

Draft Agenda

National Workshop on Using Strategic Foresight to Build Institutional Capacity for Future-Oriented Governance

January 12th - 16th 2026

Day 1 –Monday 12th January 2026

8.30 - 9.00 am	Registration
	Use the QR code or sign in sheet
9:00 – 9:20 am	Opening Session Moderator: tbc
	Speakers: - Representative for Ministry of Public Service: - Hon. Virginia Albert Poyotte, Ministry of Public Service, Home Affairs, Labour and Gender Affairs OR - Janet Barnard, Permanent Secretary of Ministry of Public Service - UN Country Coordination Officer - Representative for UNDESA
9:20– 9:40 am	Session 1: Workshop Introduction
	- Introduction of speakers, facilitators and participants – <i>Official from Ministry of Public Service- Denise Joseph, Records and Information Management Specialist</i> - Workshop overview, objectives and a brief introduction to strategic foresight – <i>Azeema Adam, Senior Inter-regional Adviser, UNDESA</i>
9:40 – 10:45 am	Session 2: National Strategic Foresight Contexts



	Objective: To anchor the foresight exercise in current national priorities by understanding the existing policy landscape, identifying opportunities for greater policy coherence, and clarifying the key actors essential for integrated, future proof planning in Saint Lucia.
	Presentation (10 minutes) – Aligning National Strategy with Foresight - Overview of Draft Government of Saint Lucia Digital Transformation Strategy: Marlon Narcisse, Director of DPSM <i>Focus on how digital transformation can enable data driven foresight and resilient public service delivery.</i> Presentation (5 minutes) - Current Commitments and Future Vision - Saint Lucia's Journey towards the Achievement of the SDGs: The Department of Sustainable Development - The Chair of SDGNCC <i>Highlighting current gaps and future targets that Strategic Foresight must address.</i> Small Groups Discussion (20 minutes) Identifying Strategic Entry Points <i>Facilitated by Ministry of Public Service</i> - Which current strategic challenges and emerging opportunities (e.g., climate change, economic diversification, technology adoption) are most urgent for the foresight exercise to address? Consider the relevance to SDG's and Medium Term development Strategies. - Which stakeholders and policy areas are essential to integrate to ensure the outcomes of this Strategic Foresight workshop are successfully adopted and implemented across St. Lucia? Plenary (20 minutes) - Shared Strategic Priorities - Group share of identified strategic priorities, critical integration points, and high impact stakeholders for the subsequent foresight work.
10:45-11:00 am	Coffee Break
11:00 –11:45 am	Session 3: Introduction to Systems Thinking
	Objectives: Understand systems concepts (interactions, feedback loops, boundaries) and relevance for planning



	Use systems mapping to define the scope, boundaries, and key relationships in the chosen domain, creating a shared reference point for subsequent scanning and scenario work.
	Presentation (10 minutes) - What is a system, and how can systems thinking frame a foresight exercise for integrated policy design? Small Groups Activity (20 minutes) - Participants work in groups to Identify key actors and stakeholders and circular cause-effect chains for a selected challenge Plenary Discussion (15 minutes) - Share cause-effect chains and key stakeholders; facilitator introduces iceberg model and leverage points.
11:45 – 12:30 pm	Session 4: Causal Loop Diagram (CLD) Development
	Objective: Begin mapping systemic interlinkages across policy areas.
	Presentation (15 minutes) - Overview of CLD structure, feedback loop types, external factors and leverage points Small Groups Activity (30 minutes) - Group development of causal loop diagrams showing key variables and preliminary relationships across sectors and reflecting on leverage points
12:30 -2:00PM	Lunch Break
2:00– 4:00 pm	Session 4: Causal Loop Diagram (CLD) Development (<i>Continued</i>)
2:00-4:00pm	Small Groups Activity (35 minutes) - Group development of causal loop diagrams showing key variables and preliminary relationships across sectors and reflecting on leverage points Plenary (35 minutes) - Group presentations of CLDs; facilitator synthesis of feedback loops and leverage points. Group refinement of diagrams with facilitator guidance; prepare for plenary review



Day 2 – Tuesday, 13 January 2026	
8.30 - 9.00 am	Registration
	Use the QR code or sign in sheet
9:00 – 9:05am	Overview of the agenda for the day
	Outline of Day 2 objectives and agenda
9:05 – 11:30am	Session 6: Identifying Emerging Drivers
	Objective: Map external drivers (political, economic, social, technological, environmental) shaping future policy landscapes
9:05-10:30	Presentation (10 minutes) - - Horizon Scanning, <i>UN DESA</i> Presentation (10 minutes) - Dashboard of the drivers of change based on the responses from the pre-workshop online survey, <i>UN DESA</i> Interactive Opportunity with UN DESA AI (5 minutes) Small Groups Discussion (60 minutes) - Brainstorm and identify key drivers using PESTLE, cluster trends and prioritize most critical drivers for the St Lucia
10:30-10:45 am	Coffee break
10:45-11:30 am	Small Groups Discussion – continued (10 minutes) Plenary (25 minutes) - Share and consolidate prioritized drivers Presentation (10 minutes) - What are the interconnections and major forces of change across the drivers of change? Network Analysis and Major Forces of Change based on the UN DESA AI tool



11:30-1:00pm	Session 7: Futures Wheel and Futures Triangle
	Objective: - Analyse cascading impacts of prioritized drivers on system variables and outcomes. - Understand the push of the future, pull of the future and weight of the past.
	Presentation (5 minutes) - Futures wheel and Futures triangle Small Groups Activity (40 minutes) - Create a Futures Wheel for a high-priority driver, map cascading effects, connect them to the CLD, and identify risks, opportunities, and 1–2 possible policy pathways. Plenary (15 minutes) - Groups share key cascading impacts and emerging leverage points; facilitator links findings to upcoming scenario development
1:00 –2:00 pm	Break
2:00 –4:00pm	Session 8: Scenario Development
	Objective: Build plausible alternative futures for 2040 (baseline, disrupted, transformed).
	Presentation (10 minutes) - Scenario Development and introduction to the Group Activity, Small Groups activity (75 minutes) - Create narrative scenarios for St Lucia for 2040 (the year to be determined) Plenary (20 minutes) - Groups present their scenarios
3:05-3:20pm	Coffee Break



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Day 3 – Wednesday 14 January 2026	
8.30 - 9.00 am	Registration
	Use the QR code or sign in sheet
9:00 – 9:05am	Overview of the agenda for the day
	Outline of Day 3 agenda,
9:05-10:15pm	Session 9: Back casting
	Objectives: - Map backward from this vision to identify milestones and enabling actions to 2025/2030. - Integrate resilience strategies and governance reforms into the pathway.
	Presentation (10 minutes) - Mapping Milestones Back to Today, Small Groups Activity (40 minutes) - Work backward from 2040 to 2025: - What milestones must be achieved at each stage? - What enabling actions or reforms are needed? - Who will be responsible for the actions? - Where do resilience strategies or governance reforms fit? Plenary (20 minutes) Share critical milestones feeding into St. Lucia 2040 goals
10:15-10:30 am	Coffee break



10:30 – 11:30am	Session 11: From Insight to Action – Embedding Foresight in Institutions
	Objectives: • Translate key insights from the workshop into initial, practical steps for introducing foresight and systems thinking in institutional planning. • Identify early barriers and enablers that could affect adoption. • Build shared understanding of how these first steps can evolve into a longer-term foresight culture.
	Group Activity (40 minutes) • Clarify session goal: identify 2–3 immediate, realistic actions that could initiate foresight practices within participants’ ministries or agencies (not a full plan). • Use a simplified template to outline actions, responsible actors, potential enablers, and possible barriers. Plenary Discussion (20 minutes) • Each group presents its proposed actions and reflections on enablers and barriers.
11:30-1:00 pm	Session 12: Commitments and next steps
	Objectives: • Shift focus from immediate actions to longer-term commitments and institutional next steps. • Introduce follow-up capacity-building opportunities, including the induction programme and Training-of-Trainers (ToT) pathway. • Capture participant reflections and feedback to shape future support.
	Presentation on (15 minutes) • Building Leadership and Overcoming Barriers to a Foresight Culture – Guidance on sustaining foresight momentum and integrating it into organizational practices. • Future Capacity-Building Pathway – Ministry of Public Service (Volunteers) presents the induction programme and outlines the ToT component as a follow-on opportunity. Post-workshop survey (25 minutes)



	- Participants complete post-workshop survey to evaluate content, methods, and applicability. Reflection wall (25 minutes) - - Participants share one key takeaway and one personal commitment for post-workshop action Closing remarks (5 minutes) - <i>Ministry of Public Service</i>
1:00 –2:00 pm	Lunch

Day 4 – Thursday 15 January 2026	
8.30 - 9.00 am	Registration
	Use the QR code or sign in sheet
9:00 – 9:05am	Overview of the agenda for the day: Ministry of Public Service
	Outline the objectives and structure of the day, emphasizing how the induction programme and foresight component fit into Saint Lucia's broader public sector transformation agenda
9:05 – 10:30am	Session 1: Introduction of the Project Team and Consultants



	Objectives: • <i>Introduce the National Induction Programme framework, purpose, and key modules.</i> • <i>Familiarize trainers with the Train-the-Trainer model and adult learning principles.</i> • <i>Strengthen trainers' understanding of Strategic Foresight and its integration into the Induction Programme.</i> • <i>Build the capacity of trainers to deliver foresight driven learning experiences.</i> • <i>Present the pilot and implementation plan, and agree on roles, expectations, and next steps.</i>
9:05-10:30am	Welcome and Team Introduction (15 min) • Meet the Ministry team and consultants supporting the design and implementation of the Induction Programme, with a focus on the foresight component. • Brief introductions and discussion of their roles in the programme. Presentation (15 minutes) - Overview of the Induction Programme • Purpose and policy alignment • Core modules and structure • Key outcomes and expected impact on public sector culture – Lead Consultant Interactive Dialogue (20 min): Train-the-Trainer Model and Strategic Foresight • Principles of the ToT approach and adult learning • Why foresight matters for future-oriented public service transformation • The role of trainers in cultivating anticipatory thinking • Q&A on how participants see their role as future trainers Facilitated Discussion (15 min) • Participants reflect on how foresight could be embedded in training and initial ideas for application.
10:30-10:45 am	Coffee break
10:45 –12:30pm	



	Session 2: From Understanding to Application – Trainer Perspectives and Planning
	Objectives: • Reflect on how foresight-driven learning can shape public service culture. • Identify potential areas within ministries where foresight approaches could be integrated into training. • Begin outlining opportunities for future ToT activities and peer learning.
10:30-12:30 pm	Small Group Reflection (25 min) • How can the induction programme help foster a future-ready public sector culture? • Where could foresight training be integrated into existing training processes? Plenary Discussion (20 min) • Share group reflections and identify common priorities. Presentation (30 min): Pilot Implementation Plan and Roadmap • Objectives, phases, and timeline • Roles and expectations of trainers • Monitoring, feedback, and adaptation mechanisms • Ongoing trainer support and capacity-building • Implementation Roadmap and Next Steps Action Planning (20 min): • Participants outline 1–2 ways they could apply or adapt foresight training in their institutional context.
12:30 –1:30 pm	Lunch Break
1:30 –3:00pm	Session 3: Commitments and Next Steps
	Objectives:



	• Consolidate key takeaways and commitments from the ToT introductory session. • Identify follow-up support needed for future capacity-building.
1:30-2:30pm	• Participant Reflections (30 min): Key insights, priority actions, and institutional opportunities. • Next Steps (20 min): Outlining follow-up support, peer learning plans, and the path toward a full ToT programme. • Closing Remarks (5 min): Ministry of Public Service.

Contact Person

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