Looking Into The Crystal Ball

The Episcopal Diocese of Northwestern Pennsylvania
It's a VUCA world
Get there early!

Sensing the Future to Compete in the Present
Volatility
Rate of Change

Uncertainty
Unclear About the Present Situation and Future Outcomes

Complexity
Multiplicity of Key Decision Factors

Ambiguity
Lack of Clarity About the Meaning of an Event
Volatility
Rate of Change
Uncertainty
Unclear About the Present Situation and Future Outcome
Ambiguity
Lack of Clarity About the Meaning of an Event
Volatility
Rate of Change

Uncertainty
Unclear About the Present Situation and Future Outcomes

Complexity
Multiplicity of Key Decision Factors

Ambiguity
Lack of Clarity About the Meaning of an Event
Problem?
Or Dilemma?
The World Today

We are moving from a world of problems, which demand speed, analysis and elimination of uncertainty to solve — to a world of dilemmas, which demand patience, sense-making and an engagement with uncertainty.
U.S. Population Growth 2005 - 2050

- Descendants of 2005 resident population: 18%
- Immigrants: 47%
  - Immigrants’ U.S.-born children: 33%
  - Immigrants’ U.S.-born grandchildren: 2%
  - New immigrants, documented and undocumented: 47%
U.S. Demographic Makeup

Percent of Total Population

- **American Indian/Alaska Native**
  - 2005: 5%
  - 2050: 2%

- **Asian**
  - 2005: 1%
  - 2050: 9%

- **Black**
  - 2005: 13%
  - 2050: 13%

- **Hispanic**
  - 2005: 67%
  - 2050: 47%

- **White non-Hispanic**
  - 2005: 14%
  - 2050: 29%

*Smithsonian Magazine  July/Aug 2010*
Percent of Latino/Hispanic Population 1980
Number of Latino/Hispanic congregations by Diocese in 1981

Source: U.S. Census Bureau, Decennial Census, 1980
Percent of Latino/Hispanic Population 1990
Number of Latino/Hispanic congregations by Diocese in 1990
Overall Communication Strategy
for the
Episcopal Church

EPISCOPALCHURCH.ORG
FACEBOOK.COM/EPISCOPALIAN
@IAMEPISCOPALIAN
Social Media – why should I care?
Volatility
Rate of Change

Uncertainty
Unclear About the Present Situation and Future Outcomes

Complexity
Multiplicity of Key Decision Factors

Ambiguity
Lack of Clarity About the Meaning of an Event
Turn the VUCA world on its head!
Vision
Understanding
Clarity
Agility
Volatility yields to Vision

Have a clear intent, a clear direction for your actions. Vision seeks to create a future.
Uncertainty yields to Understanding

In the face of uncertainty, listening and understanding can help leaders discover new ways of thinking and acting. Listening leads to understanding, which is the basis for trust.
The VUCA world rewards clarity because people are so confused that they grasp at anything that helps them make sense out of the chaos.
Ambiguity yields to **Agility**

The VUCA world rewards networks because they are agile, while it punishes the rigidity and brittleness of hierarchies.