

Meet the 2023 Winter Cohort



The Automobile Gallery was again the site for a new Envision Strategic Foresight cohort to begin studies under the guidance of Garry Golden. On February 3 the following businesses and nonprofit organizations sent representatives to the training, bringing the total number of local leaders now trained to 125:

- O'Connor Connective
- NE Wisconsin Technical College
- Foundations Health & Wholeness
- St. Norbert College
- Prevea Health
- HSHS
- Bellin Health
- Bay Towel, Inc.
- Amerilux
- Greater Green Bay Chamber
- Green Bay Police Department



Advised by Garry Golden to “be playful in your conversation about the future,” students began the day by stating their objectives for the training and sharing some of the uncertainties surrounding their own industries.



“I just want to learn how to think differently about the future. Can we maintain that proposition of being the safe, small community people have grown to love?”

Garry explained the defining lenses of the next ten years: hindsight, insight and foresight. The latter, he explained involves planning ahead and strategizing, anticipating and re-imagining, scanning for data to inform decision making, and accessing current trends to hypothesize the future.



“How do I as a leader in an institution think about what’s happening next? How do we anticipate the needs of our stakeholders in a changing world? What is a new way to think through this?”

“We’re good at planning for a year. We don’t try to go beyond that because things change so rapidly. We need a balance. It’s challenging to get people who come here for school to stay here”.





"I love big ideas. I love thinking strategically. I thought of AI as happening in manufacturing, and then all these tools became available to everyone. I want to do some visioning for the future of my company."

The class learned that anticipating and leading requires shared language.



"How do we incorporate these tools into our strategic planning, and how do we think differently on a day-to-day basis? Climate wasn't necessarily on our horizon until we were introduced to it by Envision. Now we need to get ahead of the planning curve."



"We need to wear more hats in a constantly changing workplace."



"I want to learn how to help people move from fear of change to being excited about it."

"We need to learn to anticipate trends so we're not just responding to change."



"I want to know how to get more comfortable with disruption. A heavily licensed and regulated program is slow to change. How do we balance it all?"

Key foresight activities, the class was told, include investigation, imagination, and inspiration.



*“How do we sustain this small, family-oriented community in the face of growth?
I believe in the power of networking.”*



*“We’re closely tied to industry in our community.
We need to be able to identify indicators of change.”*



"In all industries, we've created more jobs than there are people to fill those jobs. We have to learn how to be sustainable with limited human resources."

"We're going to have to embrace innovation. The biggest uncertainty for our community that is very change-averse is how to deal with that effectively."



"I want to learn to negotiate change and be more proactive in the market place rather than just reacting."

The group was introduced to "four futures thinking: Your job is to be able to tell the story of all four futures":

- Continued growth
- Disciplined constrained
- Transformed
- Decline collapse

This cohort will make its final presentations and graduate on March 31.