

Strategic Foresight – The Futures Wheel

After-Action Report/Summary Analysis
February 25, 2022

This After-Action Report provides a synopsis of the alignment between the workshop objectives and participant outcomes.

Presented to:	Latoya Reeves
Title:	Instructor
Organization:	Heart Trust
Date:	February 11, 2022
Prepared by:	Rev. Ambassador Sylvia Wilks

WORKSHOP OVERVIEW

Workshop Name	Strategic Foresight – The Future Wheel
Workshop Dates	February 11, 2022
Workshop Scope	This online workshop was designed to provide training on Strategic Foresight for HEART Trust Jamaica and other professionals located in the Cayman Islands. The Workshop included exercises designed to enhance participant knowledge of forecasting methods and tools.
Industry Sector	The content in this Workshop is targeted for the training and development industry and has application for other sectors, including youth services.
Workshop Schedule	Start: 2:30pm - End: 4:30pm
Workshop Objectives	<ol style="list-style-type: none"> 1. Teach participants the importance of foresight 2. Teach participants the fundamentals and principles of strategic foresight 3. Introduce participants to STEEPLE analysis 4. Introduce participants to a foresight tool – the future wheel
Workshop Survey/s and/or Workbook	N/a
Workshop Participants	7
Sponsor	HEART Trust Jamaica
Point of Contact	Latoya Reeves
Contact Information	Instructor, latoyareeves43@gmail.com

EXECUTIVE SUMMARY

It was a pleasure delivering the Strategic Foresight workshop to some of your members. The objective of the workshop was to teach the importance of foresight, highlight the fundamentals, and principles of strategic foresight, introduce the STEEPLE analysis and introduce the future wheel foresight tool. The workshop was organized in three sections which covered all the objectives.

This workshop report starts with additional details on how the workshop objectives were achieved, a profile of the participants and how they heard about the workshop.

Also included in this report is information and analysis about the icebreaker activity and data analysis and results of the workshop evaluations completed after the workshop.

Workshop Objectives

Educators and youth professionals need to have the ability to foresee the changes and indications that will start a trend or influence the future before it takes place. Attending a strategic foresight workshop can help equip them with knowledge and skills that they can utilize in their field, especially if they are decision-makers. Based on the responses and confirmations received for the workshop, I developed the content with examples, scenarios, and activities suited for the target audience. The presentation was prepared and presented for educators or persons that work with families and young people specifically. Most of the participants were educators that did not have decision-making roles. The information would be helpful for them if they were asked to be involved in planning for their schools. The prevention officer of the National Drug Council and the instructor of HEART Trust can utilize the information shared in their influential positions. The Director of the Youth Services Unit is also in a significant role, with some decision-making responsibilities for the office he leads. This information would be critical if he were to be engaged in updating the Cayman Islands National Youth Policy. Some of the information shared during the presentation also reinforced the importance of being future smart personally.

Objective 1: Teach participants the importance of foresight

How the Workshop Meets the Objective:

PowerPoint Presentation:

- Script explained foresight
- Script explained benefits of foresight (Values of foresight/ risks without foresight)

Findings and Comments:

- Objective met: Researched and presented information on the subject matter
- Information was new for most of the HEART Trust participants. *Mr. Grace asked the difference between a catastrophizer or a person who leads with foresight.*

Objective 2: Teach Participants the fundamentals and principles of strategic foresight

How the Workshop Meets the Objective:

PowerPoint Presentation:

- Embedded video explained strategic foresight
- Script gave further explanation of strategic foresight
- Script explained the importance of being future smart: how intentional leaders plan for the future

Findings and Comments:

- Objective met: Researched and presented information on the subject matter

- Information was new for most of the HEART Trust participants. *Asked participants for feedback/ takeaway regarding the video – no response.*

Objective 3: Introduce participants to STEEPLE analysis

How the Workshop Meets the Objective:

PowerPoint Presentation:

- Script defined STEEPLE
- Script explained application of STEEPLE chart
- Script explained benefits of STEEPLE (Values of STEEPLE/ risks without STEEPLE)

Findings and Comments:

Information was new for most of the HEART Trust participants. *Asked participants for feedback/ takeaway regarding the video – no response.*

Objective 4: Introduce participants to a foresight tool – futures wheel

How the Workshop Meets the Objective:

PowerPoint Presentation:

- Script defined futures wheel
- Diagram & Script explained application of futures wheel
- Diagram & Script explained benefits of futures wheel with example
- Diagram & Script explained how futures wheel could be used with STEEPLE
- Diagram & Script explained how to use futures wheel to explore unemployment (Discussed SOCIAL of the steeple – 1st order and 2nd order consequence)
- Future Wheel Activity – explained futures wheel steps again and completed analysis

Findings and Comments:

- Information was new for most of the HEART Trust participants.
- When explained benefits of futures wheel with the example of budget cut of a local organization, Mr. Myles commented in the Zoom Chat: *"Hedging up to 5% of donations each year would help with futures security. Have to be disciplined enough to maintain saving the 5% with every contribution."* (See Appendix A)

- When explained futures wheel exploring unemployment, Ms. Morris-Wisdom commented in the Zoom Chat Room: *"As it relates to STEEPLE not just a portion should feel the effects of it but if the entire people come to together even the government things would be limited such as unemployment and not having a social life such as having a house which is so difficult here in Jamaica."* (See Appendix A)

Audience Profile

Initially, a broad audience was targeted. However, based on the workshop registrations, the presentation was prepared and presented for educators or persons who specifically work with families and young people.

Participant Names:

Jamaica Participants

Ms. Latoya Reeves, Instructor HEART Trust Jamaica
 Ms. Yanique Morris-Wisdom, Early Childhood Educator
 Ms. Vidalyn Christie, Early Childhood Educator
 Ms. Shaneeka Tulloch, Early Childhood Educator

Cayman Islands Participants

Mr. James Myles, Head of Youth Services Unit Designate
 Mr. Hylton Grace, Correctional Counsellor at Her Majesty's Cayman Islands Prison Service (HMCIPS)
 Mr. Simon Miller, Prevention and Education Officer at the National Drug Council

(See Appendix C)

How they heard about the Workshop: A flyer was posted on Facebook and distributed via WhatsApp to various people, including the Head of the Youth Services Unit Designate, Mr. James Myles, and Correctional Counselor, Mr. Hylton Grace. I also reached out to Ms. Latoya Reeves, an Instructor of HEART Trust in Jamaica. She sent the information to some of her former students. Subsequently, the flyer was sent to Mr. Simon Miller, Prevention and Education Officer of the National Drug Council of the Cayman Islands. I followed up with a phone call with my colleagues in Cayman and Jamaica, requesting that they send out the information or invite persons from their offices to attend. (See Appendix B)

Comments: The majority of the participants were representatives of the HEART Trust organization in Jamaica. The instructor logged on while driving but was engaged throughout the presentation. She was the only HEART Trust representative that participated in the futures wheel activity. The other participants were not as engaged verbally but gave information in the Zoom chat. One participant had to leave for a moment. Although the HEART trust participants were not as engaged, the atmosphere was conducive for learning. Mr. Grace and Mr. Miller were the first to join, and they greeted each other on the Zoom chat. Mr. Grace was very engaged in the discussions and futures wheel activity. Mr. Miller was not as engaged and had to leave briefly to attend another meeting. He gave his feedback in the Zoom chat. Mr. Myles was delayed

on entering but brought good synergy to the room as he engaged in the discussions and futures wheel activity.

Workshop Activity

Activity 1: Icebreaker Video: Sagicor Cayman Islands Insurance Advertisement

Outcome: The discussion after the video was brief. Two participants wrote in the Zoom chat. In response to the video, Mr. Miller posted reality, and Ms. Morris-Wisdom posted value. One person said ups and downs. To probe a little more, I mentioned another video that showed a woman's birthday video before and after marriage and kids. Mr. Grace was familiar with the video, and thus he pointed out the significance of life transitions and leaving a legacy.

Analysis: This activity was beneficial as it helped participants see how important it is to be intentional future thinkers. Association helped reinforce the information shared about strategic foresight and organizations. However, I was hoping that the video would have made the participants feel comfortable opening up and sharing.

Workshop Evaluations & Feedback

A survey form was created within the Zoom meeting protocols. When the meeting closed, the survey form appeared in the browser for the participants. Mr. Grace, Mr. Miller and Mr. Myles completed the form immediately after the Workshop. All the HEART Trust participants used their phones for the meeting and thus found it difficult to fill out the form after the workshop. A follow up email was sent with the evaluation word document attached. The HEART Trust participants again had difficulty with opening the document, thus a Google form was created and distributed to them. (See Appendix E)

The results of the workshop evaluations questions 1-10 are these:

[NOTE: The data from the Zoom survey was combined with the data from the Google form.]

1. The workshop provided me with valuable or useful information that I can use in my work or on the job.

7 responses

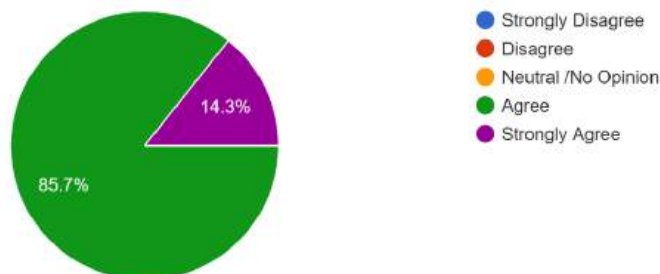


Figure 1: Workshop Information Valuable and Useful for Work

2. The presenter actively engaged me and encouraged me to participate.

7 responses

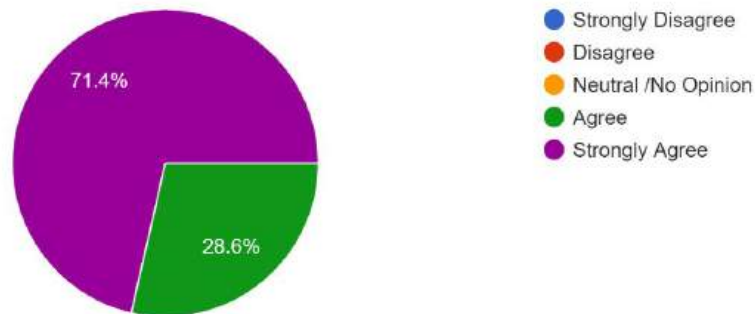


Figure 2: Presenter Actively Engage Participant

3. The presenter demonstrated an in-depth knowledge of the subject matter.

7 responses

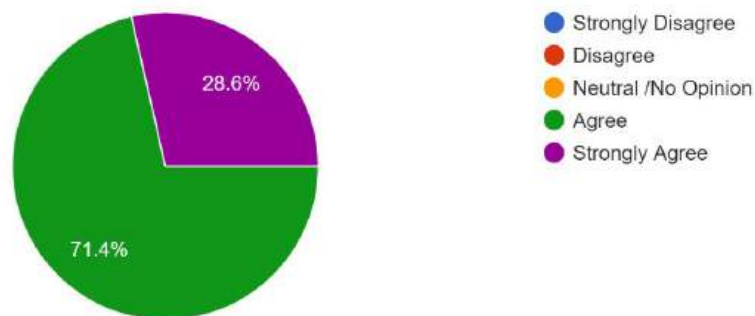


Figure 3: Presenter Demonstrate In-Depth Knowledge of Subject Matter

4. The environment was conducive to learning (ie: room temperature, seating, lighting, use of audio/visual aids).

7 responses

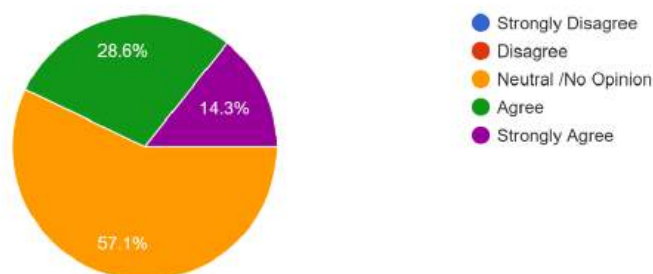


Figure 4: Environment Conducive to Learning

5. The PowerPoint graphics were professional and contributed to the learning experience.

7 responses

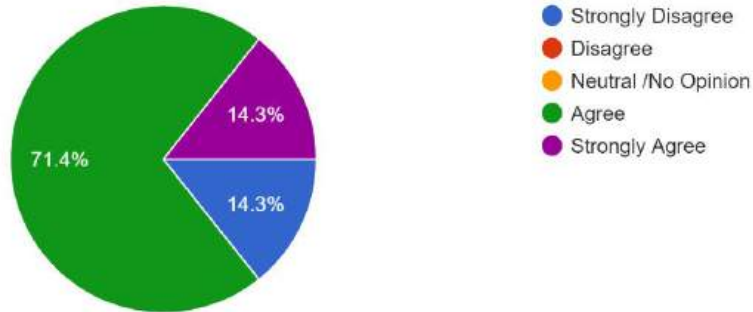


Figure 5: Professional PowerPoint Graphics

6. The learning outcomes for this workshop were met.

7 responses

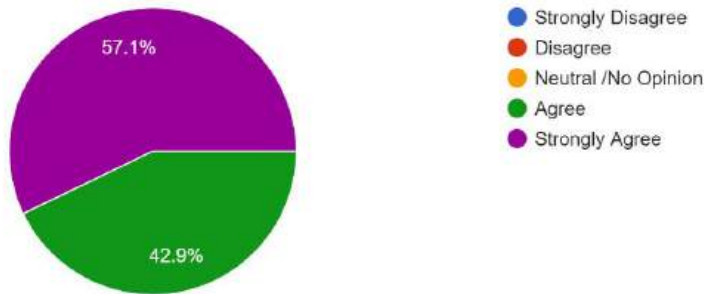


Figure 6: Workshop Learning Outcomes

7. The small group activity contributed to my learning experience.

7 responses

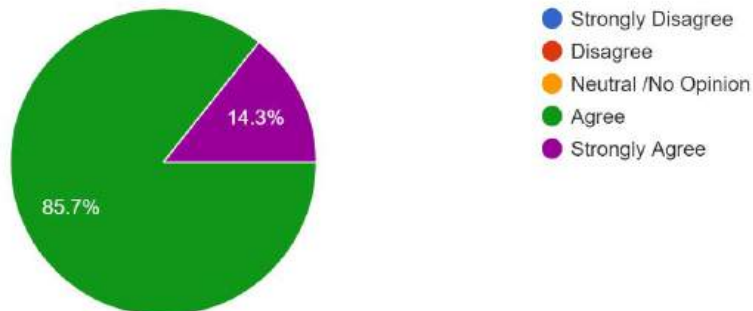


Figure 7: Small Group Activity

8. The large group debriefing session near the end of the workshop helped me gain additional insights.

7 responses

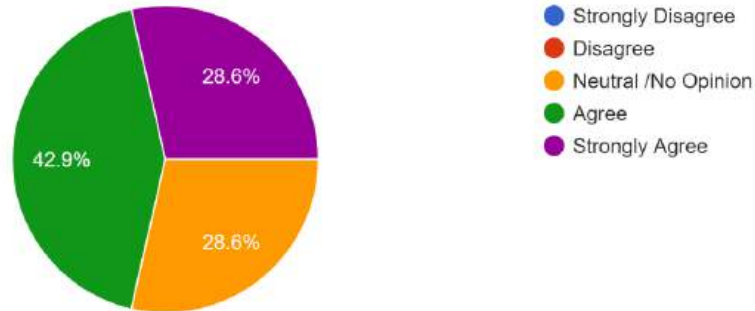


Figure 8: Large Group Debriefing Session

9. I will be able to apply the knowledge I gained from this workshop to my leadership and work.

7 responses

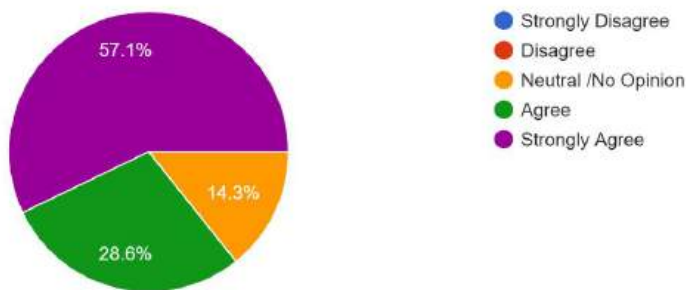


Figure 9: Knowledge Gained Applicable to Work

10. I would suggest a follow-up or advanced level for this workshop.

7 responses

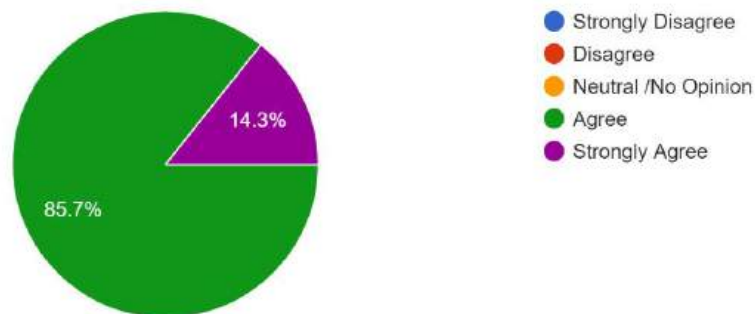


Figure 10: Suggestion for Workshop Follow-up

Summary of Workshop Evaluation Results

Most of the participants strongly agreed that the learning outcomes for this workshop were met (See figure 6). Most agreed that the small group activity contributed to their learning experience (See figure 7). Even though most either strongly agreed or agree that the large group briefing session helped them gain additional insights, there were some that were either neutral or had no opinion (See figure 8). Most of the participants strongly agree that they were actively engaged to participate (See figure 2) and most agreed that there was demonstration of in-depth knowledge of the subject matter (See figure 3). However, improvement is needed to make the PowerPoint graphics more professional and contribute to the learning experience (See figure 5). Improvement is also needed to make the environment conducive to learning (See figure 4). Most of the participants agreed that the workshop provided them with valuable or useful information that they can use in their work (See figure 1) and majority of them strongly agreed that they can apply the knowledge they gained to their leadership and work (See figure 9). Most of the participants agreed they would suggest a follow-up or advanced level for the workshop (See figure 10).

The comments section of the survey generated the following comments:

[NOTE: The first four responses are from the Google survey form and the latter three are from the Zoom survey.]

11. What I learned most from this Workshop:

1. That environment, politics and culture plays integral role when leaders are planning for the future.
2. STEEPLE will be uses to make better decisions and for future goals
3. What I learned from this Workshop is that you have to believe in yourself, have high self-esteem.
4. N/A
5. New concepts of steeple and futures
6. STEEPLE Analysis should be applied in almost every decision
7. How to use a model in our organization to fully appreciate the impact of a proposed change or event.

12. Suggestions for improvement:

1. The timing could have been longer or have additional sessions
2. More examples to simplify STEEPLE in decision making
3. More interacting activities
4. Nil
5. Case study case examples (written)
6. It was great. maybe a longer time frame to ensure lessons are inculcated
7. N/A

13. I would like to deepen my understanding or learn more about:

1. How to integrate clients in the decision mode.
2. Financial growth Hold the faith in God's timing
3. Abuse in the working environment. Activity plans

4. Nil
 5. Strategic thinking Steeple Futures
 6. STEEPLE
 7. The importance of organizational integrity with a change in management.
- (See Appendix E)

Conclusions & Next Steps

Conducting a workshop is an excellent way to introduce new concepts and ideas. Workshops that are most effective integrate activities and methods that accommodate all learning styles and abilities. The interaction throughout the workshop, the responses, and feedback during the debrief revealed that the participants who were not a part of the HEART Trust group connected more with the information shared. The ratings from these participants were also higher than the HEART Trust group.

Both sets of participants benefited from the content of the workshop. The HEART Trust participants learned important information about the STEEPLE and how the different elements are critical when leaders plan for the future. Their full participation in the STEEPLE analysis activity would have enabled them to participate in the debrief. The engaged participant was able to give great insights during the debrief.

Based on the findings of this workshop, it would be prudent to:-

1. Send out a survey before the workshop to gather information about the participants, particularly their positions and role in the organization. If they have prior knowledge of the subject matter and their areas of interest are concerns.
2. Ask the participants about their expectations for the workshop.
3. Change the ice breaker to a more interactive activity.
4. Improve the PowerPoint graphics.
5. As suggested, consider a longer time frame for the workshop. Give more examples to simplify STEEPLE in decision-making and offer case studies or case examples.
6. Provide more insights for application.

To further participants learning, HEART Trust can:-

1. Plan a follow-up session to discuss engagement and interaction during the workshop. (The goal is to get an understanding of the lack of participation).
2. Plan additional sessions to further examine the STEEPLE chart and provide an opportunity to practice the futures wheel exercise.
3. Include participants in planning and decision-making.

To strengthen the organization, it would be prudent to:-

1. Conduct a strategic foresight workshop for the leaders and decision-makers

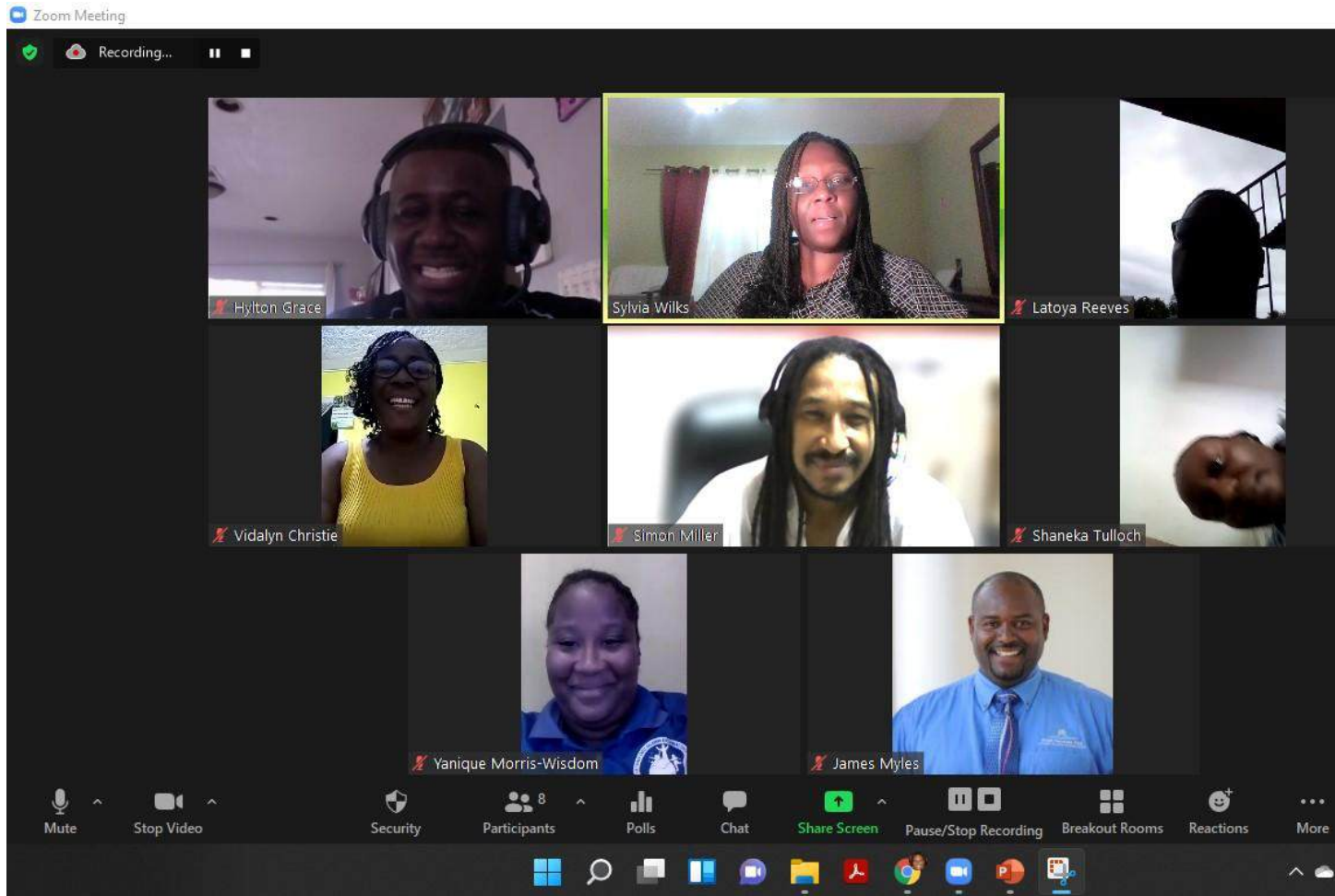
Conclusion to Professor

Teaching is one of my strengths, and I thus I thoroughly enjoyed delivering this workshop. I didn't think I would, but I enjoyed editing the analysis section. I discovered a new tool when preparing the futures wheel example. The visual paradigm online tool was very easy to use.

At first, I was unsure about using the furures wheel, but reviewing the example in the overview and mock workshop was helpful. Creating the example for the presentation helped reinforce the information learned.

Organizing the workshop in sections helped it to go smoothly. However, it was challenging to use the speaker notes of the PowerPoint without a dual monitor. I went off Script a couple of times but managed to keep on point and control the flow. Using humor might have helped, but it did not increase engagement and participation. I would have preferred more involvement from the HEART Trust group. Sometimes this is expected. As a facilitator, the best way to deal with this is to be prepared and not allow silence or disengagement to discourage you. Zoom is great for offering the workshop to international participants but would prefer to do it on-site if possible.

APPENDIX A: WORKSHOP PICTURES AND ZOOM CHAT



14:33:53 FROM SIMON MILLER TO EVERYONE: SIR GRACE GOOD TO SEE YOU MY BROTHER

14:38:57 FROM SIMON MILLER TO EVERYONE: GOOD AFTERNOON TO ALL

14:51:30 FROM SIMON MILLER TO EVERYONE: REALITY

14:53:18 FROM YANIQUE MORRIS-WISDOM TO EVERYONE: VALUE

15:42:44 FROM JAMES MYLES TO EVERYONE: HEDGING UP TO 5% OF DONATIONS EACH YEAR WOULD HELP WITH FUTURES SECURITY. HAVE TO BE DISCIPLINED ENOUGH TO MAINTAIN SAVING THE 5% WITH EVERY CONTRIBUTION.

15:42:45 FROM SIMON MILLER TO EVERYONE: THANKS AGAIN FOR THE OPPORTUNITY AND FOR SHARING MS. WILKS. UNFORTUNATELY, I HAVE ANOTHER MEETING WHICH IS ABOUT TO BEGIN. THE WEBINAR WAS INDEED INFORMATIVE. I FOUND THE INFORMATION TO BE VERY RICH. WISHING EVERYONE A BLESSED WEEKEND.

15:58:10 FROM JAMES MYLES TO EVERYONE: THIS TECHNIQUE IS CALLED FISH BONE

16:00:56 FROM VIDALYN CHRISTIE TO EVERYONE: I'M RUNNING OUT FOR A FEW

16:09:25 FROM HYLTON GRACE TO SYLVIA WILKS(DIRECT MESSAGE): SEND TO ME PLEASE

16:09:30 FROM HYLTON GRACE TO SYLVIA WILKS(DIRECT MESSAGE): GONNA RUN

16:09:50 FROM HYLTON GRACE TO EVERYONE: THANK YOU ALL. HAVE A GOOD ONE

16:10:48 FROM YANIQUE MORRIS-WISDOM TO EVERYONE: AS IT RELATES TO STEEPLE NOT JUST A PORTION SHOULD FEEL THE EFFECTS OF IT BUT IF THE ENTIRE PEOPLE COME TO TOGETHER EVEN THE GOVERNMENT THINGS WOULD BE LIMITED SUCH AS UNEMPLOYMENT AND NOT HAVING A SOCIAL LIFE SUCH AS HAVING A HOUSE WHICH IS SO DIFFICULT HERE IN JAMAICA

16:13:39 FROM SHANEKA TULLOCH TO EVERYONE: UR WELCOME

16:13:49 FROM JAMES MYLES TO EVERYONE: THANKS FOR THE SESSION
 16:13:59 FROM YANIQUE MORRIS-WISDOM TO EVERYONE: YOU'RE WELCOME 😊
 16:15:12 FROM JAMES MYLES TO EVERYONE: GOODBYE EVERYONE
 16:15:41 FROM JAMES MYLES TO EVERYONE: COOL

APPENDIX B: WORKSHOP MARKETING MATERIALS



APPENDIX C: PARTICIPANT ROSTER

First Name	Last Name	Email	Registration Time	Approval Status	Att
Latoya	Reeves	latoyareeves43@gmail.com	03/02/2022 2:51	approved	Att
Gloria	Williams	Kidsvilleecc@gmail.com	11/02/2022 9:28	approved	Dic
Yanique	Morris-Wisdom	tamekamorris1@hotmail.com	10/02/2022 13:00	approved	Att
Simon	Miller	simonmiller@ndc.ky	11/02/2022 14:27	approved	Att
Vidalyn	Christie	vidalynchristie@gmail.com	10/02/2022 12:40	approved	Att
Hylton	Grace	Hylton.grace@gmail.com	11/02/2022 14:31	approved	Att
carol	watson	carolizwatson@gmail.com	11/02/2022 14:39	approved	Dic
Camille	Cheese	kccc1979@gmail.com	10/02/2022 14:01	approved	Dic
James	Myles	James.myles@gov.ky	11/02/2022 15:26	approved	Att
Jackie (Carla)	Neil	jackssneil@gmail.com	02/02/2022 7:21	approved	Dic

APPENDIX D: WORKSHOP MEDIA LINKS

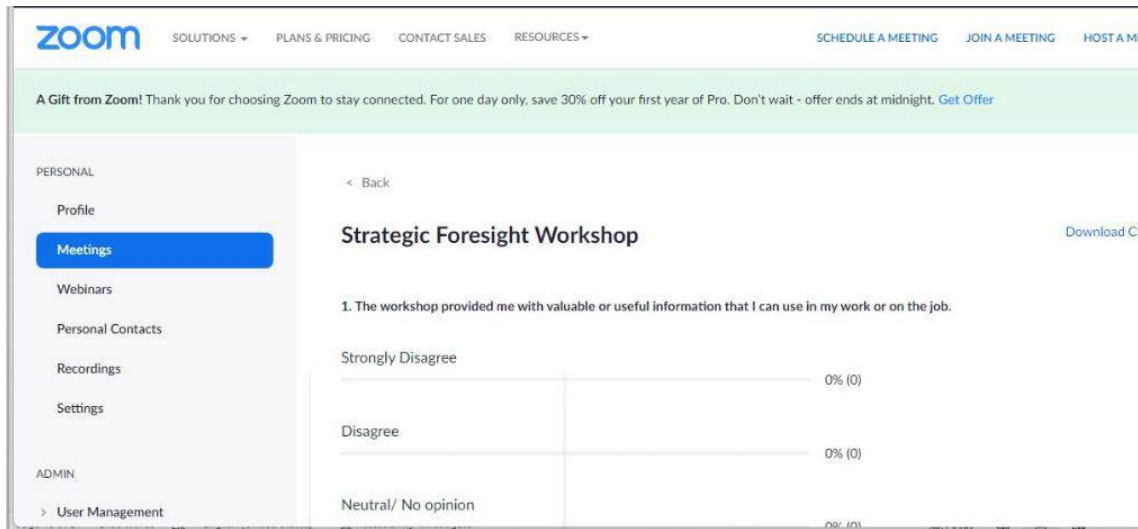
Ice-breaker activity:

<https://www.facebook.com/sagicorcayman/videos/460321169025113>

Strategic Foresight Video: <https://www.youtube.com/watch?v=OytuOln6X6Y>

APPENDIX E: WORKSHOP EVALUATIONS

ZOOM SURVEY



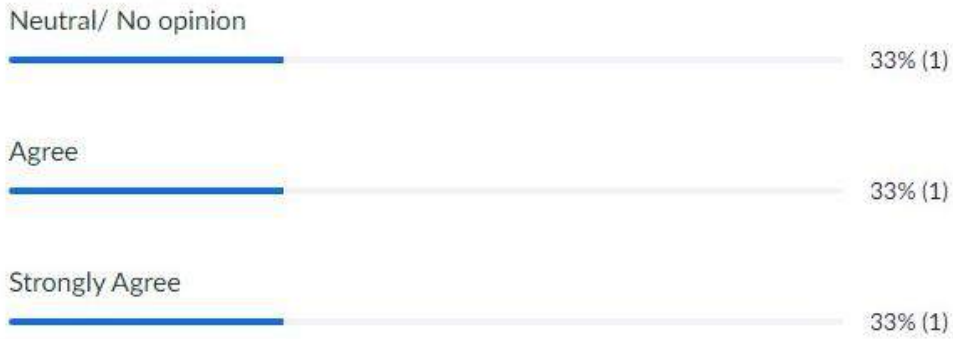


3. The presenter demonstrated an in-depth knowledge of the subject matter.

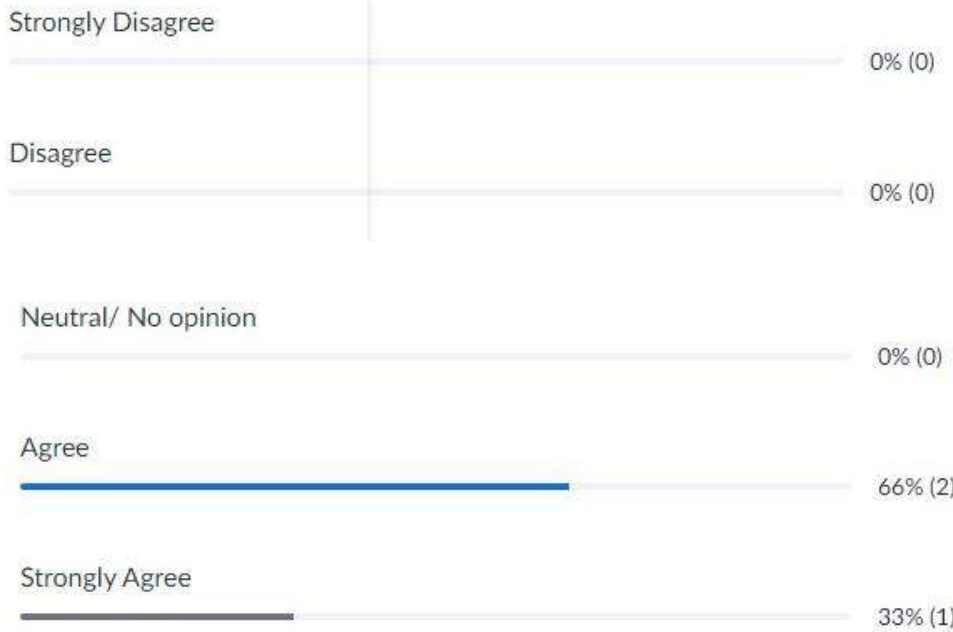


4. The environment was conducive to learning (ie: room temperature, seating, lighting, use of audio/visual aids).





5. The PowerPoint graphics were professional and contributed to the learning experience.



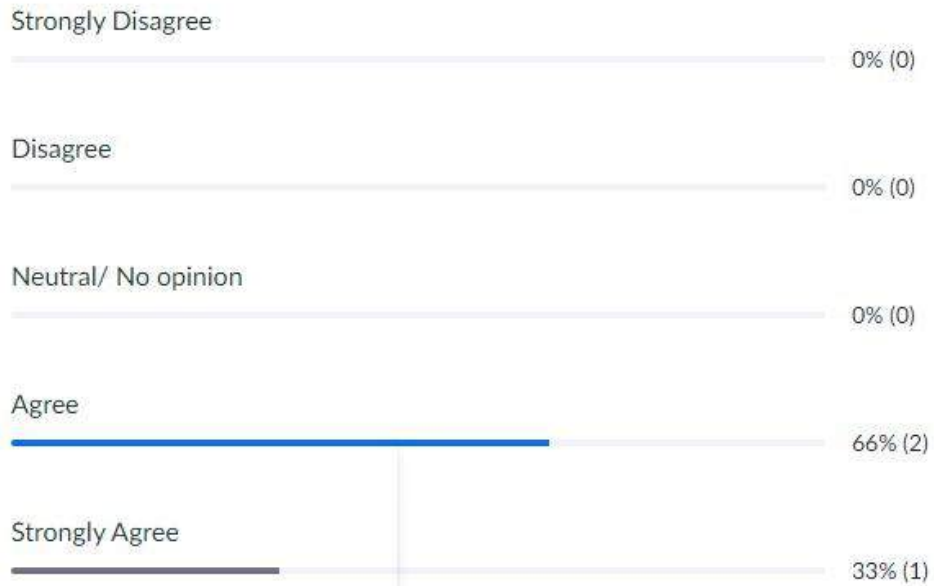
6. The learning outcomes for this workshop were met.



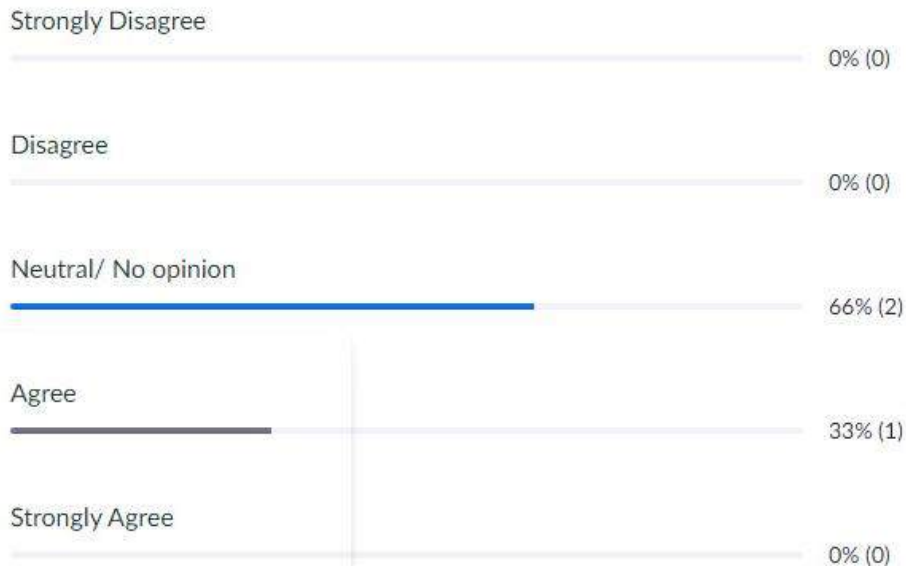


7. The small group activity contributed to my learning experience.

7. The small group activity contributed to my learning experience.



8. The large group debriefing session near the end of the workshop helped me gain additional insights.



9. I will be able to apply the knowledge I gained from this workshop to my leadership and work.



Agree 33% (1)

Strongly Agree 66% (2)

10. I would suggest a follow-up or advanced level for this workshop.

Strongly Disagree 0% (0)

Disagree 0% (0)

Neutral/ No opinion 0% (0)

0% (0)

Agree 100% (3)

Strongly Agree 0% (0)

11. Describe what you learned most from this workshop:

- new concepts of steeple and futures
- STEEPLE Analysis should be applied in almost every decision
- How to use a model in our organization to fully appreciate the impact of a proposed change or event.

12. Please provide suggestions on ways to improve this workshop:

- case study case examples (written)

- STEEPLE Analysis should be applied in almost every decision
- How to use a model in our organization to fully appreciate the impact of a proposed change or event.

12. Please provide suggestions on ways to improve this workshop:

- case study case examples (written)
- It was great. maybe a longer time frame to ensure lessons are inculcated
- N/A

13. Please list the topics you would like to learn about, and/or the areas you would like a deeper understanding:

- startegic thinking Steeple Futures
- STEEPLE
- The importance of organizational integrity with a change in management.

GOOGLE FORM SURVEYS

Yanique Morris-Wisdom

The image shows a screenshot of a Google Form survey. The browser's address bar shows the URL: https://forms.gle/d/1aDFR9QdXW-FcJCrYFYIqlen321RDsNaqXU0BqsEwDCg/edit#response=ACYDBNgVEF338lkgUFLmEroSDOzZbMyZYffGcq_weDO-mx. The browser's bookmark bar contains several items: RESEARCH, YOUTH DEVELOPM..., LEADERSHIP, Health and Wellness, ADMINISTRATION, BUSINESS, and Bookmark Manager. The form itself has the following fields:

- Name ***: Yanique Morris Wisdom
- Email ***: tamekamorris1@hotmail.com
- Workshop Title:** Strategy foresight
- Workshop Location:** Online

Workshop Date:
MM DD YYYY
02 / 11 / 2022

Presenter's Name:
Mrs Sylvia Wilks

Learning Outcomes:
Foresight for future decisions and goals

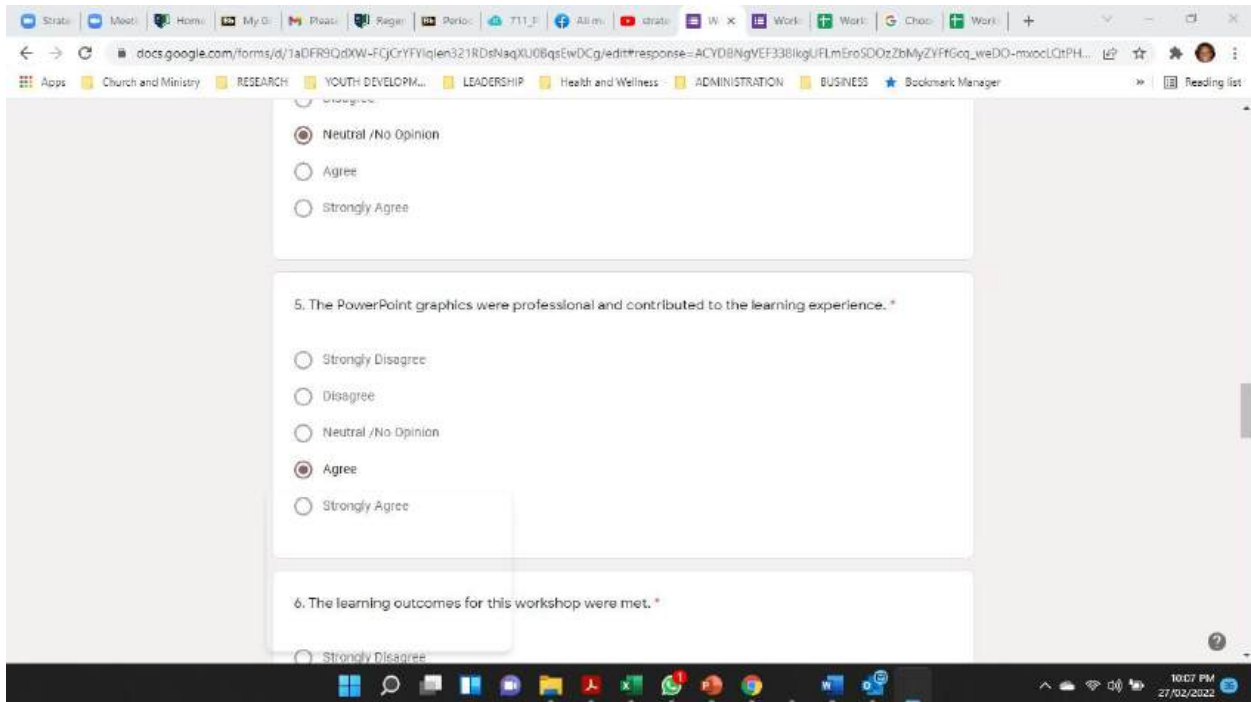
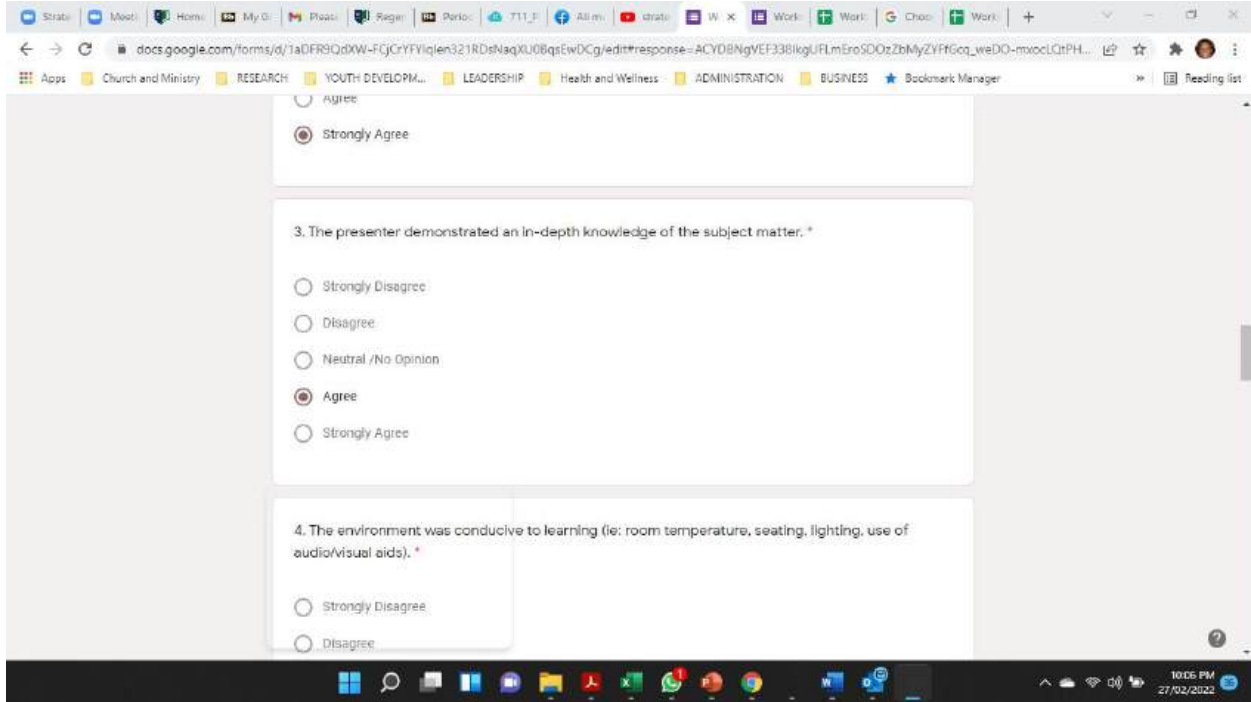
EVALUATION QUESTIONS
Use the following scale for questions 1-10: Strongly Disagree, Disagree, Neutral / No Opinion, Agree, Strongly Agree

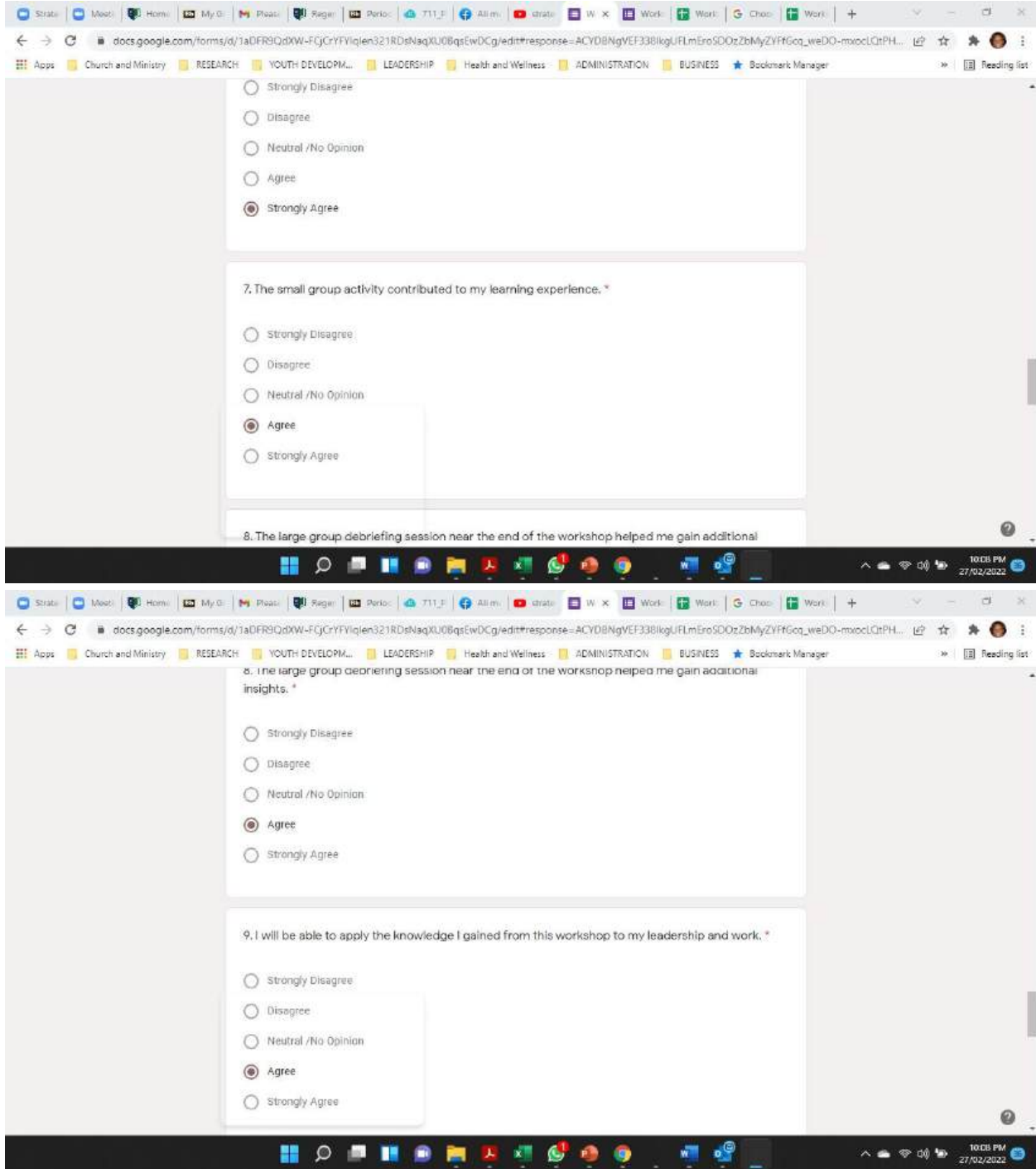
1. The workshop provided me with valuable or useful information that I can use in my work or on the job.*

Strongly Disagree
 Disagree
 Neutral / No Opinion
 Agree
 Strongly Agree

2. The presenter actively engaged me and encouraged me to participate.*

Strongly Disagree
 Disagree
 Neutral / No Opinion
 Agree





Strongly Disagree
 Disagree
 Neutral /No Opinion
 Agree
 Strongly Agree

11. Describe what you learned most from this workshop: *
STEEPLE will be uses to make better decisions and for future goals

12. Please provide suggestions on ways to improve this workshop: *
More examples to simplify STEEPLE in decision making

13. Please list the topics you would like to learn about, and/or the areas you would like a deeper understanding: *

11. Describe what you learned most from this workshop: *
STEEPLE will be uses to make better decisions and for future goals

12. Please provide suggestions on ways to improve this workshop: *
More examples to simplify STEEPLE in decision making

13. Please list the topics you would like to learn about, and/or the areas you would like a deeper understanding: *
Financial growth
Hold the faith on God's timing

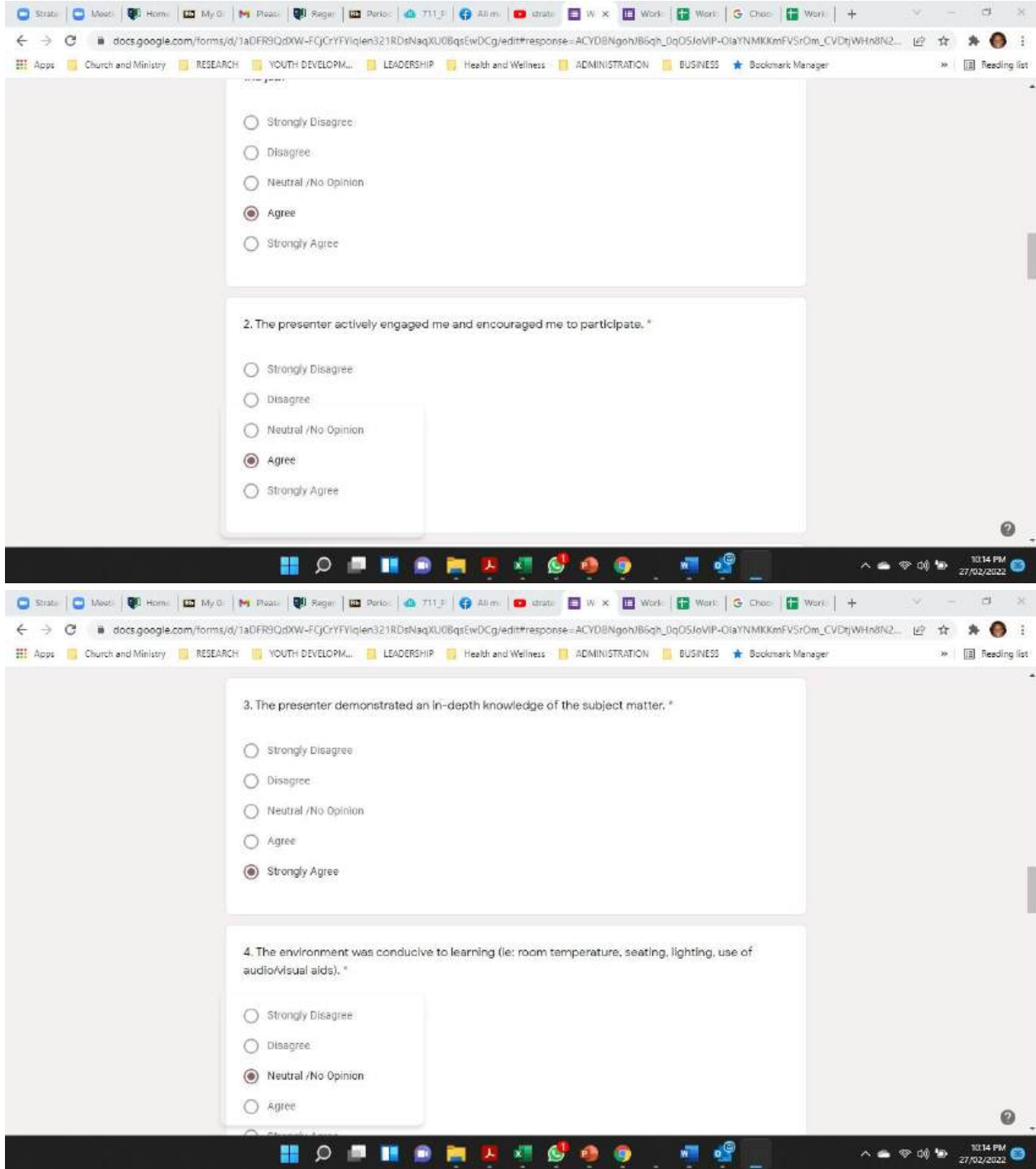
Thank You!
Thank you for completing this evaluation form! Your feedback is very helpful!

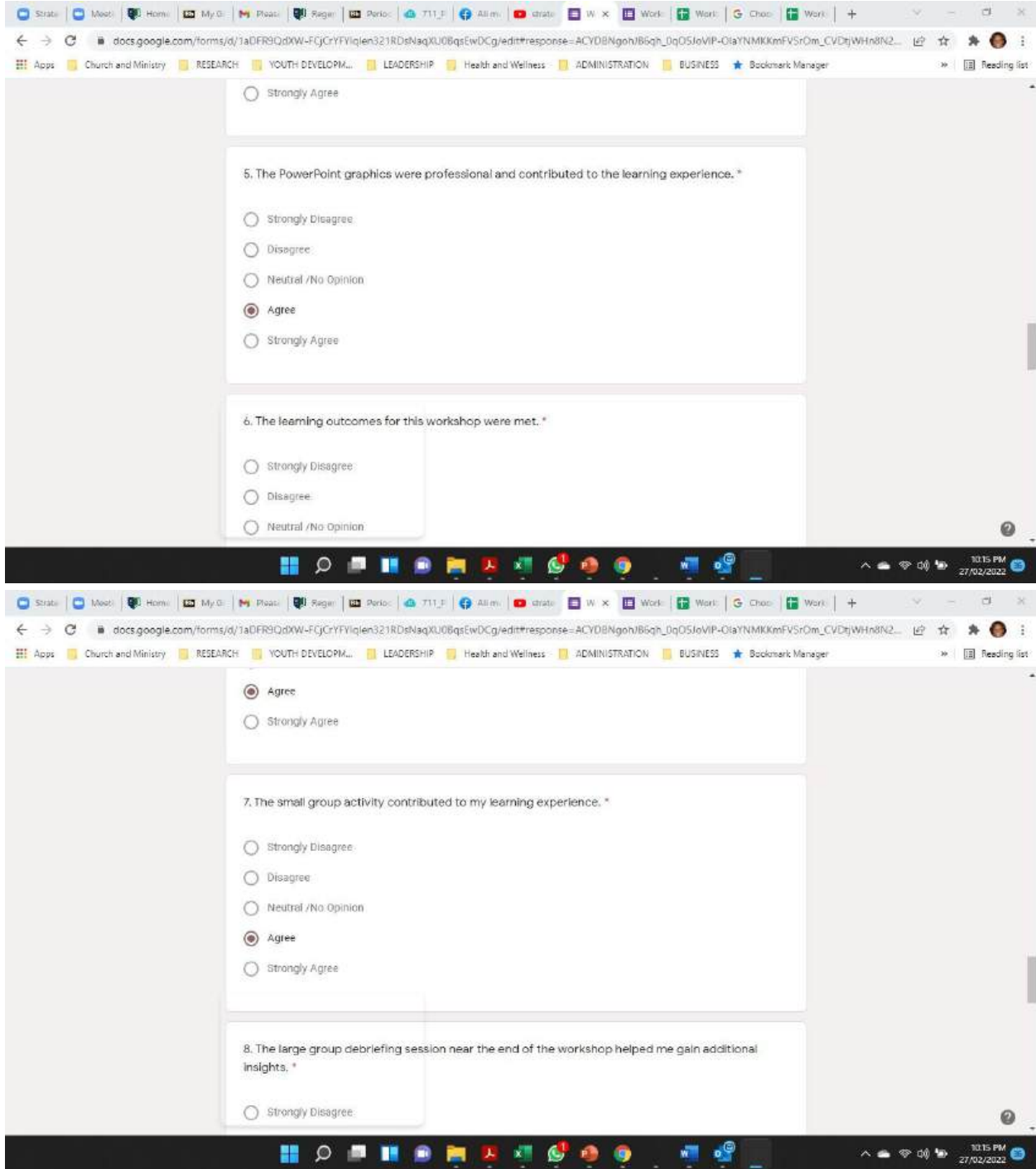
Based on the text above, your fourth question: *

Vidalyn Christie

The image shows two screenshots of a Google Forms survey response. The browser address bar indicates the form ID is 1aDFR9QdXW-FGjCrYFYIqlen321RDsNaqXU0BqsEwDCg/edit#response=ACYDBNgohjB8qj_DqO5IoVIP-OlaYNMKKmFV5rOm_CVDtjWHn8N2... The browser tabs include 'Strate', 'Meet', 'Home', 'My D...', 'Pleas...', 'Ragen', 'Perio...', '711_F', 'All m...', 'strate', 'W X', 'Work', 'Work', 'G Cho...', 'Work', and 'Bookmark Manager'. The form fields are as follows:

- Name *: Vidalyn Christie
- Email *: yldalynchristie@gmail.com
- Workshop Title: Strategic foresight The futures wheel
- Workshop Location: Zoom
- Workshop Date: MM DD YYYY, 02 / 11 / 2022
- Presenter's Name: Rev. Ambassador Sylvia Wilks
- Learning Outcomes: N/a
- EVALUATION QUESTIONS: Use the following scale for questions 1-10: Strongly Disagree, Disagree, Neutral /No Opinion, Agree, Strongly Agree
- 1. The workshop provided me with valuable or useful information that I can use in my work or on the job. *





The screenshot shows a Google Forms survey. The top navigation bar includes tabs for 'Strate', 'Meet', 'Home', 'My G...', 'Pwa...', 'Rege...', 'Perio...', '711_P...', 'All m...', 'strate', 'W x', 'Work', 'Work', 'Cho...', 'Work', and '+'. The address bar shows the URL: docs.google.com/forms/d/1aDFR9QdXW-FGjCrYFYIqlen321RDsNaqXU0BqsEwDCg/edit#response=ACYDBNgohJBSqH_DqO5IoVIP-OlaYNMKKmFV5rOm_CVDtjWHn8N2... The form content includes:

- A radio button selection with options: Disagree, Neutral /No Opinion, Agree (selected), and Strongly Agree.
- Question 9: "9. I will be able to apply the knowledge I gained from this workshop to my leadership and work. *". Radio button selection with options: Strongly Disagree, Disagree, Neutral /No Opinion (selected), Agree, and Strongly Agree.
- Question 10: "10. I would suggest a follow-up or advanced level for this workshop. *".

The Windows taskbar at the bottom shows the time as 10:15 PM on 27/02/2022.

The screenshot shows a Google Forms survey. The top navigation bar and address bar are identical to the previous screenshot. The form content includes:

- A radio button selection with options: Strongly Disagree, Disagree, Neutral /No Opinion, Agree (selected), and Strongly Agree.
- Question 11: "11. Describe what you learned most from this workshop: *". The answer field contains "N/A".
- Question 12: "12. Please provide suggestions on ways to improve this workshop: *". The answer field contains "Nil".
- Question 13: "13. Please list the topics you would like to learn about, and/or the areas you would like a deeper understanding: *".

The Windows taskbar at the bottom shows the time as 10:16 PM on 27/02/2022.

A screenshot of a Google Forms evaluation form. The form contains three numbered questions and a thank-you message. The browser's address bar shows the form URL. The Windows taskbar at the bottom indicates the time is 10:16 PM on 27/02/2022.

11. Describe what you learned most from this workshop: *

N/A

12. Please provide suggestions on ways to improve this workshop: *

Nil

13. Please list the topics you would like to learn about, and/or the areas you would like a deeper understanding: *

Nil

Thank You!
Thank you for completing this evaluation form! Your feedback is very helpful!

Latoya Reeves

A screenshot of a Google Forms registration form. The form contains four fields for personal and workshop information. The browser's address bar shows the form URL. The Windows taskbar at the bottom indicates the time is 10:20 PM on 27/02/2022.

Name *

Latoya Reeves

Email *

Latoyareeves43@gmail.com

Workshop Title:

Strategic Foresight The Futures Wheel

Workshop Location:

Zoom

Strate Meet Home My G Pwa Reger Perio 711_P All m strate W x Work Work Cho Work +

docs.google.com/forms/d/1aDFR9QdXW-FGjCrYFYIqlen321RDsNaqXU0BqsEwDCg/edit#response=ACYDBNg5z3RDx7z6zvG1DkG-3VoJNRPKcjbvDqURioAxv8FUGiR5sr...

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Workshop Date:
MM DD YYYY
02 / 11 / 2022

Presenter's Name:
Rev Ambassador Sylvia Wilks

Learning Outcomes:
Identify strategies to assist leaders in planning for the future.

EVALUATION QUESTIONS
Use the following scale for questions 1-10: Strongly Disagree, Disagree, Neutral /No Opinion, Agree, Strongly Agree

1. The workshop provided me with valuable or useful information that I can use in my work or on the job.*

10:29 PM 27/02/2022

Strate Meet Home My G Pwa Reger Perio 711_P All m strate W x Work Work Cho Work +

docs.google.com/forms/d/1aDFR9QdXW-FGjCrYFYIqlen321RDsNaqXU0BqsEwDCg/edit#response=ACYDBNg5z3RDx7z6zvG1DkG-3VoJNRPKcjbvDqURioAxv8FUGiR5sr...

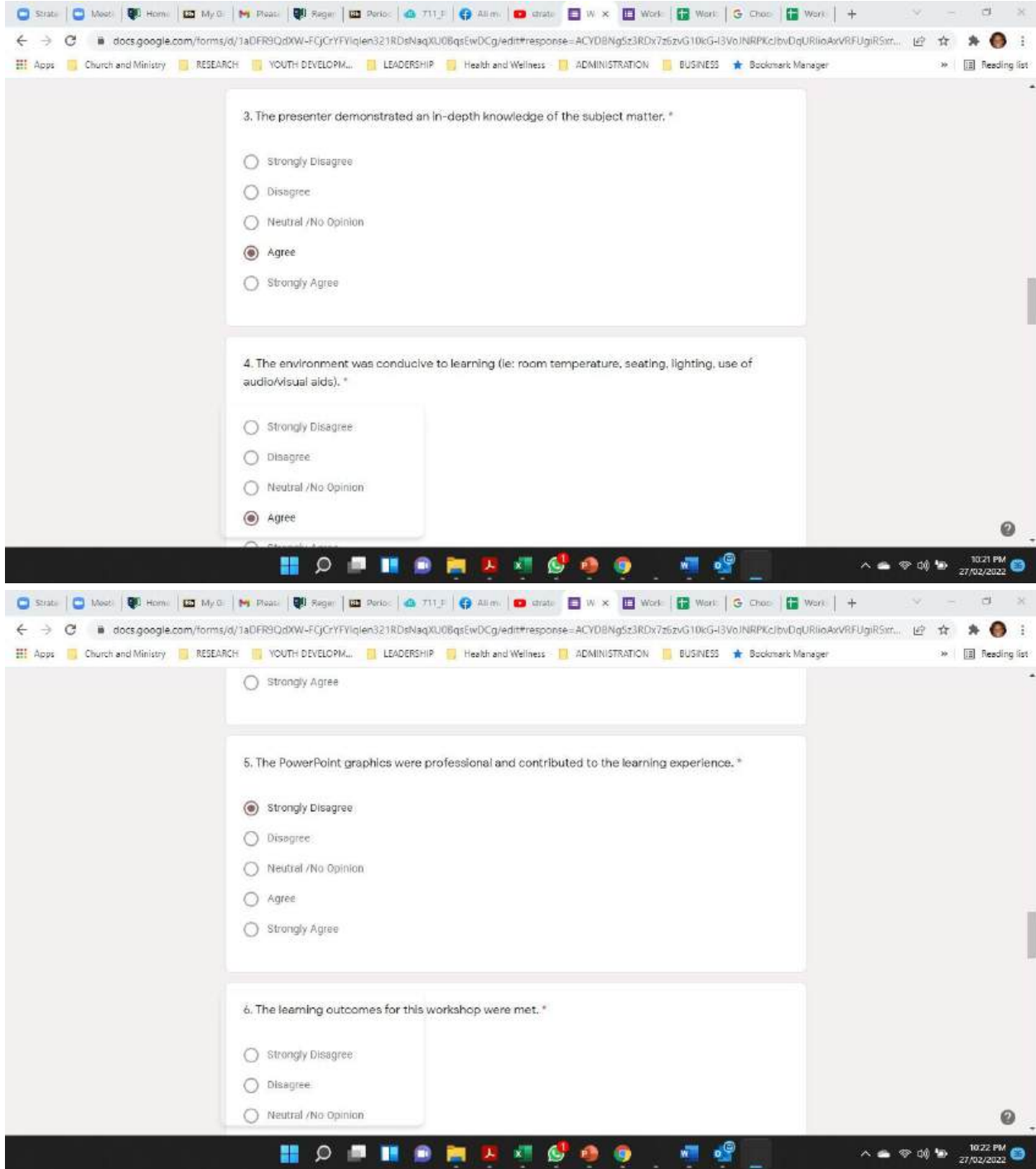
Apps Church and Ministry RESEARCH YOUTH DEVELOPM... LEADERSHIP Health and Wellness ADMINISTRATION BUSINESS Bookmark Manager Reading list

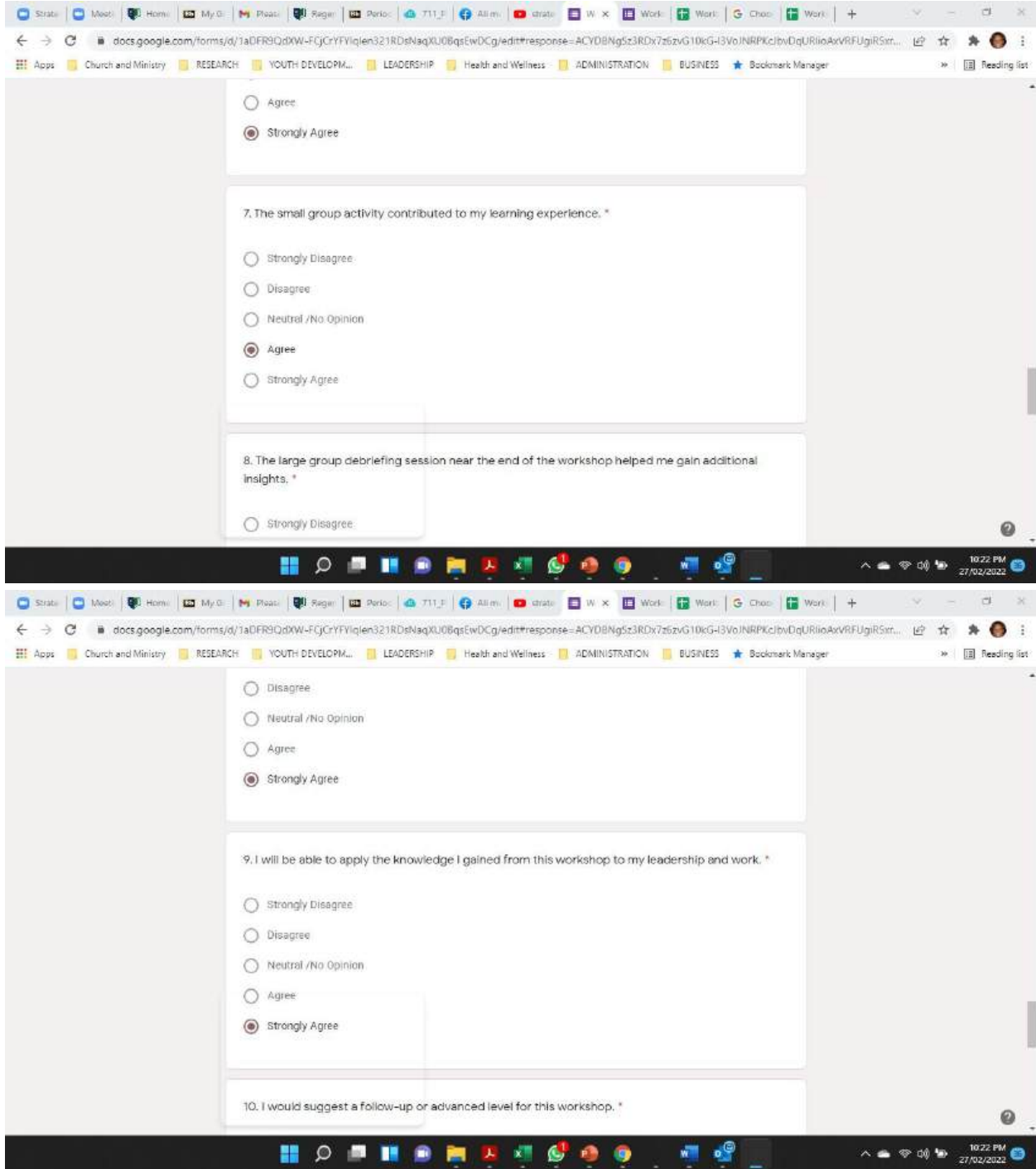
Strongly Disagree
 Disagree
 Neutral /No Opinion
 Agree
 Strongly Agree

2. The presenter actively engaged me and encouraged me to participate.*

Strongly Disagree
 Disagree
 Neutral /No Opinion
 Agree
 Strongly Agree

10:21 PM 27/02/2022





Strongly Disagree
 Disagree
 Neutral /No Opinion
 Agree
 Strongly Agree

11. Describe what you learned most from this workshop: *
That environment, politics and culture plays integral role when leaders are planning for the future.

12. Please provide suggestions on ways to improve this workshop: *
The timing could have been longer or have additional sessions

13. Please list the topics you would like to learn about, and/or the areas you would like a deeper understanding: *

11. Describe what you learned most from this workshop: *
That environment, politics and culture plays integral role when leaders are planning for the future.

12. Please provide suggestions on ways to improve this workshop: *
The timing could have been longer or have additional sessions

13. Please list the topics you would like to learn about, and/or the areas you would like a deeper understanding: *
How to integrate clients in the decision mode.

Thank You!
Thank you for completing this evaluation form! Your feedback is very helpful!

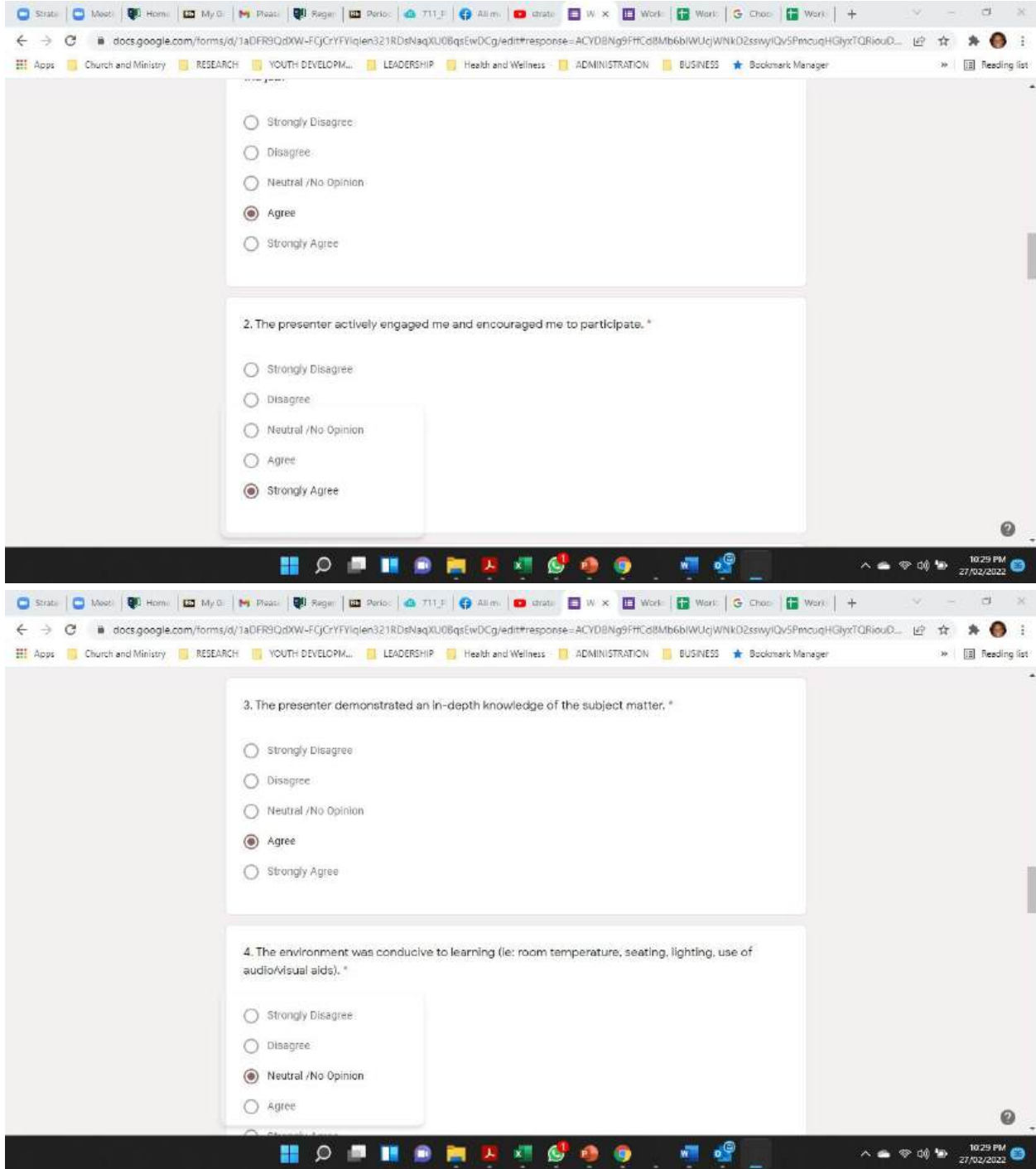
Shaneeka Tulloch

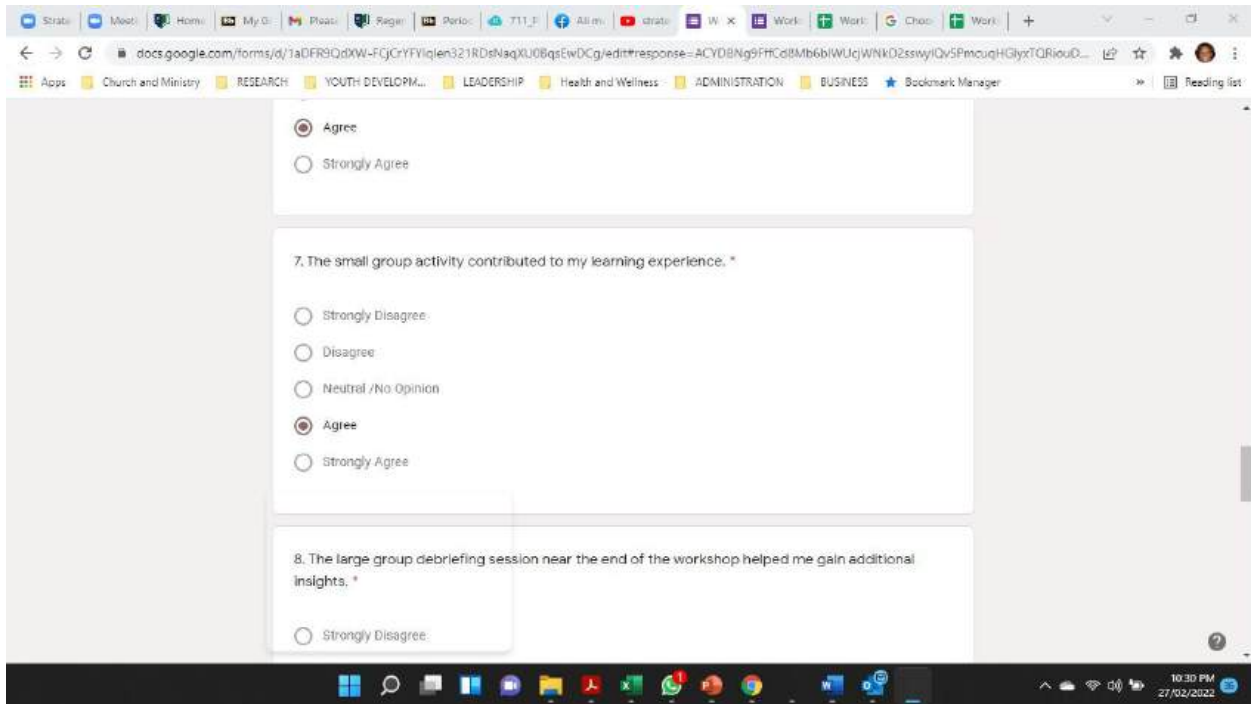
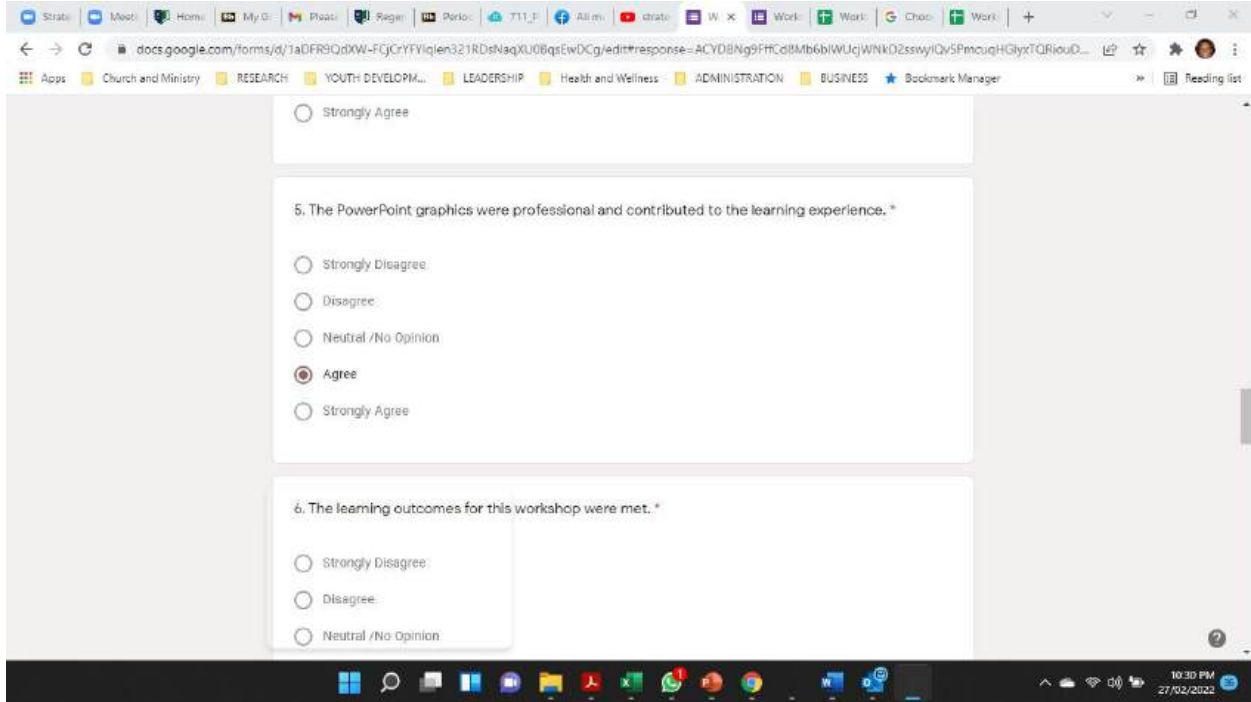
The image shows two screenshots of a Google Forms survey. The top screenshot displays the following information:

- Name ***: Shaneeka Tulloch
- Email ***: shaneekatulloch@yahoo.com
- Workshop Title:** Strategic Foresight, The future wheel
- Workshop Location:** (Empty field)

The bottom screenshot displays the following information:

- Workshop Date:** MM DD YYYY, 02 / 11 / 2022
- Presenter's Name:** Rev. Ambassador Sylvia Wilks
- Learning Outcomes:** Be yourself, believe in yourself.
- EVALUATION QUESTIONS**: Use the following scale for questions 1-10: Strongly Disagree, Disagree, Neutral /No Opinion, Agree, Strongly Agree
- Question 1:** 1. The workshop provided me with valuable or useful information that I can use in my work or on the job. *





Disagree
Neutral /No Opinion
Agree
 Strongly Agree

9. I will be able to apply the knowledge I gained from this workshop to my leadership and work. *

Strongly Disagree
Disagree
Neutral /No Opinion
Agree
 Strongly Agree

10. I would suggest a follow-up or advanced level for this workshop. *

Strongly Disagree
Disagree
Neutral /No Opinion
 Agree
Strongly Agree

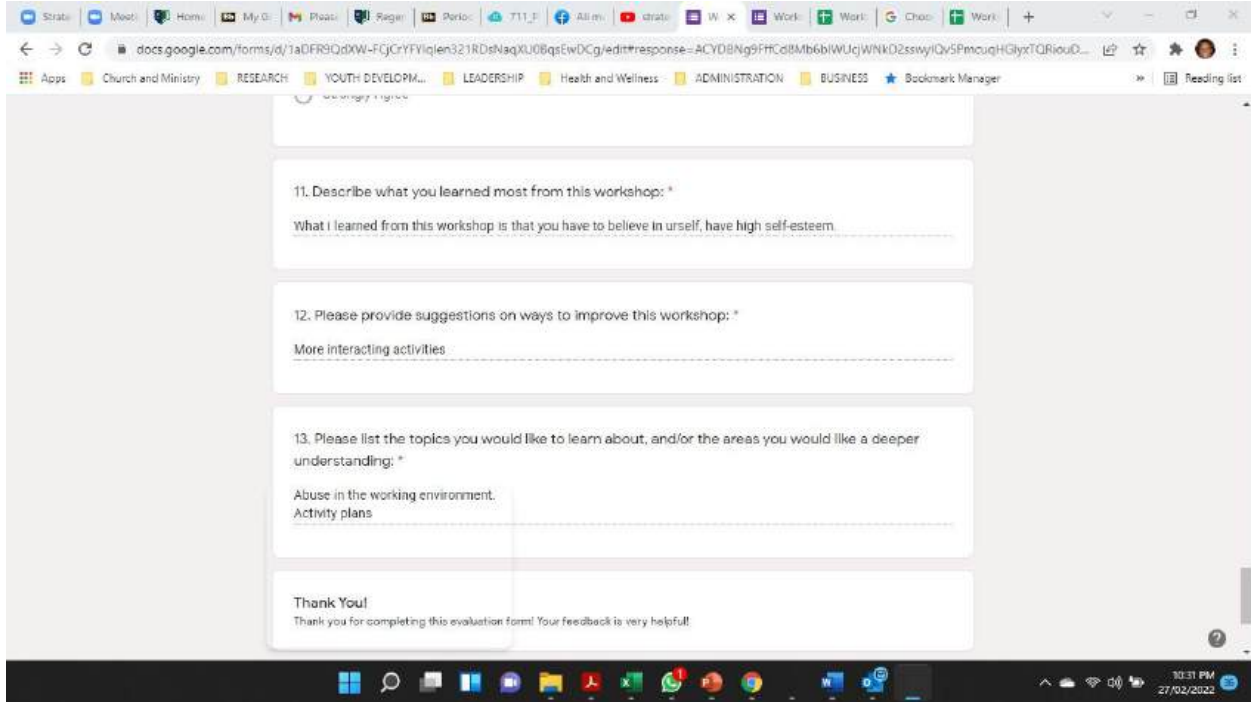
11. Describe what you learned most from this workshop: *

What I learned from this workshop is that you have to believe in urself, have high self-esteem

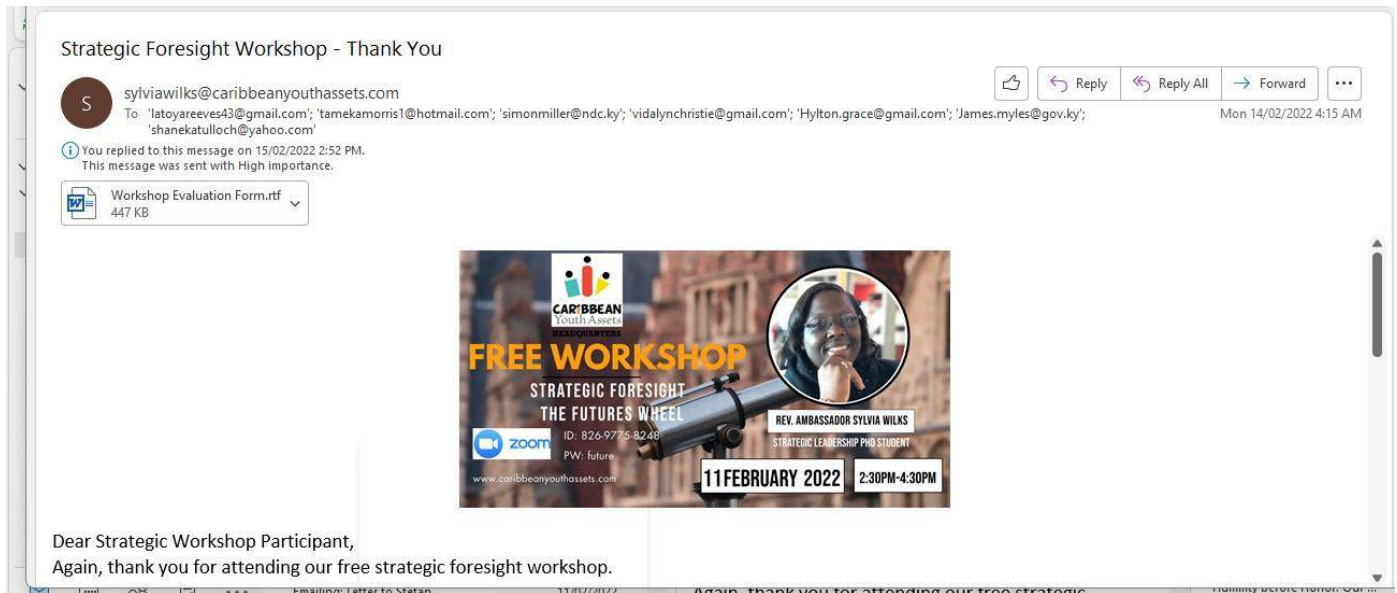
12. Please provide suggestions on ways to improve this workshop: *

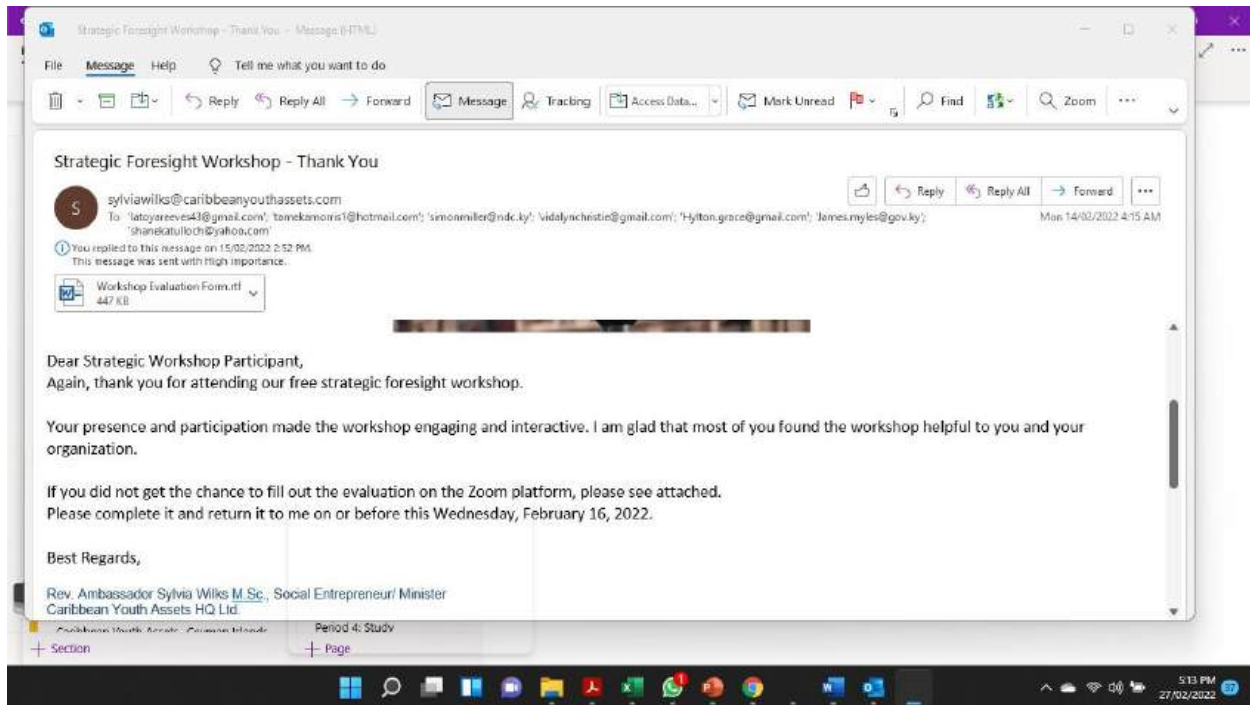
More interacting activities

13. Please list the topics you would like to learn about, and/or the areas you would like a deeper understanding: *



APPENDIX F: WORKSHOP CORRESPONDENCE





APPENDIX G: WORKSHOP BIBLIOGRAPHY

Cornish, E. (2004). *Futuring: The Exploration of the Future*. USA : World Future Society.

Gordon, A. (2008). *Future Savy: Identifying trends to make decisions, manage uncertainty, and profit from change*. USA: American Management Association.

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Lustig, P. (2017). *Strategic Foresight: Learning from the Future*. UK: Triarchy Press.

Richardson, V. (2020). Introduction to STEEPLE Analysis. Regent University, School of Business & Leadership, Doctor of Strategic Leadership, Second Year Residency.

https://en.wikipedia.org/wiki/Futures_wheel#/media/File:Futures_wheel_01.svg