with whom Erin has studied in the USA) to help refocus and reinvent businesses. Using a business model to view the business through a series of different lenses, we will assist you to develop an innovative and effective business concept using a process that is–

- CREATIVE rather than procedural
- EXPANSIVE rather than reductionist
- INVENTIVE rather than extrapolative
- INCLUSIVE rather than elitist
- DEMANDING rather than easy





...WITH LITERACY IN SUSTAINABILITY AND BUSINESS

Now for Future's principals have experience, expertise and credibility in sustainability, engineering and business that prepares them well for working with corporate and government clients...

Literate in sustainability

Sustainability is a core area of expertise for *Now for Future*. Over the past 12 months we have facilitated more than 25 sustainability-related workshops in water, waste, packaging, cleaner production, energy, and sustainable communities. Jenni Dunn commenced her education in sustainability in 1977 as a student in Peter Rawlinson's *Man & The Environment* course at LaTrobe University. This landmark program was one of the first in Australia to take a combined scientific, anthropological and sociological approach to issues surrounding the natural environment. She has continued to pursue her interest and active involvement in the area.

Erin Jancauskas, before joining *Now for Future*, was Foundation Professor and Head of the Melbourne School of Energy and Environment at Melbourne University Private. He has been directly involved in a number of sustainability projects, including the ESD of the Alan Gilbert Building on University Square, one of Melbourne's better green commercial buildings. He won a \$1 million Renewable Energy Commercialisation Program grant to install and monitor Australia's largest building-integrated photovoltaic power system in the building. He was also co-author of Melbourne's Zero Net Greenhouse Emissions Strategy.



Experienced in Engineering and Business

Erin Jancauskas is a mechanical engineer with a PhD in aerodynamics. He has been an engineering consultant, the Dean of an industry-focused engineering faculty, and a research engineer. He has published extensively in the area of wind engineering and some of his work can be found in the Australian wind loading code. He is one of only a few people in Australia who have held professorships in both engineering and environment.

Jenni Dunn has a Masters degree in Education from the University of Melbourne – this involved a significant research component. In her previous role as Manager of Industry Liaison at Swinburne University of Technology, she was responsible for a range of activities at the interface between the University and industry including identifying opportunities for research collaboration and facilitating key relationships.

Experienced in Management

Now for Future's work is underpinned by both theoretical knowledge and real-world business experience. Jenni Dunn holds postgraduate qualifications and has lectured in group processes, management, systems thinking and organisational behaviour. Both Jenni Dunn and Erin Jancauskas have successfully held senior management positions.



PRINCIPALS' PROFILES



Jenni DUNN

Jenni Dunn is the Managing Director of *Now for Future*, a strategic facilitation company she started in 2000. She is an experienced facilitator whose work is underpinned by both theoretical knowledge and real-world business experience. During her career she has worked in banking, secondary education, recruitment, higher education and has held senior management positions in both the private and public sectors. As a facilitator, she has worked throughout Australia and New Zealand in settings ranging from small teams in retreat settings through to hundreds of participants in conferences and community forums. Her formal qualifications focus on communication, management and group processes, and include a Master of Education from The University of Melbourne. Before starting *Now for Future*, she was Manager of Industry Liaison at Swinburne University of Technology.



Erin JANCAUSKAS

Erin Jancauskas is one of a handful of graphic facilitators in Australia, and the only one with an extensive background in sustainability. A mechanical engineer with a PhD in aerodynamics, Erin has been the Dean of an industry-focused engineering faculty and, most recently, the foundation professor and head of the Melbourne School of Energy & Environment at Melbourne University Private. He is skilled at capturing and explaining complex concepts using a set of unique graphic methods. He has been nationally awarded for his vision, strategic leadership and ability to build successful partnerships.

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