

FUTURING: DEVELOPING TIMELESS SKILL IN SCHOOL LEADERSHIP

by:
MILDRED V. NICHOLS
ASP II, Mariveles NHS – Sisiman

The uncertainties of tomorrow are difficult to navigate in different aspects of life and that is what VUCA (Volatility, Uncertainty, Complexity, Ambiguity) world is showing. Changes are constant that lead to transformation, breakthroughs, and innovations.

The crisis brought by the pandemic and challenges along with it steered the leaders to think several times- anticipating what will happen in the future without requiring a crystal ball. Developing foresight leadership skills is crucial in preparing the organization to prepare for unexpected events. Futuring is not an overnight skill- it takes a lot of practice and action.

Education is an area where foresight is essential in planning and making decisions. To develop this critical skill, the following are some key features to remember.

Environmental Scanning. It is more than just gathering the necessary information and data internally and externally. It identifies and interprets the relationship between factors that might affect the organization in the future. Factors such as technology, current trends, political concerns, social context, economic status, institutional commitment, and others are being carefully studied and how they can possibly affect the decision-making process.

Recognizing Patterns. It involves matching all the relevant data and information received and what is stored in the brain, allowing multiple senses to function. Finding

in a systematic and logical way the existing pattern helps us to form expectations that lead to predicting outcomes.

Understanding Shifting Values. Deep understanding of the value of an individual or group can be a guiding principle in organizational planning. Building the culture in the educational system is affected by existing values. Rooting out the reasons for the value transition can be an advantage in designing the system of the educational institution.

Connecting the Dots. A way of seeing the link between the past and present, then projecting the future, is control. Being able to predict what will happen in the future in different ways can help you prepare a feasible plan and contingency plan.

Strategic Planning for Sustainability. It is defining the vision and mission by setting goals and objectives in an organization. It is considered an art of seeking the future by following the direction. The strategies, implementation, commitment, resources, and outcome are carefully laid out based on the strengths, weaknesses, threats, and opportunities the organization has. Planning can be a short-term or long-term goal, but sustainability is still a key factor which goes beyond part of knowledge in an institution. A sensible decision-making is a valuable tool.

Thinking Out-of-the-Box. It is something that everyone uses in tackling the problem in an unconventional way or from a new perspective. Solving a problem that deviates from what is expected or predicted can be an alternative. It can be a form of back-up solution in a unique manner targeting similar objectives. Futuring or Foresight thinking is deemed important, but it is not gained instantly.

References:

Hallinger, P. (eds.), International handbook of educational leadership and administration. Norwell, MA: Kluwer, pp. 561–612. CrossRef

Kim, D (2002). Foresight as the Central Ethic of Leadership, Voices of Servant – Leadership Series, booklet 8. Indiana: The Greenleaf Center for Servant Leadership.

Marsh, N., & McAllum, M. (2002). Strategic foresight: The power of standing in the future . Crown Content, Australia.

Prosser, Z., & Basra, S. (2019, January 30). Futures Thinking: A Mind-set, not a Method.

Retrieved from Touchpoint: <https://medium.com/touchpoint/futures-thinking-a-mind-set-not-a-method-64c9b5f9da37>