AIM AT THE CROSS ROADS
EUROPEAN FORM
ALPBACH 2014
Pre-facilitation Notes

USE WHAT WE HAVE
Our visual sense takes up 50% of our brain’s resources. Because of this, pictures truly are worth the proverbial 1000 words. If information is presented orally, after 72 hours one will only remember approximately 10% of what was heard. But when a picture is added, recall reaches 65%. Our brains are wired to find visualisation.

My experience in visual facilitation, hosting and a deep passion for small and large group conversational processes, my vision is to provide guidance, leadership and support in co-creating the space for genuine dialogue and innovative creativity to flourish.

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AIM 2014
EUROPE'S ECONOMIC FUTURE
ALPBACH SUMMIT OF EMERGING LEADERS

"INTENTION"
Any sector/group can help make Europe anew
We can contribute

IN A NUTSHELL
Phillipe managing
Founded 1945
Otto Molden (24)
60 Nations @ the Forum

ALP
Is for cooking
And your are the cooks

THE MISSION
DEEPEN OUR UNDERSTANDING

OUR PROCESS
Individual inputs
Collective perspectives

AN EXPERIENCE
Triggers
Diverse opinions
Out comes

Knowledge drops
Mentor
Walks
Questions
Dialogue

ACTION
MENTOR INPUT

MARKUS

YOUR OPINIONS AND THE REFLECTIONS
OF MASS MEDIA

PLS SHARE 3 HEADLINES

RAINER

MY FEEDBACK

YOUR TOPICS

THE MISSING
- ENVIRONMENT
- SUSTAINABILITY
- POLITICAL

YOUR APPROACH WAS
DIVERSE

- INTERPRETATIONS AS
  UNDERLYING
  CHALLENGES
- KEEP THE ANGLES
- YOU DID NOT
  CHALLENGE THE
  QUESTIONS

[MAKE SURE TO GO]
DEEPER

DISTURBANCE

SHARE WITH A
STRANGER
TRIGGERS

JAN MUEHLFEIT
CHARLES AND LIZ HANDY
MANFRED REICHL

MENTORS

MARKUS HOFREITHER
RAINER REICH
3 Thoughts: 20 mins - talk

How do I know what I think until I hear what I say.

Work is not working that well:
- 70% just there for the money
- 50% not happy
- 10% so unhappy that it disrupts

Ponder:
- How to make it better
  - Chance to develop
  - Chance to make a difference

Ponder Stuff:
- TRUSTED to make mistakes
- Efficiency is in the way of effect
- Never: control, power, design
- Bring the crazy
- Mistakes are valuable

Ponder One:
- Liz Handy
2. **SUCCESS IS IN THE WAY OF PROGRESS**

3. **BACK TO YOU YOUR VALUES IN FOCUS**
   **IMAGES MATTER SO MUCH MORE THAN WORDS**
HISTORICAL SHIFTS IN VALUES
1618 - 1648: Absolutism
1789 - 1816: Democratic Seed
1914 - 1945: Enlightenment

FUTURE: WILL HISTORY REPEAT ITSELF?

DISRUPTIONS: THE PAIN IS SHIFT

TO THE BASICS

EUROPE'S ECONOMIC FUTURE

MANFRED

CORPORATE

VALUES:

EU:
Security
Quality
Human rights
Equality
Co-op
Sustainability

US:
Typical Values
Trial & error
Opp. culture
Self responsibility
Equality

DRIVERS FOR THE SHIFT:
Digital Generation
Privacy
Environment
Migration
Inequality
2040 - 2050
Young: More balance, human rights, ethical
What inspired me?
What ideas triggered me?
What are new insights that I have?
What patterns do I see?
What questions, if explored further, can make a difference?
**ISSUE ANALYTICS**

<table>
<thead>
<tr>
<th>WHAT IS THE ISSUE?</th>
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<tbody>
<tr>
<td>clearly define the issue you are analysing</td>
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<table>
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<tr>
<th>WHY DOES IT MATTER?</th>
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<td>what are the key consequences of the issue and why are they relevant</td>
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<th>WHAT ARE THE CAUSES?</th>
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<tr>
<td>Why is the situation as it is?</td>
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<td>o who is involved (stakeholders)</td>
<td></td>
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<tr>
<td>o how do stakeholder act? (key behaviours)</td>
<td></td>
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<tr>
<td>o why do they act this way? (main incentives)</td>
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*YOUR OUTPUT:* An analytical map of key deficiencies of our economic system

YOU WILL BE ASKED TO PRESENT YOUR OUTPUT AFTER DINNER TONIGHT.
OUR FINDINGS

SHARE

APPROACHING A NEW CYCLE

OPEN QUESTIONS
* Which values do we need?
* How do we engage & enable?
* Triggering quick wins?
* Is openness to the values of others?
* Is the only common value we have?
* Should we get rid of all incentives?
* How do we find the golden seed?
* How do we give leadership to all?

How do we embrace diversity but still collaborate?
* How do we motivate people to make a difference?
Challenges on innovate

Question

Migration challenges

More funds in growth

Investor

Focus Human Resource

Risks look for them

"Who judges"

What is good innovation

We have lots innovation

Celebrate our wins

Look at the chain

EU

Asia

USA

Copy culture

Low cost

Tradition

High cost

Risk adverse

No failure tolerance

Most innovative (Financial)
Values drive behavior.

Most interesting.

Very exciting topic.

Have you thought to bring out diverse values?

Spread it. We aim wrong.

Try to find it.

Values

Consciousness

Culture

Collective dimension

Walk the talk

The way we teach economics is relative to our misalignment of values.

Always driven by people that wanna hand over their values. Keep diversity alive.

→ Can we find common values!

→ Re-focus on values.

Org values BS
REGULATION

* TOO MANY
* MULTI LEVEL
  NATIONAL, LOCAL, EU
* REGULATION IS NB

WRONG / GOOD

BACKGROUND

STAKEHOLDER
   REGULATION

CONFLICT

MISSING
   HOW MUCH
   BEAUCRATIC
   CHAOS DOES IT
   CAUSE

SMALL BUSINESS
   HURTS UNDER
THE ROLE OF EUROPE IN THE WORLD

What is the issue: NO CLEAR PERCEPTION
Why does it matter: LOSING TRACK
What are the causes: WE ARE YOUNG

Stakeholders
- Governments, Institutions
- Citizens, US, China

Key Behaviours
- Short-term, Selfish

Main Incentive: Keeping the Power

MARKUS RAINER
- I find it easier to talk about the Economic Theme, to CLEAR THE Role further than PEACE!
- WE HAVE HAD MANY MISSION STATEMENTS, AND WHY NOT

Clarifying Questions
- The HOW is missing
- Mission Statement is Peace No?
- Typically, think of the What!!!
- United Europe, we need a legal framework?
SHARE

Team 5

ISSUE: Lack of Understanding Common Vision

Why: Risk EU is losing Break up Missing

Stakeholder:
INTEREST RATES

VALUES

FINANCIAL SECTOR

FINANCIAL SYSTEMS
ALLOWS THE TRANSFER
BORROWER → SAVER

STAKEHOLDERS →
NATIONAL BANKS,
CORPORATE SOCIAL RESPONSIBILITY
CONSUMERS

[Describe the good cop]
SHARE 3MIN DIALOGUE QUESTION

EDUCATION

TEAM 9

AUSTRIAN -> CHALLENGES
GERMAN

CONTENT VERY DIFFERENT
MANAGEMENT
SELECTION OF TEACHER.

EURO -> CHALLENGES FREEDOM OF MOVEMENT [MIGRATION]

THE TIMES ARE CHANGING
PEOPLE MISSING OPPORTUNITY
ACCESS TO SCHOOLING

[STAKEHOLDERS]

TAX PAYERS
PARENTS
GOV
* STUDENTS

MARKUS REINER

LIFE LONG LEARNING
PRIVILEGE / QUOTA
GOVERNMENT / STRUCTURE (CONSERVATIVE)

QUESTIONS

UNIVERSITY NOT TEACHING EXCELLENCE

NOT MUCH PREP FOR THE GLOBAL COMPLEXITY
AIM 2014

PROCESS

AND SO THE JOURNEY ONLY BEGINS

CLOSING
PEOPLE FIRST Questions more important than answers.

OPENNESS IS THE SOURCE. We don't have to agree.

DIVERSITY ORIGINATES OUR HERITAGE.

MOTIVATE MORE THE BIG TOPICS ARE RELATED TO MY UPBRINGING.

LEARNING PATIENCE IS WHAT GOES BEYOND.

What to talk about.

IM EXOTIC ARMY GUY DIVERSITY FUTURE.

NOT SURE HOW TO REACH OTHER PEOPLE.

HELLO TO OTHERS.

THE DONUT METAPHOR.

CREATE SPACES FOR OPENNESS TO EMERGE.

LONG TERM FOCUS IS GREAT.

I FOUND PEOPLE TO TALK TO.

DYNAMICS OF THE DIALOGUE.

GREAT IDEAS.

REALISE MY PRIVILEGE.

SHARE PAIN.

LAUGH AT YOURSELF.

LESS ABOUT THE YEARS IN OUR LIVES, IT'S THE LIVES IN OUR YEARS.

THE BEAUTY IS OVERWHELMING.

HOPE SEED.

EMERGENCE.

VALUES AND THE DIALOGUE AROUND US.

INSPIRATIONS.

THE POWER OF THE GROUP.

ART, CULTURE, ECOLOGY, TOLERANCE.

RISK MAKES THINGS发生.

WILLINGNESS TO CHARGE.

ACTION.

AWARENESS MAKES MORE DIALOGUE.

SELF RESPONSIBILITY.

BEAUTY EXISTS.

YOU HAVE TO BELIEVE IN IT SO OTHERS WILL TO.

START SOMETHING NEW.

KEEP THE PASSION.

THINGS WE NEED TO SERVE.

AUTHENTIC SELF.
what we take forward
2013 AIM Recap

What we doing

6 People

Larger group growing

We want to engage Europe

New Economic Model for EU

Awaken private funds

Entrepreneurial spirit

Awaken private funds

First project

Motivation to vote

What is helping us as an European citizens

Pioneers festival OCT

Start-up ecosystem

AIM Community

For Europe by Europe

The beginning

2013 to 2014

Quality of dialogue

Narrow down our focus

Merge

Diversity our given heritage

Meeting til Nov Friday afternoon
EUROPEAN FORUM ALPBACH

freims: contemporary consulting™ for transformation, innovation and impact

Abdul Dube