



FREEBIE | FUTURE READINESS STARTER GUIDE

Future Skills Farming Starter Guide

A practical first map for leaders and organisations who want to shape the future with more clarity, courage and humanity.

Bold. Wise. Brave.

Use this guide as a first reflection before taking the Summer Future Readiness Check. Bring your notes into a Readiness Call if you want to explore the next step.

Leadership that strengthens people and makes the future speakable

Karola Sakotnik stands for leadership that strengthens people, creates orientation and takes responsibility - especially where change, crisis and uncertainty become tangible.

Future Skills Farming is a Future Leadership Ecosystem. It connects communication, storytelling, theatre creation, leadership, crisis experience and the smart use of technology into a living field for organisations that want success and understand that business and work are forces for a healthy society.

It encourages leaders to think regeneratively, decide boldly and tell the future in a way that creates trust, friendship and impact. AI and technology are not treated as magic or threat, but developed and used as reliable partners for the right tasks.

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The next level will not come from strategy alone

Many organisations already have plans, KPIs and transformation language. What is often missing is a shared future story that people can understand, trust and act on.

- A vision that is clear enough to guide daily decisions.
- A language that turns uncertainty into orientation.
- Leadership that holds tension without becoming cold or reactive.
- Participation that is real, not decorative.
- Technology and AI use that strengthens human capacity instead of replacing judgement.

A first reflection before the Future Readiness Check

1. How clear is our vision of a future worth working for?
2. Can people tell our strategy in simple, human language?
3. Do we create trust when uncertainty rises?
4. Are our leaders trained to tell the future story credibly?
5. Do we include the right people early enough?
6. Do we transform conflict into useful energy?
7. Are we brave enough to stop what no longer serves?
8. Do our rituals, meetings and decisions reflect our desired future?
9. Do we use AI and technology for appropriate, meaningful tasks?
10. Do we strengthen human judgement, creativity and responsibility?
11. Do we make learning visible and practical?
12. Do we know which questions need protected dialogue?
13. Do we have a clear roll-out architecture after vision work?
14. Do we know where leadership needs sparring, not another briefing?
15. Can we name the next small step that is large enough to matter?

These 15 impulses are not a test. They open the conversation.

Choose the right beginning, not the biggest package

Future Skills Farming works modularly. Some organisations need a keynote that opens a field. Others need a Strategy Day, Future Lab, Executive Sparring or a Storytelling Roll-out. The red thread stays the same: make the future visible, turn uncertainty into movement, bring people with you, clarify language and enable action.

Keynotes	Open a field. Create resonance. Give direction.
Facilitated Keynote	A 90-minute impulse plus mini-workshop that turns inspiration into first action.
Future Labs	Participation spaces for co-creation, culture and strategy work.
Strategic Storytelling	Clarify and practise the narrative that gives strategy meaning.
Executive & Board Sparring	A protected thinking space for decisions, ambiguity and leadership stance.
Bold Leaders Laboratory	A three-month development space for bold and wise leadership.
Bold Leaders Community	Peer learning, honest exchange and encouragement for leaders who want to stay with the work.

For organisations that are ready to ask better questions

Future Skills Farming is most valuable for organisations that are already strong and still sense: the way we have worked so far will not take us to the next level.

- SMEs and family businesses working on succession, identity and future viability.
- Corporates, business units and departments navigating complexity.
- Education and public systems that need participation without arbitrariness.
- Cultural institutions that master storytelling externally and want to use that power internally.
- Leadership teams that want to turn vision into daily practice.

Begin with the Summer Future Readiness Check

The easiest entry point is the Future Readiness Check. It does not force a big project. It opens a useful conversation.

Take the check, download your result and book a Readiness Call. Together we look at your situation, the pattern in your answers and the question that wants to be answered next.

- Where is your organisation currently under pressure?
- What future do you actually want to enable?
- Which conversations are not yet happening in the quality they need?

CTA

Go to the Summer Future Readiness Check. Then let us clarify which beginning is big enough to matter and small enough to start.

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Founder of Future Skills Farming

Karola connects management consulting, systemic coaching, facilitation, theatre, music, international culture work, cruise operations and experience in humanitarian crisis contexts.

Her strength is translating complexity into images, language and action - warm-hearted, clear, humorous and brave enough to ask uncomfortable questions.

Lead from what is possible. Begin with a good question. Stay curious.

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