



Peter Hutton

Convenor

peter.hutton@futureschools.education

www.futureschools.education

Stages of Evolution

	Impulse Oriented	Compliant Dependent Culture	Achievement Culture	Collaborative Growth Culture	Co-Creation Culture
Management Style	Highly reactive or command and control	Hierarchical and parental	Driving results	Collaborative and developmental	Creative, empowering and disruptive
Environment	Impulsive and reactionary	Procedure driven and traditional	Competitive and fast paced	Inclusive and growth oriented	Highly adaptive and future oriented
Expectations of my people	React quickly, put out fires and focus on quick wins	Loyal, compliant and diplomatic	Pragmatic, accountable and responsible	Strategic and stakeholder oriented with a focus on personal growth	Futuristic thinking to enable continuous evolution
What is important?	Survival and immediate action	Position, stability and expertise	Professionalism, outcomes and resilience	Harnessing collective insights and purpose	Co-creating a better future for humanity through building adaptive capacity
What is rewarded and celebrated?	Acting on opportunities, taking charge and winning against others	Experience, compliance and loyalty	Initiative, difficult decisions and results	Developing self and others, strategic thinking and sustainable growth	Enlightened insight, evolutionary milestones and superior agility
What is not safe?	Waiting, procrastinating or taking time to reflect	Challenging authority, challenging the status quo or non-compliance	Under-achievement or blaming others	Narrow or short term thinking or image management	Not considering multiple consequences of actions

THE SIX STEPS TO BUILDING ADAPTIVE CAPACITY

