

Three Horizon Cheat Sheet

Overview

Three Horizons exercises are simple and designed for imagining and designing the future. It helps us explore systemic patterns, identify which are no longer "fit for purpose." It will help us predict how emerging trends can shape the future, and what visionary action is needed to collectively move us towards a transformed future.

The future can be perceived through three lenses:

- Horizon 1: Continue Business as Usual
- Horizon 2: Innovation towards the Vision
- Horizon 3: Vision of a Viable Sustainable Future

Perspectives from the Three Horizons Framework



Manager

- Keeps the current system running
- Ensures stability & efficiency



Entrepreneur

- Experiments with new ideas
- Bridges present to future

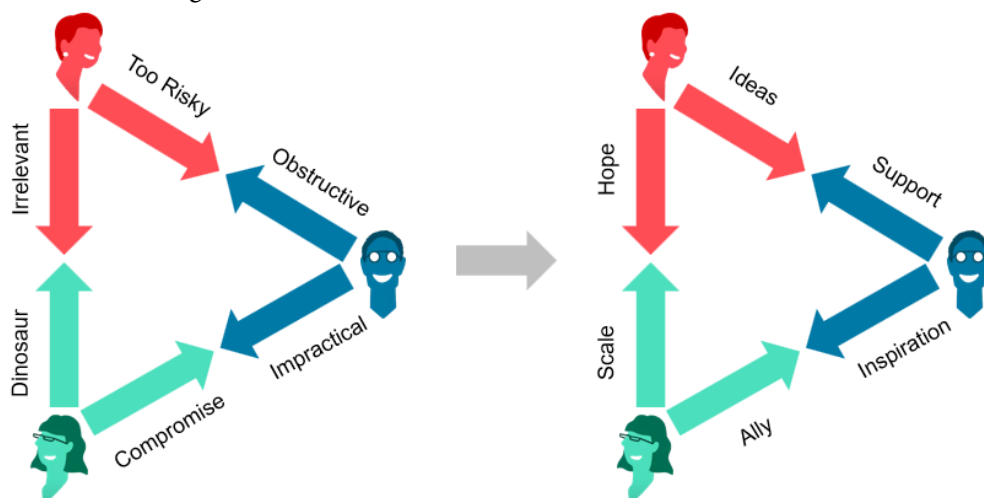


Visionary

- Imagines transformative futures
- Anchors change in values & purpose

Three Horizons Voices and Relationships: Appreciating Different Perspectives

Shifting from negative mindsets to positive perspectives enables people to work across horizons and facilitates the conditions for transformative change.





Horizon 1 Questions

- What are the key characteristics of the current Early Childhood data system(s) in New Mexico?
 - How are these data used?
 - How does it inform/contribute to Learning, Policy, Investments, Research, Well-being for the Youngest children in New Mexico?
 - Are they disconnected or integrated? And where are they?
 - Who has access? Who has Control? Who has ownership?
- How did we get here?
 - What values, cultures, paradigms, practices, events, etc. led to the current business as usual?
- Why is/are the current Early Childhood Data System(s) failing to promote flourishing for all kids?
 - Be specific and explicit (this is not a time to be polite or political)
 - What changes are required to facilitate advancement and transformation of New Mexico's Early Childhood data system(s)?
- What gives you hope and inspiration in the current state of New Mexico's Early Childhood data system(s)?
- What do you want to preserve?



Horizon 2 Questions

- Which innovations in New Mexico portend a brighter future for New Mexico's Early Childhood Data System(s)?
- What is being disruptive (technological, political, cultural, ecological, financial, social/relational)?
 - Consider the roots of those disruptions what would it look like to be captured or harnessed?
 - Captured: Used to preserve status quo
 - Harnessed: Used to get to the third horizon
- How can we support innovators and entrepreneurs to thoughtfully foster the emerging future?
 - What kind of training and capacity building is being deployed?
 - What kind of training and capacity building is needed?
 - How do we build in flexibility so that innovations can be harnessed to catalyze transformation?
 - Who can we attract as allies?
- How do we foster collaboration and connection to maximize the vision behind current data projects?



Horizon 3 Questions

- What is/are the Early Childhood Data System(s) that we want to bring about?
 - How will it transform/advance Learning, Policy, Investments, Research, Well-being for the Youngest children in New Mexico?
 - How will it support community engagement, collaborations, and the construction of new knowledge and paradigms?
 - What are the core features?
- What seeds exist in the present, and how can we cultivate them to bear fruit?
- How do we integrate data systems across the life course to sustain the positive results in the first years of life?
- How can we honor the histories, cultures, and efforts that contributed to this new vision?
- Are there any competing visions that we need to integrate, work with, or work around?
 - Is collaboration possible?
 - Are these visions incompatible?