

# ETUI training on strategic thinking

Partners: CGIL (IT), CCOO (ES)  
Palermo, Italy  
March 19-21, 2019

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What is your  
image of the  
future?

The ETUI is financially supported by the European Union



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## DAY 1: GETTING TO KNOW EACH OTHER



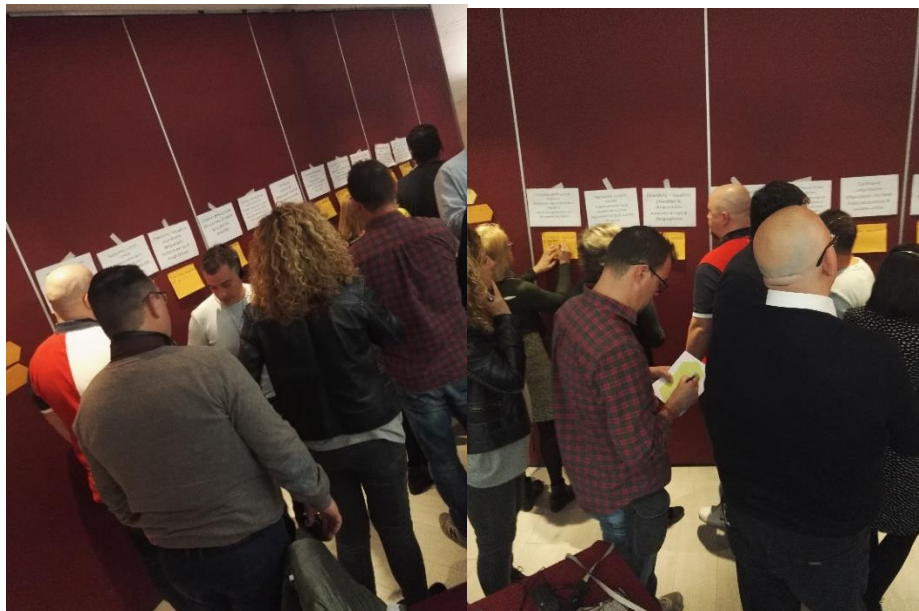
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## Presentation by Aida Ponce Del Castillo, Foresight Unit, ETUI.

Identifying key mega trends for unions – Aida Ponce



STEEP analysis future of trade unions 2040. World Café format, groups divided in 5 stations – Aida Ponce





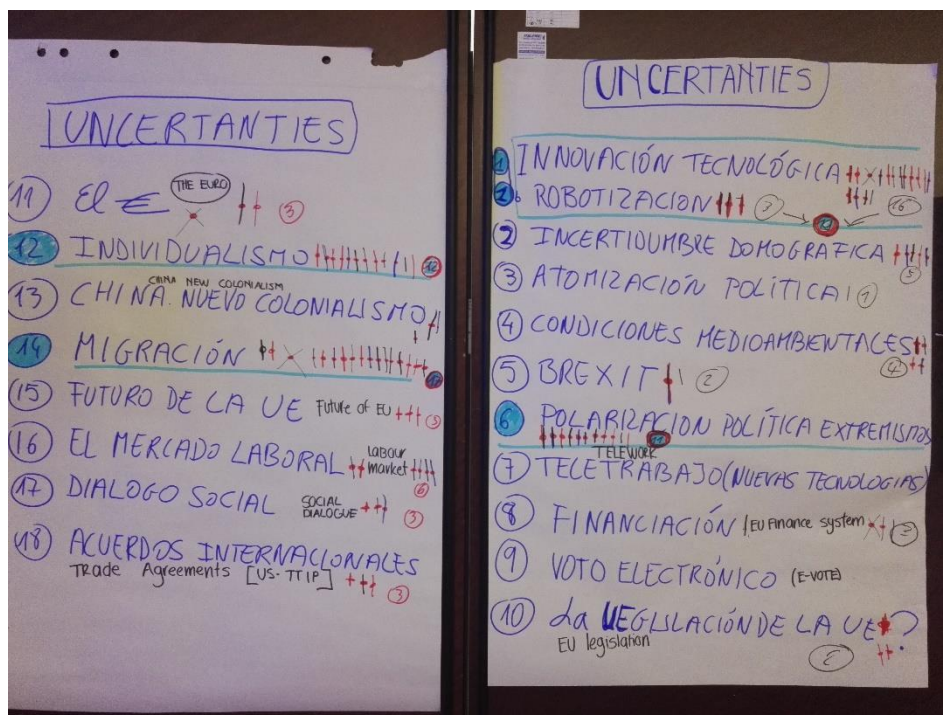
SOCIAL						TECHNOLOGICAL						ECONOMIC						
FACTOR	5	4	3	2	1	FACTOR	5	4	3	2	1	FACTOR	5	4	3	2	1	CON
MIGRATION				X		Digital training e-learning					X	FAR EAST COUNTRIES			X			BUSINESS FOR GO WILL FA
POVERTY (TRENDS)			X			Data Base system for trade unions					X	BREXIT (IF IT HAPPEN)				X		BIG UN LESS MEAN UNIONS
FEAR OF THE FUTURE SECURITY / UNCERTAINTY			X			Social networks for everything			X			MIGRATION TO EUROPE				X		ACCEPTU LARGES LOCALS
DEALIGNMENT YOUTH				X		New methods, applications: apps on line new media (TV, radio)				X		IMPROVEMEN OF THE CHINESE LIFE STANDBS				X		1) EUROPE AND SIMILAR 2) RESOURCES
DEMOGRAPHIC COMPOSITION / CHANGE				X		Robots - replacement				X		RISE OF POVERTY				X		1) LESS A 2) FALLEN
INDIVIDUALISM					X	Algorithm system				X		ZERO HOURS CONTRACTS (ONLY EMPLOYED) BACK				X		CHANGING WAY WE CONSUME. LOWERING SOCIAL
SKILLS MISMATCH		X				e-electronic voting					X	A SECOND COLLAPSE OF THE FINANCIAL SYSTEM				X		LESS STRENGTHEN

**STEEP results**

ENVIRONMENT						POLITICAL						
FACTOR	5	4	3	2	1	FACTOR	5	4	3	2	1	CON
strictly environmental laws				X		1 Populism / Nationalism				X		Meno: Nese
Water pollution				X		1 Fragmentation / Atomization (Political)			X			Meno: Diab
Acid rain				X		2 LESS IDEOLOGY				X		LESS ASSOCIA AFFIL
Lack of natural resources					X	2 EUROPE (STATE) FRAGMENTATION				X		RISK ESTAB EU
Demographic concentration					X	2 VIOLENCE TONE				X		BLOC HH WW
Floods		X				3 MORE TOTALARISM				X		LESS DEMOC
Green Energy			X			3 FRAGMENTATION POLICY				X		OPEN /
						4 LESS RECOGNITION OF SOCIAL PARTNERS				X		LESS COU LESS OR THE PARTNERS
						5 LESS LEGISLATION of Labor Law				X		LESS OF TRADE AGREES PROTEC



# THE GROUP IDENTIFYING DRIVERS: UNCERTAINTIES FOR SCENARIOS



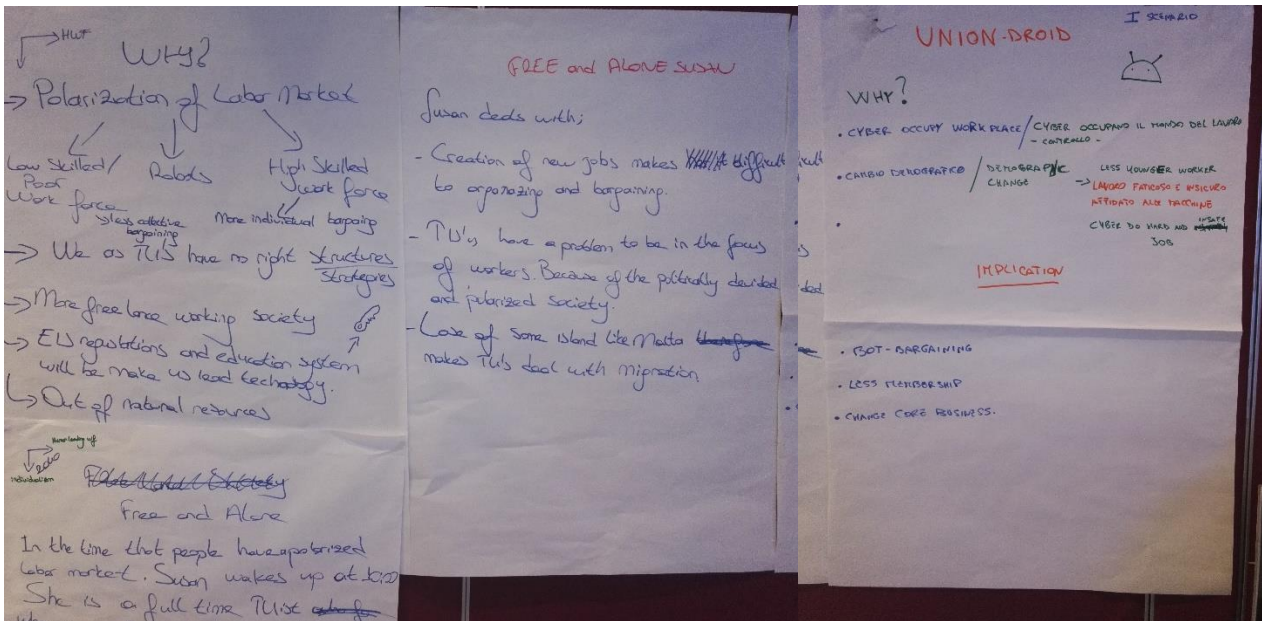
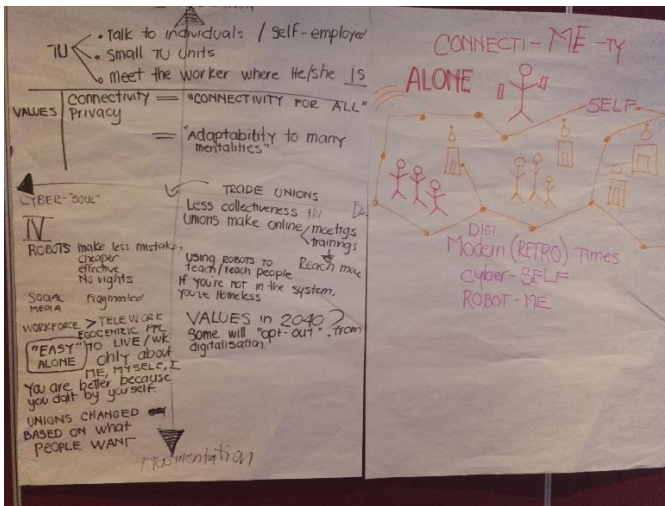
**4 critical uncertainties**



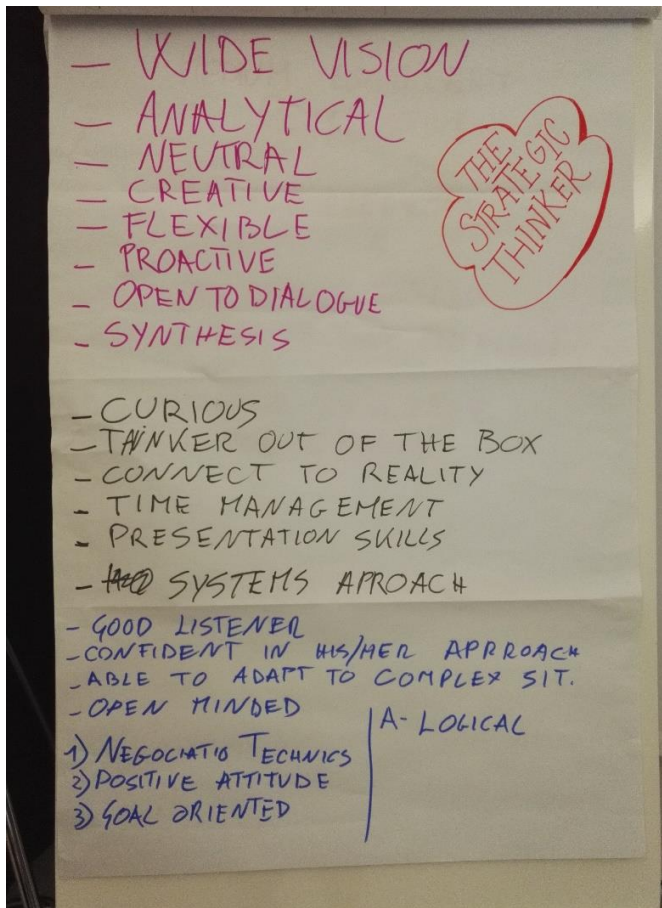
# Day 2: Building scenarios for trade unions by Sascha Meinert, IPA



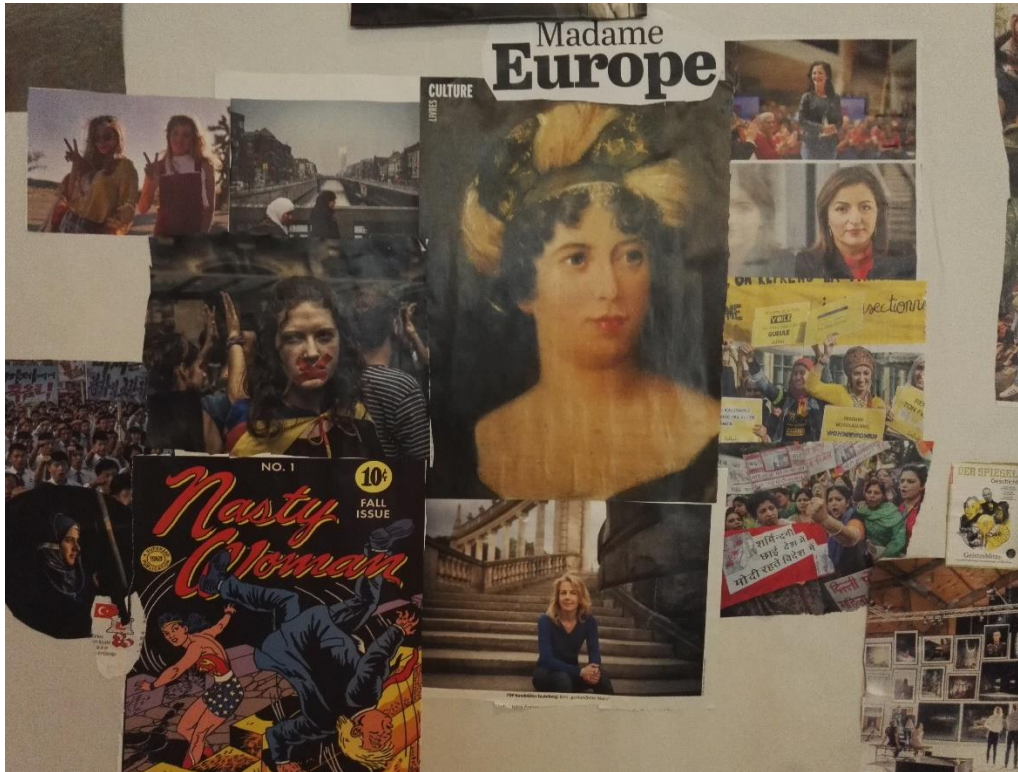
Presenting the scenarios



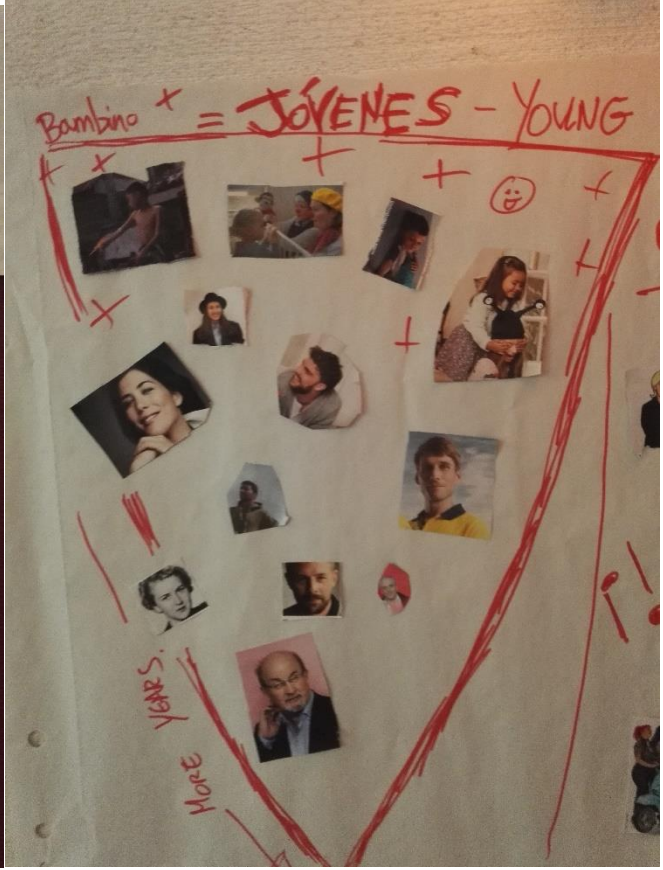
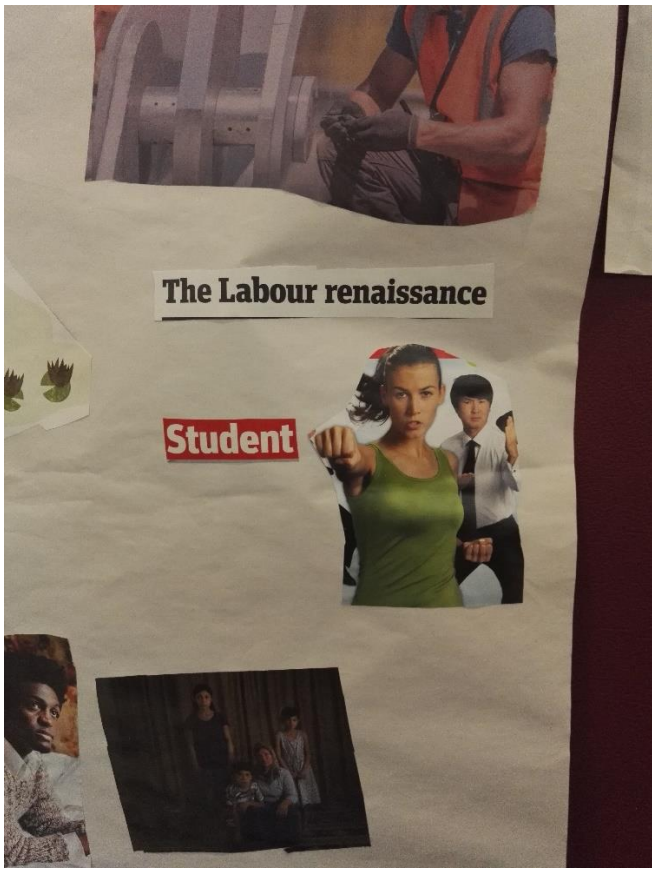
## Day 3: Becoming a “strategic thinker” by Robin Poppe

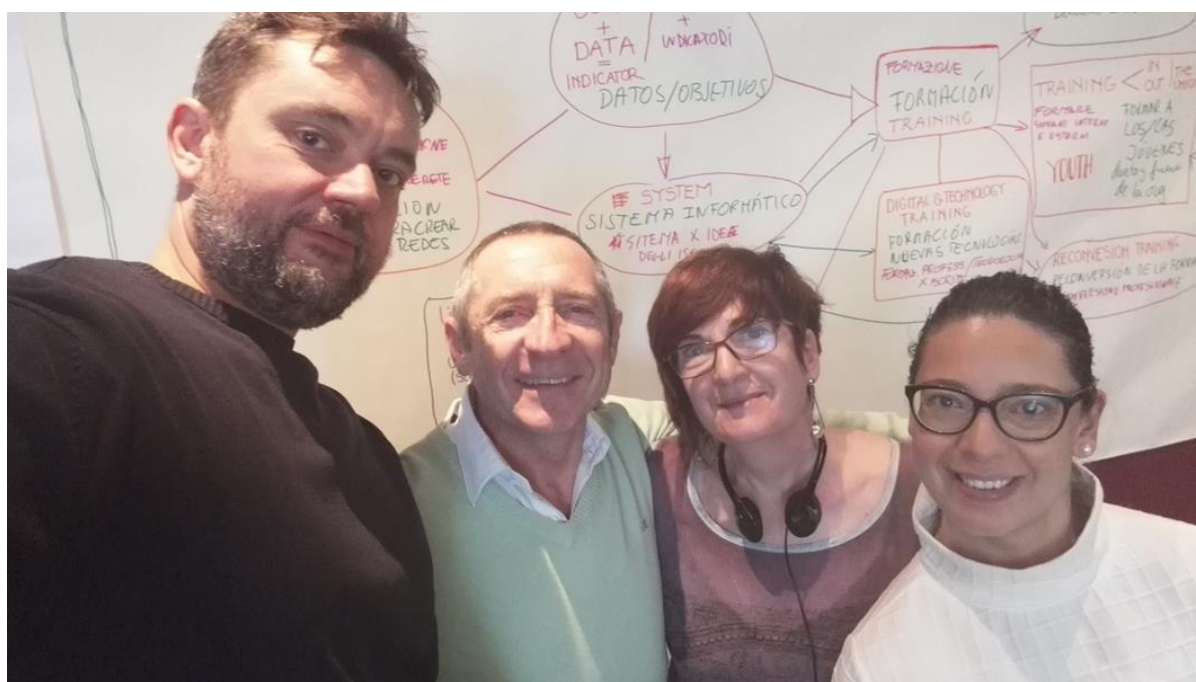


## Implementing the strategy by Robin Poppe









Fabio Ghelfi (CGIL), Robin Poppe, Sonsoles Redondo (CCOO), Aida Ponce del Castillo (ETUI)

