ALPBACH IN MOTION 2015

THIS YEAR'S FORUM THEME:
INEQUALITY
AIM'S CALL TO ACTION
EUROPE'S ECONOMIC FUTURES

SUPPORTED BY:

freims: contemporary consulting for transformation, innovation and impact
During the process the group is challenged by Tomáš Sedláček and were triggered by inputs and perspectives from Thomas Sattelberger, John Hagel III, Claus Raidl and Edeltraud Hanappi-Egger.
Each process, concept or intervention we design is unique and tailored to address your specific needs.
freims:
IS A CONSULTANCY FIRM WITH A VISION TO CONTRIBUTE TO A FAIR AND IMPACTFUL WAY TO ADDRESS THE POLITICAL, ECONOMIC, SOCIAL AND ENVIRONMENTAL ISSUES OF OUR TIMES. WE ARE HERE TO CO-CREATE AND ASSIST A WORLD IN TRANSFORMATION.

EUROPEAN FORUM ALPBACH

THE EUROPEAN FORUM ALPBACH (EFA) IS AN INTERDISCIPLINARY PLATFORM FOR SCIENCE, POLITICS, BUSINESS AND CULTURE. ESTABLISHED IN 1945, THE ANNUAL EUROPEAN FORUM ALPBACH AND OUR EVENTS THROUGHOUT THE YEAR ADDRESS THE RELEVANT SOCIO-POLITICAL QUESTIONS OF OUR TIME. WE CONNECT INTERNATIONAL DECISION-MAKERS FROM ALL SECTORS OF SOCIETY WITH AN INTERESTED AUDIENCE AND COMMITTED YOUNG PEOPLE. OUR GOAL IS TO CREATE A DIALOGUE ACROSS THE GENERATIONAL, IDEOLOGICAL AND OTHER LINES THAT DIVIDE US.
Europe needs fresh thinking. We believe that a new generation of committed leaders can come up with new perspectives. This is why we have created Alpbach in Motion (AIM), the Alpbach Summit of Emerging Leaders.

A group of 40 committed European emerging leaders will step up to this challenge during two days of intense discussions and group work. A select group of mentors will join them for inputs and informal talks.
Alpbach in Motion aims to give participants the space to reflect, engage in dialog and dig deeper together to the roots and find the acupuncture points that can shift the current state of our European economic system. Based on their collective sense making they are triggered to define the desired shifts - connect them with the acupuncture points and propose solutions that the group has the power to influence/create.
A word cloud formed from the written contributions sent in by AIM2015 participants.
CONTRADICTION
WHAT IS THE BRICK WALL
CRITICAL TOMAS

LACK OF IDENTITY
JOINT UNDERSTANDING
HOPE WE LOSING GRIP
VISION REGINAL STRENGTH FOR COMBINED ADVANTAGE

FEARS
CHINA CHEAP LABOUR / US TECH
WE SOME HOW FUNCTION

DEMOCRACY 20 YEARS TO GET THERE
POLITICAL PROBLEM EDUCATE MORE

Problem
CLASS WAY WITH OTHER MEANS
ADAM CHOMSKY

WE ARE RICH AND WANT TO STAY RICH
WHICH POLITICIAN

80% / 20%
HAPPY PRESERVE BEST OF BOTH WORLDS

RADICAL DREAMS VISION
MORE DRAMATIC NATIONAL STATE LEVEL / FRAME

WE HAVE INFECTED THE ISSUES AHEAD

WE MAKE THE NEW VISION ARE WE DONE PEACE TRADE

NOT UPDATED VISION POST DEPRESSION

WE HAVE STRUCTURAL CHALLENGES

POP CULTURE PARTY MOVIES

COMMON BASIS OF TAXATION
LISBON TREATY
FURTHER INTEGRATION
FISCAL UNION
SECURITY
FOREIGN
FU
S&D
DEFENSE
FP
POLICY
FOCUS AREAS
US
FISCAL TRANSFER UNION
WHO COUNTS
CONSIDER THIS
ULRIK BEK.
GDP is Nationalist Measure GDP BY, SEXES
What you measure creates wars

BIGGEST REVOLUTION BUT ITS SO SLOW WE DID NOT REALISE IT
ELECTING YOUR GOVERNOR DEMOCRACY (JUDGES NOT VOTED FOR)
NOT DIRECTLY LACKS ACCOUNTABILITY
NEW LENSE

RULES SUPERCEDES
EURO US CULTURE ON THE RISE WE DO CARE FOR THE POOR
SUCCESS STORY
WHAT IS LEFT FOR THE FISCAL UNION
BANN BUDGET DEFICIENCY

Greece CASE STUDY
FOR WHERE WE REST OF EU CAN WE IN

SUMUP
v.2.0 HELP A FRIEND IN NEED
EURO US CULTURE ON THE RISE WE DO CARE FOR THE POOR
SUCCESS STORY
WHAT IS LEFT FOR THE FISCAL UNION
BANN BUDGET DEFICIENCY

CERN BLACK MATTER

LACK OF THE GOOD STORIES WE DON'T TELL
CLIMATE BIG TOPIC IT'S NOT PERFECT

COMMON GDP
DO WE LET GO OF EURO
DO WE WANNA REGULATE WELFARE
We always on the "seek" looking for something better.

Is a perfect world a happy world even in a perfect context we don't stay in paradise.

Don't expect your phone/car to work perfectly.

Crisis of values: Are we adapting or creating a situation?

UFOCUS is all:
- We must change our ways
- Fear: we closing ourselves in
- More common rules but de-regulation
- EU mantra: unity in diversity
- Our fear of the withering nation state
- Can we be the world's role-model?

Zoom down: democracy/economy

Where is our success (Erasmus) story? Swiss model for EU? We kinda don't know?
There is a dark side of change.

- Mounting performance pressure
- Accelerating time frame
- Connectivity (black swans)
- Discounting pressure of reward

What do we do about it?

- Moving from stocks to flow
- Moving from a world of push to a world of pull
- Reframe innovation

Future shift:

- Institutional innovation
- Scalable learning
- Make a choice
- Can't have both

Shift: We can't stick to old ways.

Re-frame is needed.

We have built to fixed spaces for innovation.

How does it feel? A million people can do your job.

Robots can!
WHAT PASSIONS DO WE HAVE?

TARGET TO LEARN
GO BACK TO OUR SOURCE

EU, SOUTHERN EASTERN EUROPE, WHAT HAVE WE LOST!

CRITICAL MASS

BUILD CREDIBILITY

6/12 MONTHS HORIZONS
10/20 YEAR HORIZONS

FUTURE IS NOT ENTERPRETATION BUT DIS-INTERPRETATIONAL PUSH
CITIES WILL RULE THE WORLD

EU FROM YOUR PERSPECTIVES.

STABILITY LIES IN THE NORTH STAR

DIFFERENT APPROACH STRATEGY

CRAFTING NARRATIVE
SHIFT

WHERE DO WE WANT STABILITY?

Mounting Pressure

Normal Response

Human RxN

We Find Challenges

We Want Standard/STability

Standardization

Happens.

In High Pressure Zones

Fear

Freeze

Flee

Fight

Natural RxN

Foster Positive Emotion

Allows for overcoming our nature

Barbara Fredrickson

Passion

Play/Risk

Environments /

Who is gonna get the resource?

Toyota assembly line

Innovation, making/giving responsibility

Passion of Explorer

1. Long term commitment to a domain

2. Questing disposition (open to the new)

3. Connecting disposition (who can I reach out to?)

Extreme Sports

War Game

Personal Environments

Passion

Predictable

Public School Designed for Follow Orders

Excellent Learning Thrives Here

Learn to learn
WHAT DO WE NEED TO CREATE, FOSTER, SHIFT, LET GO FOR THE FUTURE THAT WE IMAGINE?

EUROPE

AIM GROUP

ME

DOWNLOAD

AFTER Hike

ZIPRALM...
WE HAVE DIFFERENT VIEWS

MEANING: DIALOGUE

THE PRESENT
SETTLE
PERCEPTION
OF GROWTH,
SUCCESS
PROSPECTORS
PIONEERS
RE-THINK
DEFINE IT
A NEW

NEW MINDSET

GOOD
LIFE REACH
BUT CONSIDER THE REST

IS MORE

LESS

REDUCE MATERIALISM
POPULATION

OUR CONCEPTS OF REALITY
BLOCKS THE TRUTH/REALITY

THE WORLD

NOT TO RE-CREATE
THE PASTE

WE SPACE

WHAT ABOUT
SHIFT

WHAT DO YOU DEEPLY BELIEVE/FEEL WE NEED TO CREATE, FOSTER, LET GO, FOR US TO IMAGINE

HOW CAN WE IMPROVE DISCUSSION/ DIALOGUE AROUND OUR EUROPE

What do you deeply believe feel we need to create, foster, let go, for us to imagine

COLLAB

RUSSIA

EUGENE

DEVELOPMENT
OUR HUMANITARIAN PERSPECTIVES....

MOVE AWAY FROM SYMPTOMS
FOCUS ON PROBLEMS

LIMITED RESOURCES

HOW WE USE NOW?

SCOUT FOR INNOVATION TO USE WHAT WE HAVE!!

HOW WE CAN MOVE FORWARD

INCLUSIVE "GROWTH"
WHAT SUCCESS DOES EU HAVE
LOOK FOR THE GOOD WE DO

CONFIDENCE TRUST WHO

PLANET FOCUS
ARE WE TAKING RESPONSIBILITY

CO2 Consumption

WE IGNORE THE REST OUTSOURCE OUR PRODUCTIONS

THE WORK STARTS WITH ONE SELF

GRASSROOT ACTIVISM BUILD UP

DROP KNOWLEDGE ENCOURAGE STRENGTH THINKING

INCENTIVES FOR PIONEERING INTRINSIC MOTIVATION

CO2 Consumption

HOW DO WE ENABLE YOUTH TO TAKE THEIR PASSIONS TO THE MAX

EDUCATION SYSTEM MUST INSPIRE PEOPLE TO TAKE CHARGE

PUBLIC SCHOOL RE-FORM

ROLE OF FAMILIES THE IMPORTANCE SMALL INSTITUTION

FUN LEARNING

HOW DO WE DEFINE FAMILY?

ROLE MODEL

THE IMMEDIATE ZONE OF LEARNING TO TAKE CARE OF THEM

CONSUMPTION

WHERE DOES OUR DISCUSSION SITTING, EU LEVEL OR...

I CAN DO IN 6 MONTHS.

BENCH MARK LEARN FROM EACH OTHER

BEST PRACTICE ENFORCED VIA EU, OR NATION STATE
Thomassattelberger

You don't need to know everything to be inspired!

In all stages of career you will hit "confrontation"

"Diversity" as a culture is lacking today

Rambo HR Director

Leading managing is commonly unpopular

It was a game changer what kinda shit you did!

"Diversity" as a culture is lacking today

Young manager

Guiding principles

How you take action

You make something good & you don't know how it goes.

I did it the hard way...

Breaking up the lack of diversity

The wheel turns

Intro the quota we did not consider societal discussion

In all stages of career you will hit "confrontation"
- What is our vision 2.0?
- What are our successes & how do we measure them?
- How do we deal with fortress 'EU'?
- When are we happy & what is perfection?
- Can Europe be the world's role model & what does it require?
CONSIDER THIS

3 JOURNEYS

OUT PUT

YOU

GROUP
SMART MY CITY

- Partnership
- Help Public Institutions
- Social Intelligences

BETTER LIFE FOR CITIZENS

FEEDBACK

DO YOU BELIEVE IN YOUR PROJECTS?

WE ARE A NATION OF KAFKA'S - NO CAPTAIN AMERICA

MOST PROJECTS TWO MUCH TIME

WHAT CAN WE DO NOW

TIME BASE, SPECIFIC POINTS WHOM DO YOU WANNA DO THIS FOR

CHANGE WHAT

WHAT PROBLEM DO YOU WANNA SOLVE

EDUCATION HUB. SMART CITIES. WHAT PROBLEM DO YOU WANNA SOLVE.

SHARPEN UR FOCUS...
DIVERSITY IS NOT MEN & WOMEN

CULTURE “DIVERSITY” IS THE DOOR OPENER.

POWER 1

THE STORY OF “CHANGE”

MERITOCRACY

SAME IN THE STARTING BLOCKS
Resilience & Innovation

CHANGE YOUR THINKING

ON THE QUESTION OF DIVERSITY
I have these two considerations

RE-DESIGN “STEERING CULTURE”
create territory for innovation FREEDOM

CRITICAL MASS
RIGHT WINDOW OF OPPORTUNITY
THE POWER OF EXISTING CULTURES
KEEP EYES OPEN TO SURFACE CHANGE

THE POWER OF EXISTING CULTURES

ELECTING LEADERS

MERITOCRACY

CULTURE DIGITAL
PARTICIPATE

HOW MUCH
HOMO-SOCIAL PRODUCTION

IF WE DON’T BREAK UP CLOSED SYSTEMS, YOU WON’T HAVE A FERTILE GROUND

SOCIAL COMPOSITION
DO YOU BECOME MORTAL BECAUSE OF LABOUR SHORTAGE

FRONT STAGE
BACK STAGE

PIONEER LOGIC

the elite don’t want to share

POWER 1
GEN PITCH
COLLABORATIVE IMPACT MARKETPLACE

GEN ONE
AIM FOR EUROPE
GO VOTE
GEN TWO
NETWORK

PASSION KEEPER
HUB EDUCATION
BROAD/YOUTH EXPOSURE
KNOWLEDGE BASE NETWORK
FOR THE CHILDREN

FOLLOW
HUB:
GROW:
INSPIRES
CHANGE
WE BLOG
CHANGE
PAY IT
FORWARD

SMART CITIES
THE WHY
- SUSTAINABILITY
- VISION
- PARTICIPATION
ENABLERS
DIALOGUE BASED
RESULTS AND PUBLISH THE DATA - OPEN

EU
ONLINE PLATFORM TO SPREAD EU PRIDE

FOSTER
INNOVATION CULTURE
IDEA LAB
[MINDBSET]

EARLIER CHANGE
YOUTH PROGRAM
DAIM MODEL

WHATA FUND
SUPPORT PROJECTS

360 SUSTAINABILITY
CONSUMER KNOWLEDGE SHARE, RESPONSIBILITY
USE WHAT WE HAVE

LEAD EUROPE
PROBLEMS TO COLLABORATE ORG SILO'S WORK WITH LEADERS
EXPERTISE, CO-FACILITATE
USE AIM NETWORK

MARKET
GERMAN CULTURE
BUILD LINK
SPARK IT

REFUGEE EQUALITY
USE WHAT WE HAVE SELF WORK

EUROPE

DRAFT CONCEPT
Can we connect more diversity?

Be active
Invite
Online community
Use the group
LinkedIn
Aim for Europe
Alpbach sends info around

What do I leave with?

Alpbach in motion

2013
2014
2015

Network link

Alpbach

Facebook

Staying connected

Let’s aim for annual meet
More cities
Think global
Act local

Self-organise

Chaos + order

Hosting

Training is there

Expanding thinking

Europa collects
KEEP THE CHANGE
PHOTO DOCUMENTATION

FROM OBSERVATIONS AND CONVERSATIONS

ISSUE
- Missing Vision
- Lack of Identity
- High Taxes
- Undermined Values
- Weak Governance
- Not Speedy Actionism
- Social Security
- Educational

ACCUPUNCTURE POINT
- People First
- Accountability
- Education
- Entrepreneurship
- Media
- Common Tax System
- What Status Am I Under?
- More EU Engagement
- Technology

SHIFT
- We Need Time
- We Need Expertise
- More Educated (You're Needed, Public)
- Moreroom for Growth
- No Need for Stronger Medicine
- More Support for Acceleration
- Shift in Mindset
- Reduce Debt

WHAT DO WE NEED TO CREATE, FOSTER, SHIFT, LET GO FOR THE FUTURE WE IMAGINE?

FOR MORE IMAGES OF THE SESSION AND ALPBACH 2015 GO TO THE FLICKR LINK

https://www.flickr.com/photos/europeanforumalpbach/albums/72157657979649226