

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 portions. A purple shape is positioned in the center and right. An orange shape is on the far right. The word 'FLUX' is centered in the middle of the composition.

FLUX

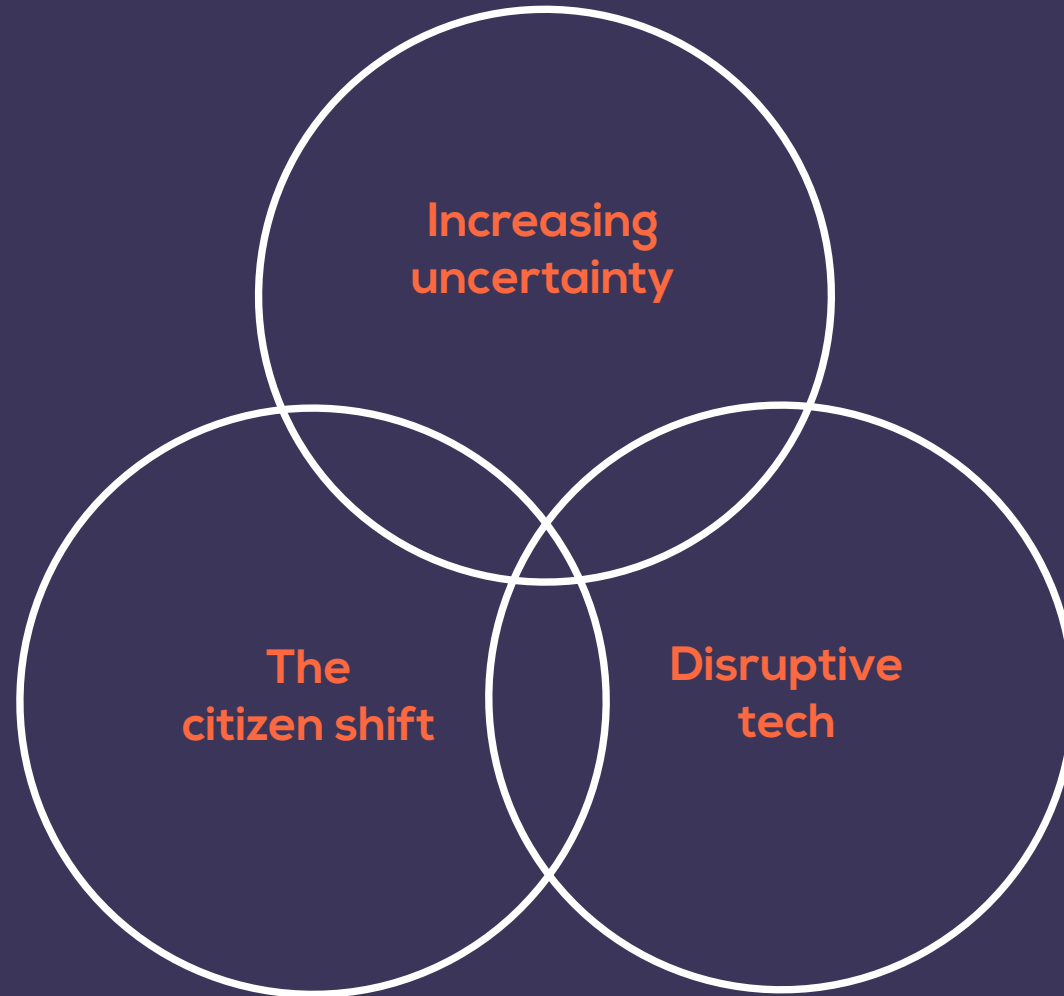
**There is nothing permanent
except change. All is flux.**

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**

Organisations today face a triple threat...



Don't believe us, just ask Google, NFL, Uber...

TECH • GOOGLE

More Than 20,000 Google Employees Participated in Walkout Over Sexual Harassment Policy

BY LISA MARIE SEGARRA
November 3, 2018 3:49 PM EST



NFL

The NFL is being squeezed by boycotts from both sides over anthem protests

There's no easy fix for a league with a majority of black players and a mostly white audience



Protesters stage a rally against the National Football League (NFL), supporting Colin Kaepernick, outside the Soldier Field. (High 5. Bismack/Nandata Agency/Getty Images)



BY JESSE WASHINGTON
@JESSEWASHINGTON

September 13, 2017

Uber

How the hell did Uber just lose \$5 billion in three months?

Uber just posted the biggest loss in its history. It has turned into "the magical money burning machine," says one analyst – and to turn things around, it needs to expand into industries where customers are more loyal

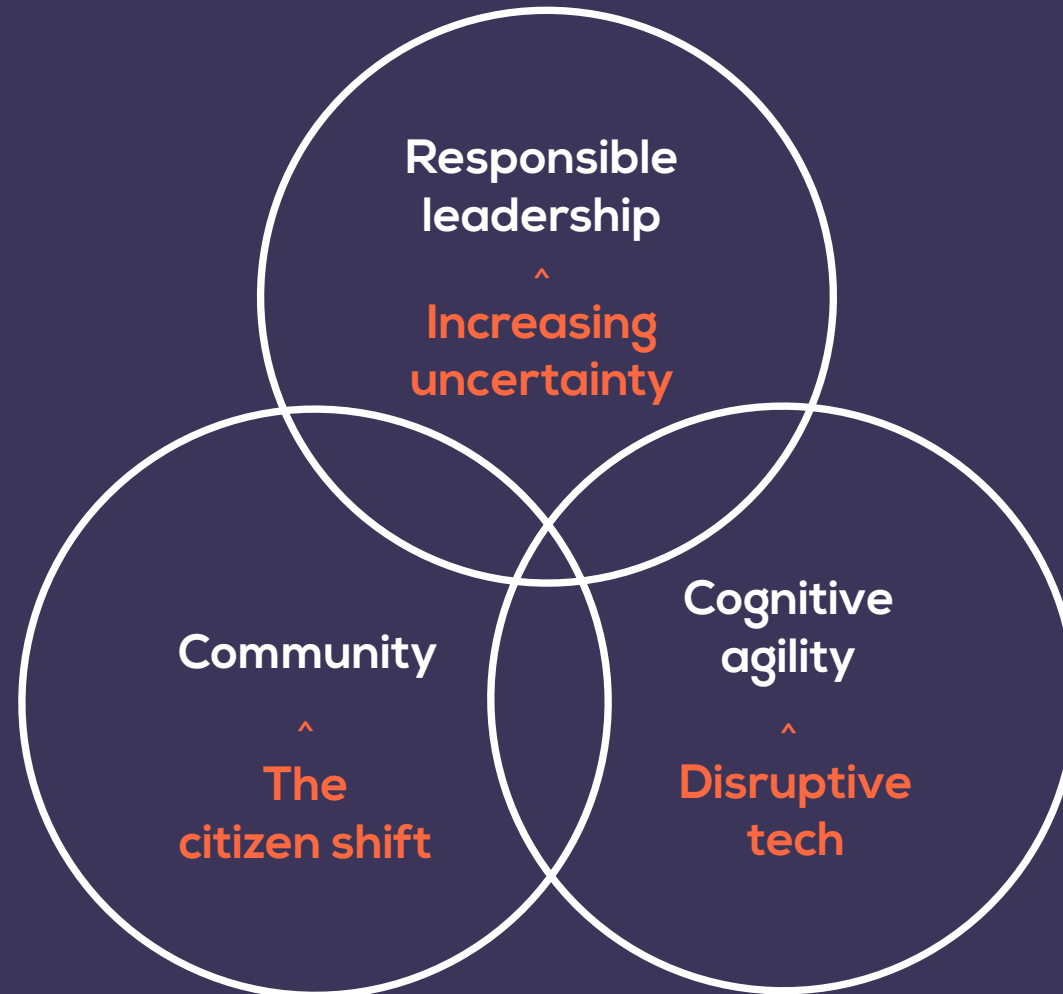


BY WILL BEDINGFIELD
Saturday 10 August 2019



Direct: Getty Images / Tom Stoddart Archive / Contributor

Which presents a triple imperative...



¹ Responsible leadership imperative

Empathic leaders as ethical leaders:

Studies by the Management Research Group reveal empathy is the strongest predictor of ethical leadership behaviour out of 22 competencies, and one of the most robust predictors of senior executive effectiveness. Gourguechon, 2017

Leading with confidence in uncertainty:

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

Leaders making decisions *with*, not for teams:

"80% of companies predict a rise in workforce activism, with 95% expecting an increase in workers' use of social media to amplify their voice." Herbert Smith Freehills.

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." New Citizenship Org

2 Cognitive agility imperative

A growing skills gap:

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

"Learning 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." WEF

Nimble minds, dynamic business:

"We have found that learning agility is the leading predictor of success, number one above intelligence and education." Laszlo Bock, former Senior Vice President HR of Google

Different jobs, not less jobs:

"Although intelligent machines are beginning to automate more complex, higher-skilled work, humans are still needed. There are three "Bottlenecks" to automation: perception, manipulation, creativity and social intelligence." Frey & Osborne

"Interpersonal, creative, cognitive, and systems skills are likely to be particularly in high demand in the future. There will be immense opportunities for people who combine creative, technical, and social skills like empathy." Nesta

3 Community imperative

Communities that make a difference:

"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." Futurist, Richard Eckersley

A meaningful purpose:

"9 out of 10 people are willing to earn less money to do more meaningful work." Harvard Business Review

The rise of conscious consumerism:

"Consumers are increasingly changing their lifestyles to minimise their personal impact, with 65% now thinking it's very important to contribute to the community they live in, up from 59% in 2011." Global Web Index

"Over the past 10 years, brands with meaning have outperformed the stock market by up to 206% and purpose can increase shareholder value by \$1 billion." Havas, Project ROI

Develop leaders, teams and organisations



What we provide...

Curated insight

For the competitive advantage in an increasingly saturated market

1:1 leadership coaching

For progressive leaders to learn and practice complex, systems thinking

Cognitive skills training

For teams to practice the higher cognitive skills necessary for continual adaptation in times of uncertainty, while developing relevant solutions to current / anticipated problems

Social impact partnerships

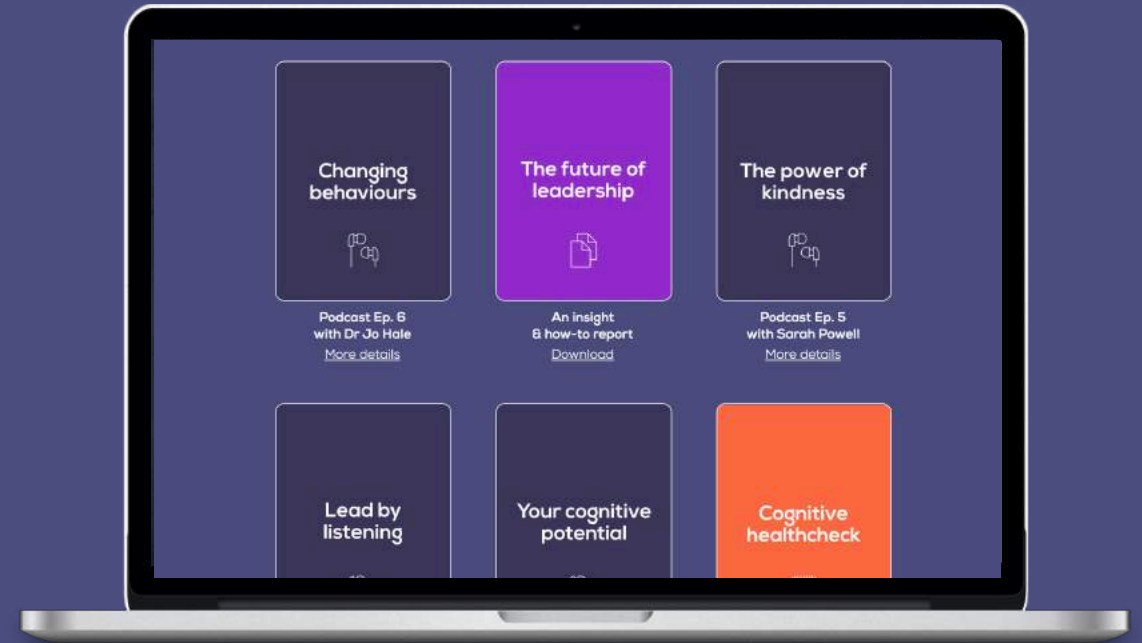
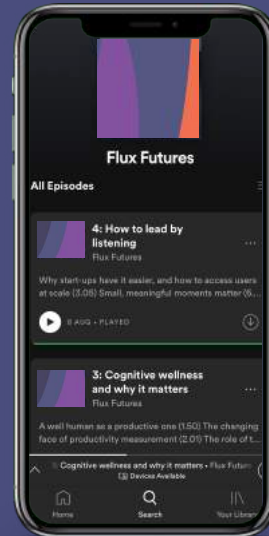
For organisations to positively impact social mobility & equality

Curated insight

It is our civic responsibility to curate insight & build relevant resources that are free and open source.

Visit

fluxfutures.com/insight to access our latest insight reports, tools, and podcasts.





1:1 Leadership coaching

We work with leaders of all stages in all industries to 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 training for all



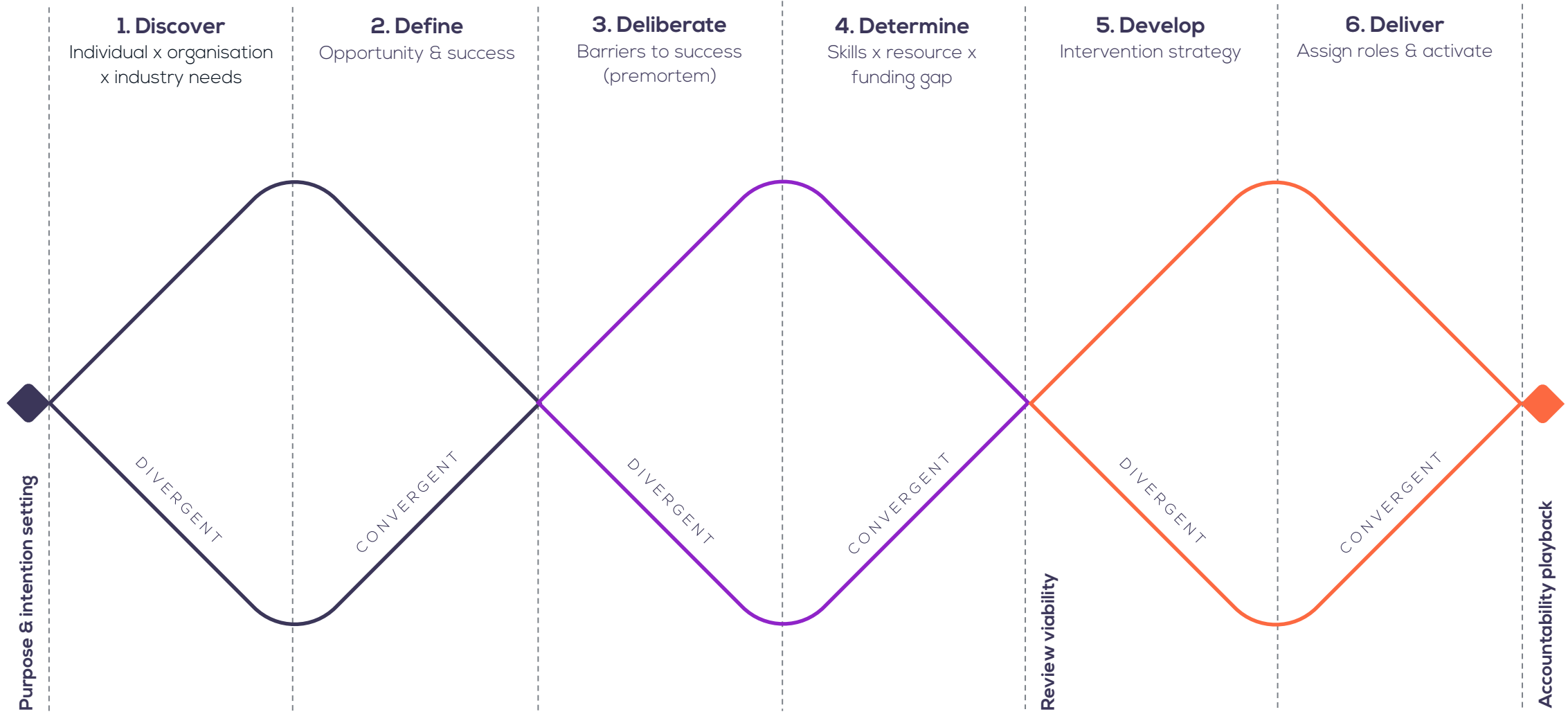
Cognitive skills training

We work with teams of all levels in all industries to succeed by...

- Reconnecting to a common purpose
- Mobilising human capital with a world-first design thinking method^{1,2}
- Practicing creative, technical, & social skills to design relevant solutions to complex problems
- Networking complementary skills and strengths
- Holding themselves mutually accountable to shared performance goals

¹Endorsed by Imperial College, UCL, UAL. Designed in collaboration with Phillippa Rose

²See method illustration over page



Accelerated by directed curiosity

“Interpersonal, creative, cognitive, and systems skills are likely to be particularly in high demand in the future. There will be immense opportunities for people who combine creative, technical, and social skills like empathy.”

Nesta



Social impact partnerships

We partner corporate organisations with meaningful social impact by...

- Working in disadvantaged communities
- Paying forward resources and training to socially excluded 'could be' leaders
- Providing access to entrepreneurial workshops and mentoring
- Mobilising forgotten talent and human capital
- Helping to achieve equitable working futures for all

A Flux partnership in 5 steps

1. Conduct GAP analysis

- Using custom assessment tool
- Strategic interviews
- Analysis of incumbent pulse/employee survey data

2. Identify opportunities & playback recommendations

3. Design & deliver tailored programme

4. Repeat GAP analysis & review (6, 12 months later)

5. Onboard & train internal stakeholders to deliver sprint method

Who we are

A collective of creative, systems thinkers all passionate about responsible business – researchers, scientists, strategists, coaches, design sprint facilitators.

Led by business-for-good activist,
Lucy Hackshaw.



World-class organisations

Amazon, Barnardo's, British Business Bank, British Fashion Council, Coutts, Creative Industries Federation, Forbes, Google, Harrods, HMPPS, Imperial College London, Jaguar Land Rover, John Lewis, London Fashion Week, Mind, Morgan Stanley, NHS, RNLI, Selfridges, Stylist, Soho House, Trailblazers, The Conduit, Quilter, UAL



World-leading individuals

“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**

“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
*Previously, US Head of Operations,
Soho House*

Case study ¹



Objective: New leader brought in to innovate traditional processes at global investment bank, and shift team culture

Deliverables: 1:1 Leadership coaching programme focused on onboarding, stakeholder engagement, trust and buy-in, leadership persona development, design and implement a new client acquisition strategy

Results: Established trust, neutralised team conflict, won advocacy and budget to rollout industry-first acquisition strategy

Case study ²



Objective: Bring together a diverse, systems thinking community to help solve the biggest working-world problems leaders face today

Deliverables: Quarterly meetups at Imperial College, co-hosted by industry experts, thought leading talks, design thinking sprints, peer networking

Results: Social connection, peer collaboration, improved creative, technical, & social skills, wider social impact

Case study ³

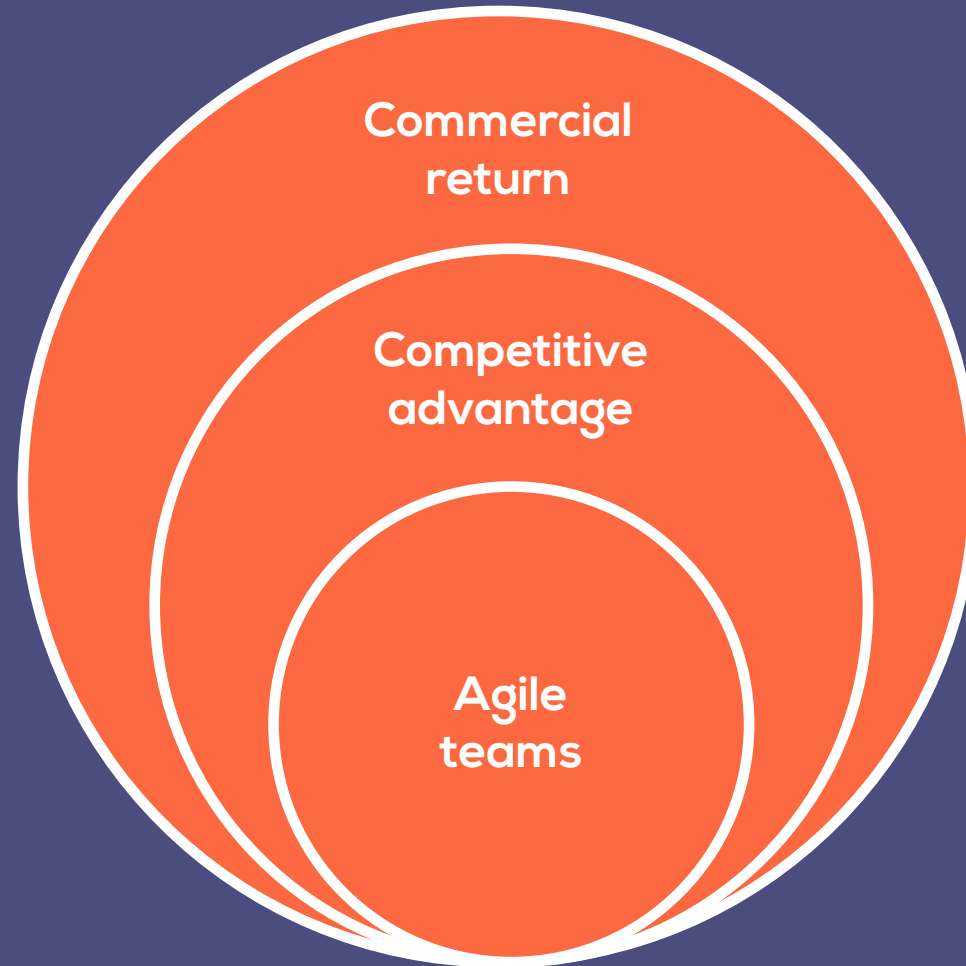


Objective: Build and launch new, domain-changing consultancy brand

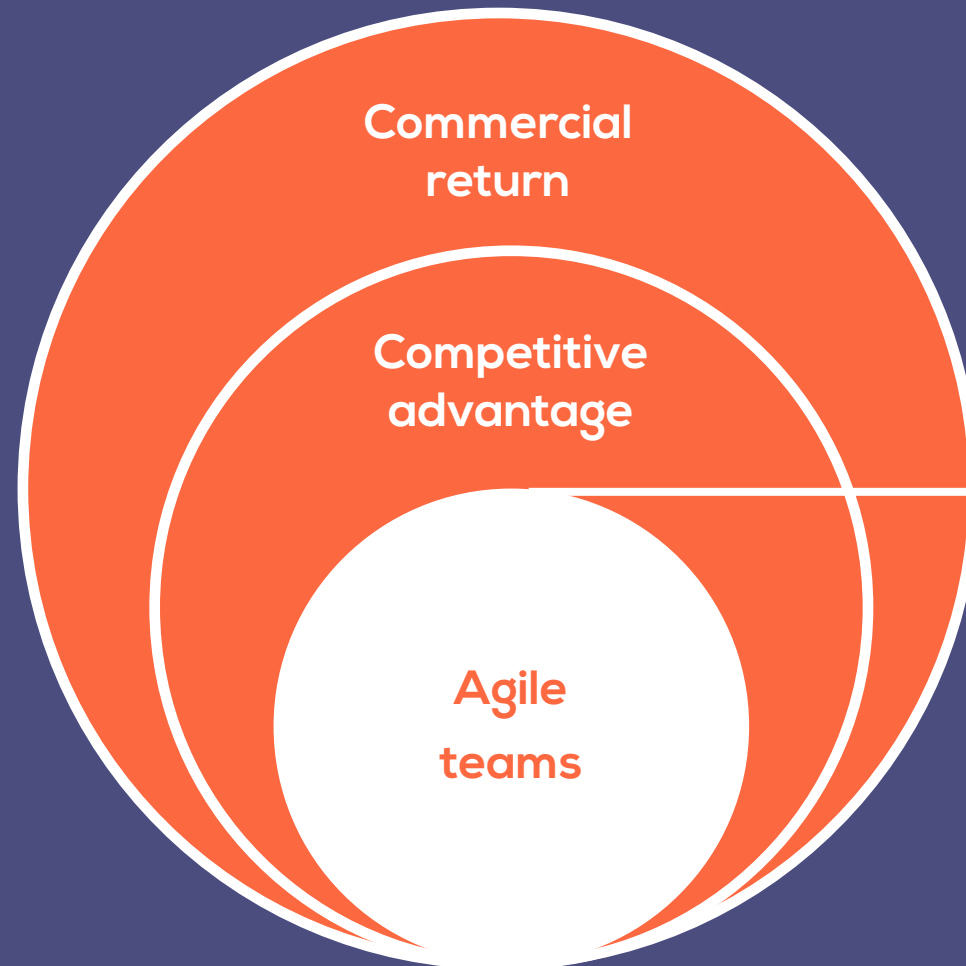
Deliverables: Design thinking sprint series ran over 6 weeks to develop founder vision, determine industry and audience needs, develop organisational purpose, identify client acquisition opportunities, create a visual brand identity brief

Results: Deliverables achieved & European speaking tour confirmed to profile new brand & founder as thought leader

The futureproofing results



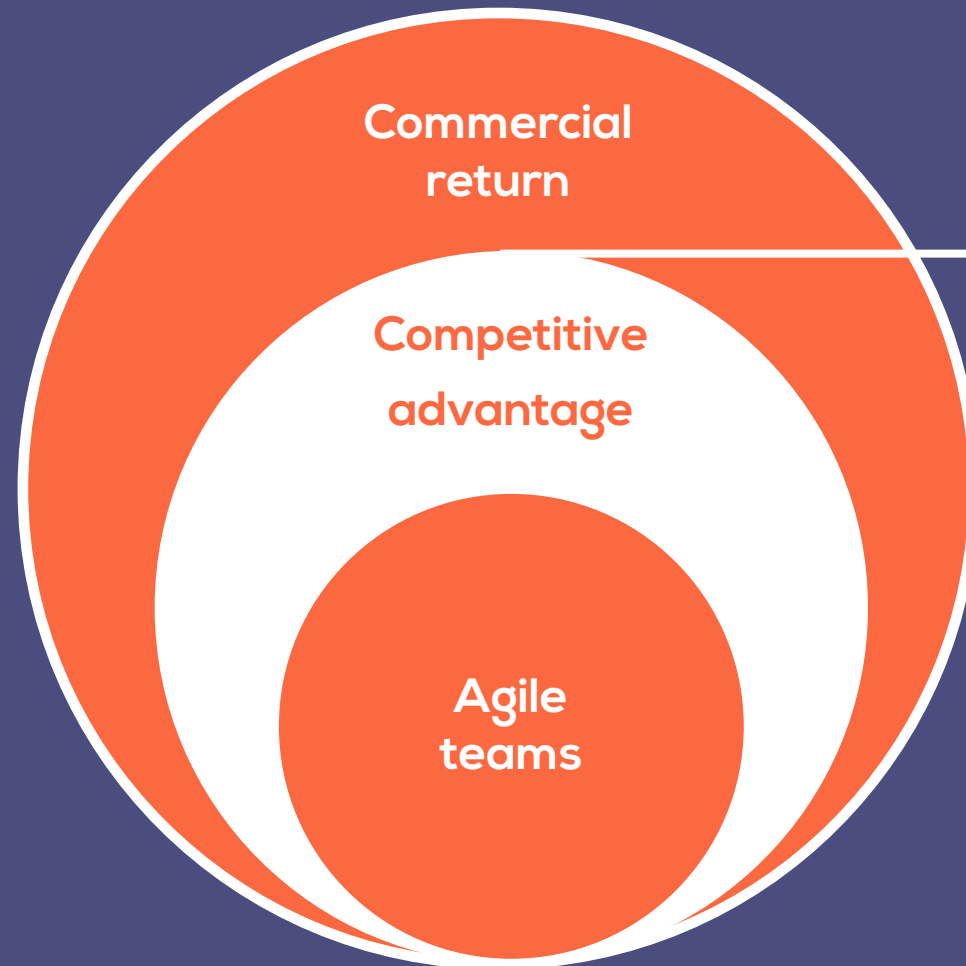
The futureproofing results



Agile teams are the birth place of innovation & longevity

- + psychological safety
- + change tolerance
- + interdependency & trust
- + trust in leadership
- + social cohesion
- managerial strain
- team conflict

The futureproofing results

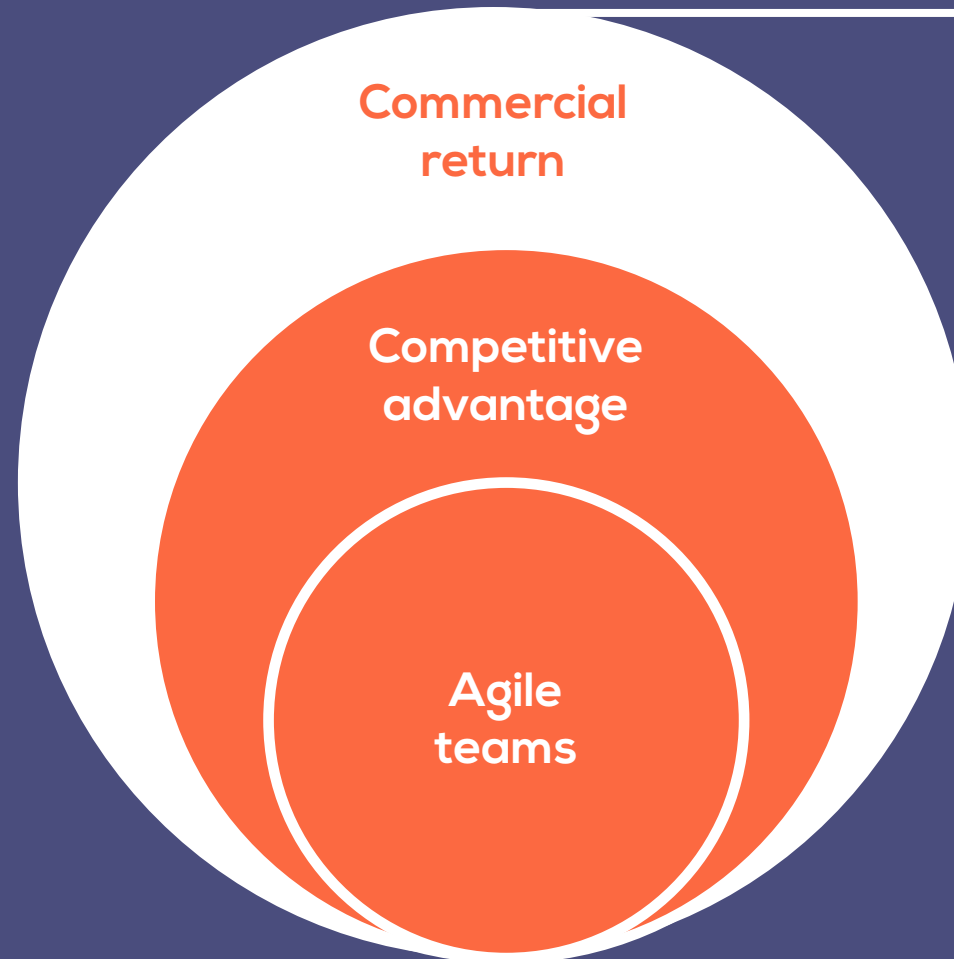


With agile teams, comes a competitive advantage

- + creativity & innovation
- + consumer admiration
- + talent retention
- + change tolerance
- + interdependency & trust
- + social cohesion
- team conflict

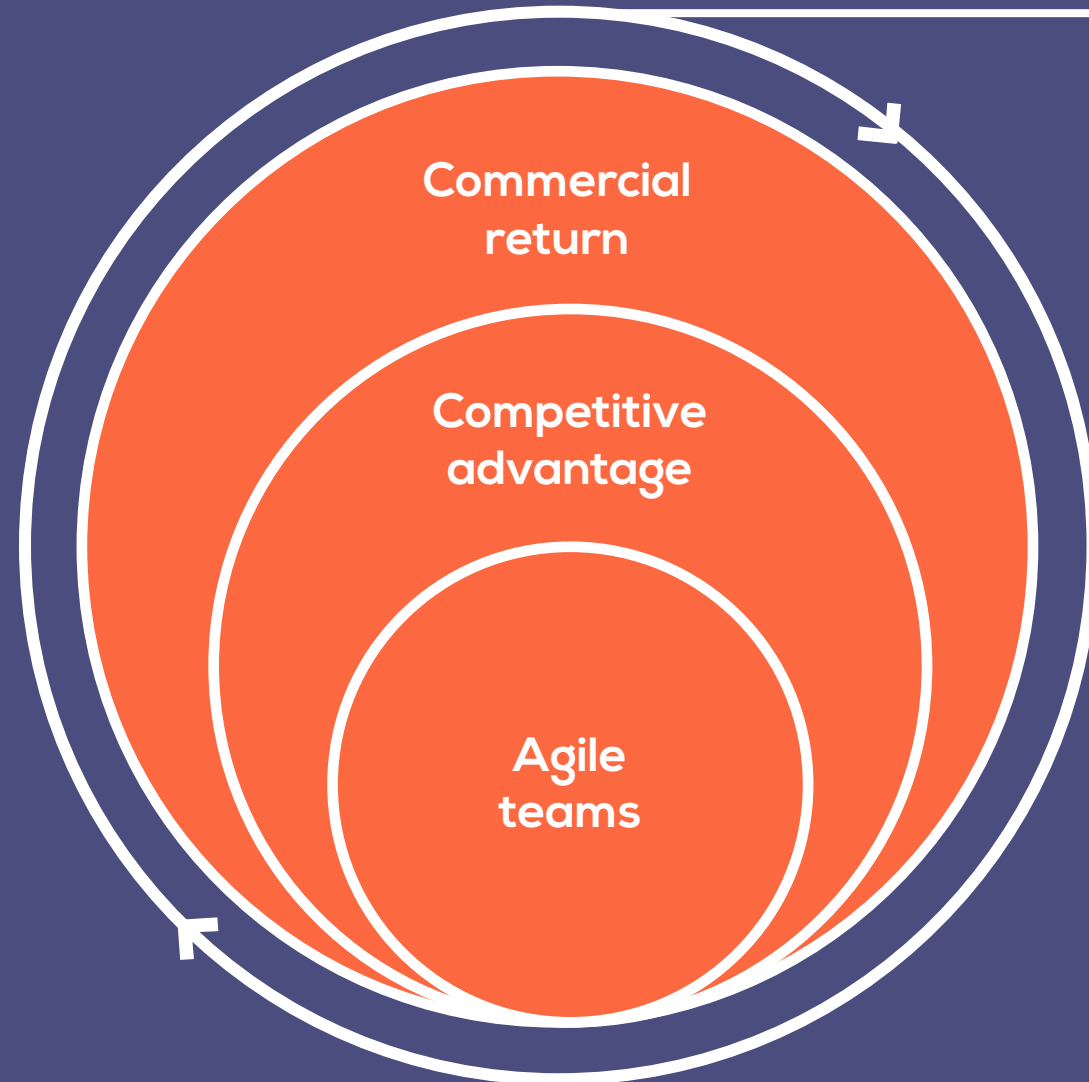
The futureproofing results

With a competitive advantage, commercial return is possible



- + productivity
- + consumer spend
- absence & health premiums
- spend on wellbeing perks
- staff turnover & recruitment
- risk of disruption
- risk of market share loss

The futureproofing results



- + evp validation
- + employee engagement
- + measurable social impact
- + company purpose buy-in

“Rehiring costs represent around 12% of a company’s expenses with up to 40% for businesses that have a high turnover rate.”
EY, 2019

We're achieving lasting social impact

Working with you enables us to deliver entrepreneurial training for young people in prison so they can access equitable work and legacy positive futures upon release

The current reality

13,496 young adults (aged 18–24) are in prison in England and Wales

The current prepare for work curriculum in prisons is ineffective

Only 17% of people are in PAYE employment a year post release

The opportunity

The unrealised human capital in prison is **huge**

Excluded young people often have transferable skills, inc. strategic problem solving and change tolerance

Upon release, entrepreneurial young people experience fewer barriers, and greater wellbeing from meaningful work



**Ask us
anything.**

Lucy Hackshaw, Founder
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