

The background is a dark blue field filled with a pattern of orange and yellow dots and lines. The dots are arranged in a grid-like pattern on the left side, while the lines are more chaotic and spread out on the right side. A black horizontal bar is positioned across the middle of the image, containing the text "Welcome to the long time" in white, sans-serif font.

Welcome to the long time



why does long-
termism matter ?

Long-termism: exploring, planning and forecasting for the future

Long-timism: cultivating care for the world beyond our lifetimes

A long-time movement



The Long-Term Stock Exchange opens for business

A public-market option for companies and investors who share a long-term vision

DOUGHNUT ECONOMICS

Seven Ways to Think Like a
21st-Century Economist



KATE RAWORTH

'I read this book with the excitement that the people of his day must have read John Maynard Keynes's *General Theory*. It is brilliant, thrilling and revolutionary.' George Monbiot



Australian court finds government has duty to protect young people from climate crisis

Eight teenagers, along with 86-year-old nun, launched case to prevent the approval of a massive coalmine

How can policy-making be inclusive of future generations?



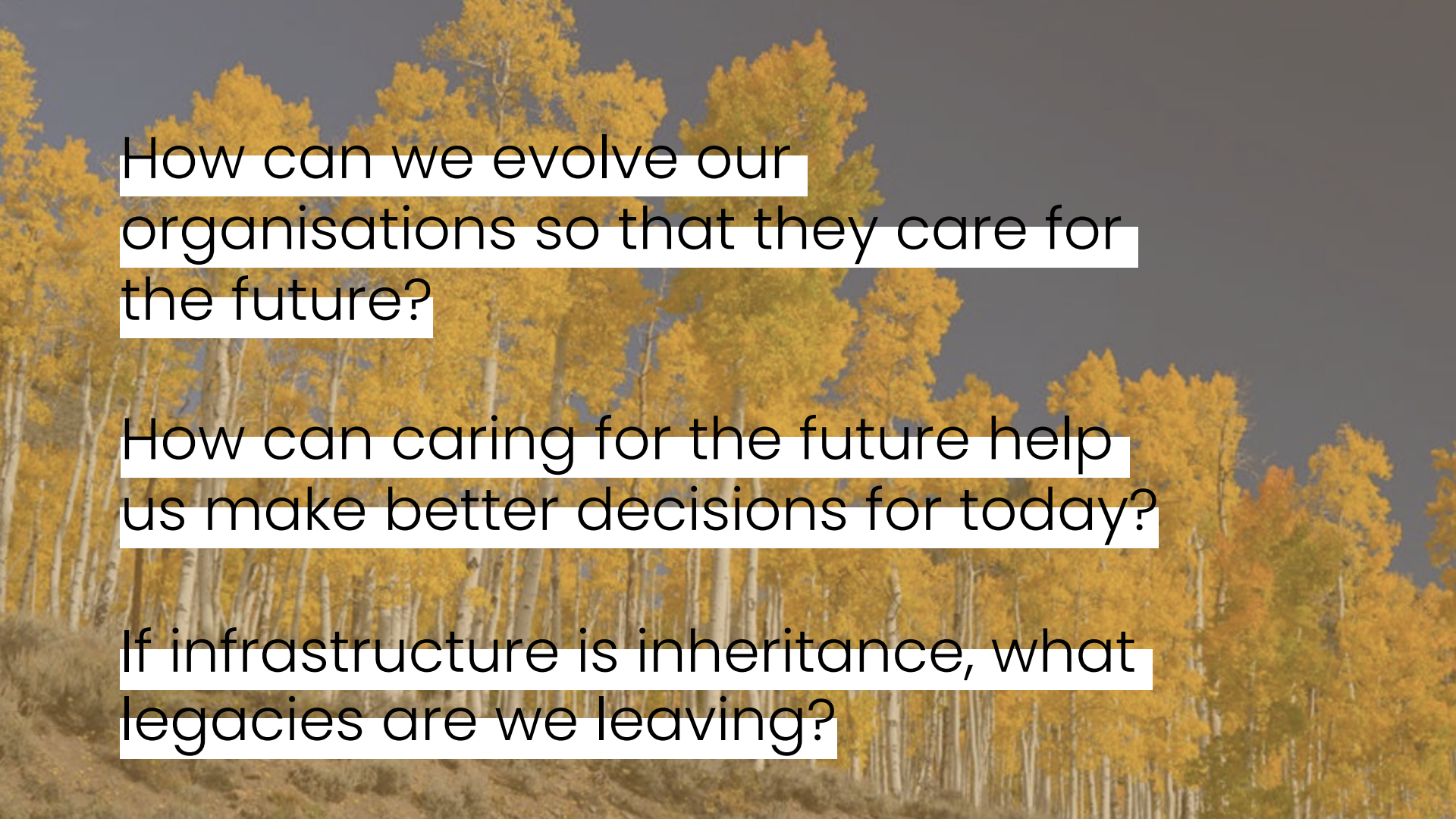
The future is under-incentivised



The future is under-represented



The future is under-accounted



How can we evolve our organisations so that they care for the future?

How can caring for the future help us make better decisions for today?

If infrastructure is inheritance, what legacies are we leaving?

Getting practical...

The Children's Fire



Future Design



Photo credit: Ritsuji
Yoshioka

The Long Time Tools

Tools to cultivate
long-termism in institutions



The Long
Time
Project



Climate-KIC

Climate-KIC is supported by the
EIT, a body of the European Union



Six long time levers: The model

We've created this model to help organisations consider the full scope and potential of long-termism. There are many places that long-termism can appear within organisations, affecting both cultural and operational functions. Different levers will be more effective and more appealing at different times and for different purposes.

Adapted from Johnson and Scholes, The Cultural Web (1992) and developed with Dark Matter Labs.



Ritual & Routine

What role is there for long-term thinking in meetings, annual reviews, celebrating the completion of a project, work socials, summer or Christmas parties, financial year end, lunch times?



Norms & Behaviours

Which norms and behaviours enable long-termism? What sort of power dynamics do the norms and behaviours encourage?



Symbols

How is long-termism reflected in buildings and architecture, logos and graphics, statues or icons, mascots, famous landmarks or views, the style and tone of communications, gardens or green spaces?



Regulatory Systems & Processes

Which regulatory processes (e.g. monitoring and measurement, employee remuneration) are aligned to long-termism? Which regulatory infrastructures can help to encourage long-termism (e.g. budgeting or election cycles, technology)?



Power Structures

How do your organisational structures (reporting lines, team organisation etc.) support long-termism? Are these informal or formal structures? Are they hierarchical or flat?



Stories & Myths

How does long-termism show up when you introduce the dept, council or area, famous or celebrated constituents, in newspaper headlines, important achievements or controversies?

Operational factors

Cultural factors



Queensland
Government



**Environmental
Protection Authority**
Te Mana Rauhi Taiao



**The Scottish
Government**



CITY OF MELBOURNE



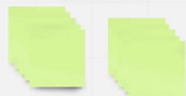
Doncaster
Metropolitan Borough Council

Levers for long-termism

Already exists



New idea



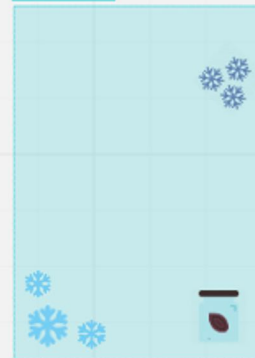
Opportunity / leverage



Barrier



seed vault



GROUP X

Is it :

An object

A process

A ritual

Something else:

Name your idea:

Who will use it?

When will they use it?

What would it take for this to be widely used?

Describe or draw how it works:

Tool index

1. Mapping Long-Termism
2. The Legacy Question
3. Empty Chair
4. Future Personas
5. Human Layers
6. Future Generations Impact Assessment
7. Acknowledging the Future
8. Child's Eye View
9. Long Time Questioning
10. Future Shadowing
11. The Museum of Tomorrow
12. Future Line
13. A New Take on Bring Your Child to Work



Ritual & Routine

Long Time Questioning
Acknowledging the Future

Child's Eye View



Regulatory Systems & Processes

Future Generations
Impact Assessment

Future Shadowing



Norms & Behaviours

The Legacy Question

Mapping Long-Termism



Symbols

Empty Chair
Future Personas
The Museum of Tomorrow



Stories & Myths

Future Line
Human Layers



Power Structures

A New Take on Bring
Your Child to Work

4. Future Personas: Citizen and Non-Human Needs

Personas are increasingly common in government as a way to prompt policymakers to consider different people's needs and viewpoints. Any set of personas should include a set of Future Personas as a way to provoke discussions about what future citizens might need from a service, and consider the needs of non-human entities such as natural assets.

7. Acknowledging the Future



Acknowledging the Future is as simple as saying a short statement at the start of meetings or events to recognise future generations and those who have yet to be born. It borrows from Australia's Welcome to and Acknowledgement of Country, where the country's colonial past is recognised and respects are paid to the Traditional Owners and ongoing custodians of the land, the Aboriginal peoples.

This simple ritual involves stating an easy to remember phrase that resonates with whatever context you work in. You can design your own or try out one of the following:

"Before we start, I'd like to acknowledge that the decisions we make in this room today may have implications into the future and far beyond the lifetime of this project, team or organisation. We make those decisions with that in mind."

"We recognise that the actions we take today have implications for tomorrow. We acknowledge and respect the needs of today's children and those yet to be born."

"As we start this work, we acknowledge the world that will exist beyond our lifetimes and the people, animals and nature that will thrive in it."

10. Future Shadowing

In this process, you create a 'shadow' role from a specified time in the future, e.g. 75 or a 100 years. The shadow member from the future works alongside their present-day counterpart and advocates for future generations within a specific portfolio. Feel free to use imaginative processes to help someone 'inhabit' the future from which they are coming.

6. Future Generations Impact Assessment

The Future Generations Impact Assessment is a process to consider the impact of an initiative on children or those yet to be born.

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To find out more..

The Long Time Tools

Tools to cultivate
long-termism in institutions



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Project



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The LONG TIME ACADEMY

[LISTEN](#) [PRACTICES](#) [LONG TIME COMMUNITY](#) [TOOLKIT](#) [ABOUT](#)



The Long Time Academy | S1 - TRAILER



Welcome to The Academy.



00:00

03:25

1X

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Running A Long Time Session For An Organisation

The image displays three overlapping screenshots of a digital workshop guide. Each screenshot features a circular logo in the top right corner with the text 'The Long Time Project'. The first screenshot on the left is the main title page, titled 'Running A Long Time Session For An Organisation'. It includes a '00:00-00:20' section with the text: 'Start by welcoming everyone and going straight into the Human Layers meditation.' The middle screenshot shows a '00:45-00:55' section: 'Play this 8 minute introduction video to the workshop.' with a 'Click here to watch it' button. Below this is a '01:00-01:20' section: 'Your Long Time Examples' with instructions to bring up a Long Time Canvas and a list of three examples: 1. Existing examples of long-tenure in the organization, and elsewhere (blue); 2. Places where there might be opportunities for long-tenure (yellow); 3. Any barriers to getting more long-term (red). The third screenshot on the right shows a '02:15-02:25' section: 'Quick Group Share' with instructions to get small groups to share. Below that is a '02:25-02:40' section: 'Designing tools II' with instructions to go back into small groups. Next is a '02:40-02:55' section: 'Final share' with instructions to share tools with the group. The final section is '02:55-03:00' titled 'Close' with instructions to thank everyone and arrange a call in a month.

PRECEDENTS

Ritual &
Routine

Norms &
Behaviours

Symbols

OPPORTUNITIES

Regulatory
systems &
processes

Power
structures

Story

BARRIERS



How do you feel about the future beyond your lifetime?

Where do you see long time culture // operations?

What are the cathedral projects you're involved in that might transcend your lifetime?

Where do you see the most potential for your institution to practice long-timism?