

The background consists of several overlapping, organic shapes in shades of blue, purple, and orange. A large, dark blue shape occupies the left and top-left areas. A medium purple shape is positioned in the center and bottom-left. A bright orange shape is on the right side. The word 'FLUX' is centered in the middle of the composition.

FLUX

**There is nothing permanent
except change. All is flux.**

Heraclitus, Greek Philosopher, c. 535 BC - c. 475 BC



**We share the insight and deliver
the training you need to lead and
succeed in our ever-changing
working world**

It's time to lead differently because...

old business is broken

There is no longer space for antiquated business hierarchies, defunct corporate models and disconnected organisations valuing profit over people.

business can do good

There is a rise of businesses valuing people, purpose and profit, campaigning for workplace change and nurturing entrepreneurial spirit and learner agility.

anxiety is rising

We are living in an increasingly isolated and lonely society, uncertain about the future of work, worried about human irrelevance, all leading to burnout.

leaders need more support

To run dynamic agile businesses, develop well communities, lead with confidence in uncertainty, make group decisions.

The facts

WEF on the need to run dynamic, agile businesses:

"Learner agility will be needed on the part of workers as they shift from the routines and limits of today's jobs to new, previously unimagined futures."

Futurist, Richard Eckersley on the need to develop purposeful, connected, well communities:

"Whether it is the commercialisation of public space or increasing working hours that reduce time for social activity, we live in a society in which we are all increasingly socially isolated and lonely, destroying one of the key mechanisms available to protect against mental anguish."

Oxford University, Saïd Business School on the need to lead with confidence in uncertainty:

"CEOs now need to be flexible, systemic thinkers, and comfortable with uncertainty, complexity, and constant change."

New Citizenship Org on the need to make decisions with (not for) teams:

Today, workers are citizens who demand "freedom not just to choose between the options offered to them; but also to play an active, creative role in shaping what those options are."

WEF on the need to commit to inclusive and accessible business training:

"By 2022, 54% of all employees will require significant re- and upskilling"

Develop leaders, teams and organisations

So they can succeed by....

- Running dynamic, agile business
- Developing purposeful, connected, well communities
- Leading with confidence in uncertainty
- Making decisions with (not for) others
- Committing to inclusive and accessible business training

Insight and training

We share pioneering insight and deliver practical training so you can discover, grow and master responsible leadership.

Our insight

- Rooted in cognitive and social sciences, visit our open source library at fluxfutures.com/resources to access podcasts, reports and tools

Our training

- Coaching: Individual, team and organisation wide programs for corporate organisations, social enterprises, and private clients
- Workshops: Full day and half day creative problem solving sprints
- Events: Peer discussions exploring the challenges of 21st business

Theory of change



Problems	Inputs/Activities	Immediate outputs	Intermediate and long-term outcomes	Wider benefits	Overall aims
<p>Powerful hierarchies Shareholder bias devalues people and planet. Now people demand to be heard</p> <p>Accessing talent The rise of value-based decision making means corporate organisations are losing out to social enterprises</p> <p>Anxiety is rising Leaders lack the practical training and know-how to embrace uncertainty, and instead embody anxiety, distraction, and resistance to change which manifests in the wider culture</p> <p>Disruptive tech As machines take over repetitive tasks, the demand for higher cognitive skills increases</p>	<p>1:1 leadership coaching</p> <p>Creative problem-solving workshops</p> <p>Community meet-ups, talks, panels, etc.</p> <p><i>"It is great to see Lucy's outside-the-box thinking on achieving meaningful change. She has combined her unique experience to create a fresh and unique method to develop individuals."</i></p> <p>Szilvia Mosonyi, Lecturer in Responsible Leadership at School of Business & Management, Queen Mary University of London</p>	<p>Behavioural Demonstrates equal turn-taking Welcomes questions w. curiosity Accepts uncertainty, seeks insight Works at a sustainable pace</p> <p>Cognitive Strengths & skills awareness Collaboration through empathy Increased patience w. ambiguity</p> <p>Emotional Compassionate w. self & others Decisions made through values Connection to team Reduced anxiety</p> <p><i>"Flux helps me feel less anxious, clearer on my commercial goals and more determined to achieve them."</i></p>	<p>Behavioural Communicates w. curiosity, compassion, candour Makes decisions inclusively Responsibly manages mental & physical health</p> <p>Cognitive Switches between tasks w. ease Proficient in higher cognitive skills Recognises allostasis & actively returns to homeostasis</p> <p>Emotional Increased intrinsic motivation Increased sense of wellbeing Improved working relationships Energised by uncertainty & problem solving</p>	<p>Commercial More attractive to diverse talent Accelerated growth Increased change tolerance Access to creativity & innovation Decreased risk of disruption Decreased absence & healthcare premiums Decreased spend on unused wellbeing benefits</p> <p>Social Increased psychological safety Improved self-management & reduced managerial strain Improved interdependency, trust, & reduced conflict Culture of collective performance</p> <p>Buy 1 gift 1 to support socially excluded young men to design & lead a legacy positive life</p>	<p>Equitable working futures for all</p> <p>Power agnostic and systems-thinking leaders who enquire, welcome and value diverse perspectives</p> <p>Embodied leadership where everyone behaves with responsible agency</p> <p>Corporate business rebranded as a social imperative</p> <p><i>"CEOs need to be flexible, systemic thinkers, and comfortable with uncertainty, complexity, & constant change."</i> Oxford University, Saïd Business School</p> <p><i>"Learner agility is needed on the part of workers as they shift from the routines and limits of today's jobs to new, previously unimagined futures."</i> WEF</p> <p><i>"Although optimizing for positive societal and environmental good is worthwhile in its own right, social impact can also unlock new areas for growth."</i> WEF</p>

Ongoing self-reflection is necessary for participants to identify relapse and parts of the process

Assumptions

These problems are considered relevant Leaders are self-aware and believe a different way is possible	Flux is perceived as credible and trustworthy Activities are attended and embraced!	Participants engage with the work	Participants continue to work on themselves and use their learning to develop	Wider team and organisation is responsive to leader	
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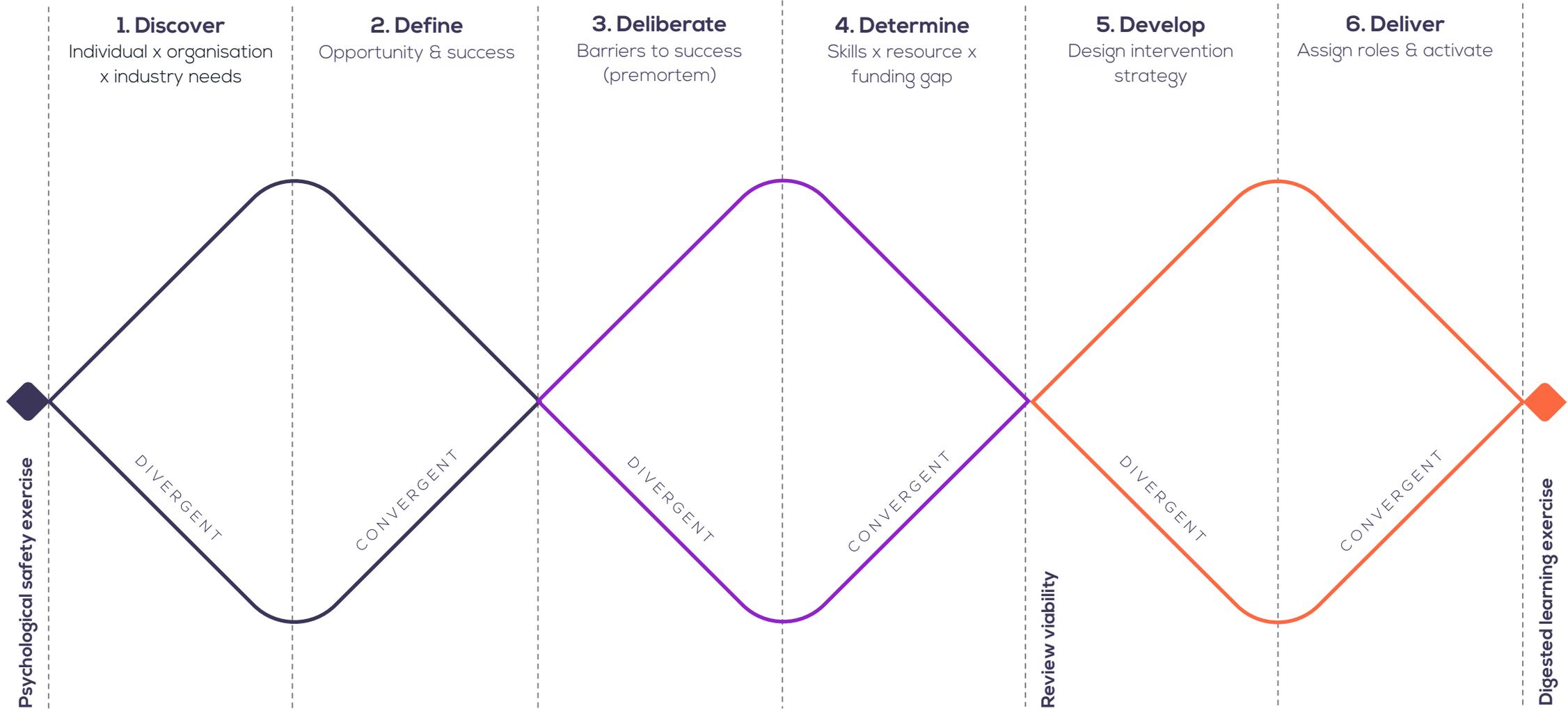
Barriers

Corporate world is resistant to change 'Profit first' shareholders	Problems outlined above suggest potential clients do not have the time/incentive to attend activities	Low concentration or engagement from participants Conflicting dynamics in workshops	Lack of accountability for a given activity results in poor outcome.	Depending on speed of change, loss of senior talent may disrupt progress towards these objectives	
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Intervention method

All our work follows a universal Flux method, which intersects humanistic psychology, behaviour change theory, and design thinking to deliver effortless innovation.

Designed in collaboration with Phillippa Rose, CurrentWorks.



Accelerated by directed curiosity

A collective

We are a group of curious individuals - world-class scientists, strategists, coaches and facilitators - passionate about responsible leadership.



World-class organisations

In the last 12months, we've had the pleasure of working with...

Barnardo's, British Business Bank, Boots Health & Beauty, EY, Forbes, HMPPS, Imperial College, LGT Vestra, Mind, Morgan Stanley, Ossa Organic, Quilter, Rebel Kitchen, RNLI, Second Home, Stylist magazine, The Conduit, UAL...

World-leading individuals

“I was super impressed at how our challenges and the direction the business needed to go in were understood, before being presented with the perfect solution that had a beautiful and logical flow to it. It’s rare to find people like those at Flux, who understand and go to that level of detail to create a bespoke program specifically for your needs.”

Adam Thompson, CEO, Rebel Kitchen

“My Flux coach was very insightful. Their style was compassionate, impactful, and they seemed unafraid of holding me accountable. Most importantly, they helped me access my curiosity to overcome things that were holding me back. I highly recommend Flux!”

Mark Somen, Global CEO, The Conduit

Cont.

“Flux, characterised by its detailed consideration of stakeholders, delivers a very high level of professionalism, creativity and stakeholder engagement, and never fails to support a team to design a relevant solution to a challenge.”

**Peter Childs, Founding Head of School,
Dyson School of Design Engineering,
Imperial College**

“It is great to see Lucy’s outside-the-box thinking with Flux. She combines her unique experience of humanistic psychology, coaching, and design thinking to create a fresh and unique method to develop individuals.”

**Szilvia Mosonyi, Lecturer in Responsible
Leadership, School of Business &
Management**

Sustainable change

“Flux offers a judgement-free space for me to voice my thoughts and ideas, which has made me a more confident communicator with others”

100% said agree or strongly agree

“Working with Flux helps me understand my impact and feel energised by my work”

100% said agree or strongly agree

“With Flux, I feel clearer on my commercial goals and more determined to achieve them”

100% said agree or strongly agree

“Flux helps me identify, own and articulate my strengths and values, which enables me to work with integrity”

100% said agree or strongly agree

“I now see uncertainty and new experiences as opportunities to learn and develop”

100% said agree or strongly agree

Committed to sustainable futures

For people

We believe in creating equitable working futures for all and commit to supporting the SDGs;

#8 Decent work & economic growth

#10 Reduced inequalities

#16 Peace, justice, strong institutions

#17 Partnership for the goals

For planet

We consume responsibly, use public transport and are carbon positive with Offset.Earth.

For profit

We offer a buy 1 : gift 1 model.

For every corporate coaching programme purchased, we partner with HMPPS to support a socially-excluded young person to design and lead a legacy positive life.

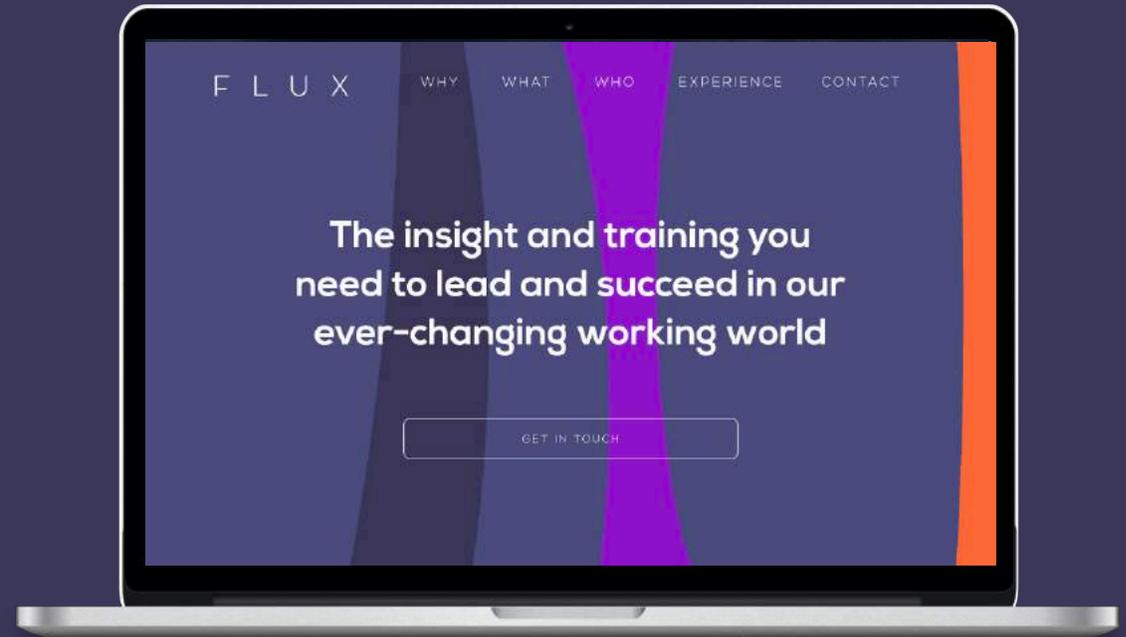
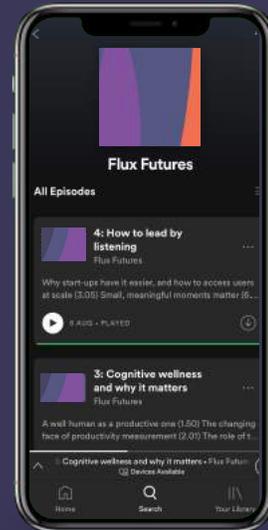
Access all areas

We believe it is our civic responsibility to make our resources free and open source.

Visit

fluxfutures.com/resources

to access our latest insight reports, tools, and podcasts.



We are always interested in talking through possible projects and partnerships. Please don't hesitate to get in touch.

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