Shaping future together?

Become a creagilator

Discover how new possibilities emerge from uncertainty. Creative agility opens up spaces where people can explore, reflect on and shape the future together. In our workshops, courses and projects, we cultivate precisely this mindset.

Discover opportunities for workshops, training sessions, cooperations and exchange.

Find out more

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Project lead

zhaw

R&D partners

Hochschule für Wirtschaft und Recht Berlin
Berlin School of Economics and Law

Rflect

Industry partners

DERTOUR SUISSE

Project funding

movetia

ESCP European University

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TRANSFORMING THE FUTURE

Creative Agility

Creative Agility is a practice, ability and mindset for remaining capable of acting in radical uncertainty by turning ambiguity into a possibility space for co-creating futures.

What is creative agility and what is it for?

When certainties disappear, new possibilities emerge.

Technological change, artificial intelligence, social tensions and ecological challenges are making our world increasingly complex, ambiguous and difficult to predict. Familiar patterns of thought and behaviour are reaching their limits – as is the desire for quick, clear-cut solutions.

Creative agility opens up a different way of dealing with uncertainty.

It supports people, teams and organisations to remain capable of acting even in a state of 'not knowing': diving into questions, trying out different perspectives, taking intuition and emotions seriously, experimenting in a creative way and exploring new possibilities of action.

The aim is not to get rid of uncertainty as fast as possible. Rather, we learn to navigate it consciously, flexibly and responsibly. Ambiguity, contradictions and even feeling overwhelmed can thus become starting points for holistic reflection, learning and co-creative shaping of the future.

Artistic and creative practices provide important stimuli for this: working in an open way without predetermined outcomes, allowing for detours, enduring questions and discovering new connections in the process.

Creative agility supports us in

- remaining capable of acting even in a state of 'not knowing',
- working with ambiguity and overload in a constructive way,
- changing perspectives and identifying new connections,
- combining human and artificial intelligence in a reflective way,
- exploring new courses of action,
- developing viable future possibilities together.

How creative agility works

Creative agility not only strengthens our actions, but also the way we sense, reflect and relate to one another.

It fosters presence and sensitivity to what is happening within us, between us and around us. It encourages us not to suppress emotions and 'not knowing', but to embrace them as important clues and potential spaces for insight.

By changing perspectives and reflecting in action we learn to question our own assumptions, to recognise patterns and to continuously realign our actions in the process. At the same time, openness and flexibility in our thinking, feeling, acting and making an impact, grow.

In dialogue with others, a ‘we’ culture of shared learning and designing emerges: Communication at eye-level, trust and co-creation become the premises for remaining capable of acting together, even in complex situations.

In this way, creative agility can foster a joy of learning, curiosity and a willingness to engage with the unknown.

For people who shape the future

Creative agility is a meta future skill. It is aimed at people and organisations wishing to become effective in complex, dynamic and uncertain situations.

In education and research:

lecturers, students and researchers who want to shape transformative spaces of learning and develop future skills.

In leadership, organisational development and change management:

executives, teams and change agents who deal with uncertainty, contradictory expectations and profound changes.

In innovation and entrepreneurship:

innovators and entrepreneurs who identify and deploy new business opportunities and develop socially sustainable future scenarios.

In communication and collaboration:

communications professionals, designers, consultants and interdisciplinary teams who promote understanding, diversity of perspectives and shared sensemaking.

Particulary relevant for:

AI transformations, organisational change, complex decision-making processes, innovation projects, sustainability challenges, and societal upheaval.

Competence framework for Creagile Futures Literacy (CAFL)

17 competencies for an uncertain future

The Creagile Futures Literacy Competence Framework combines 17 futures competencies within four interwoven areas of competence. It supports the design and reflection of learning, innovation and transformation processes and offers guidance for people, teams and organisations aiming at co-creating change in a reflective, creative and responsible manner. It was developed at the ZHAW as part of the international project 'CreAIgile Literacy – Disrupting AI' together with international research and practice partners. It connects insights from competency research, Inner Development Goals (IDGs), AI literacy and ethics, futures literacy, sustainability, design, innovation and entrepreneurship, whilst considering diversity, equity and inclusion (DEI). Equally important are social-emotional and metacognitive competencies, such as intuition, dealing with emotions and shaping interpersonal relationships.

Amongst others, the framework is tested and further developed in interdisciplinary Living Labs and in collaboration with companies, such as DERTOUR Suisse.

The creagile process – Using uncertainty as a resource for shaping the future

Creagile Research – Diving into the topic

We explore overload, paradoxes, areas of tension and unspoken assumptions. Different perspectives and experiences become visible and raise new questions.

Creagile Play - Getting into play

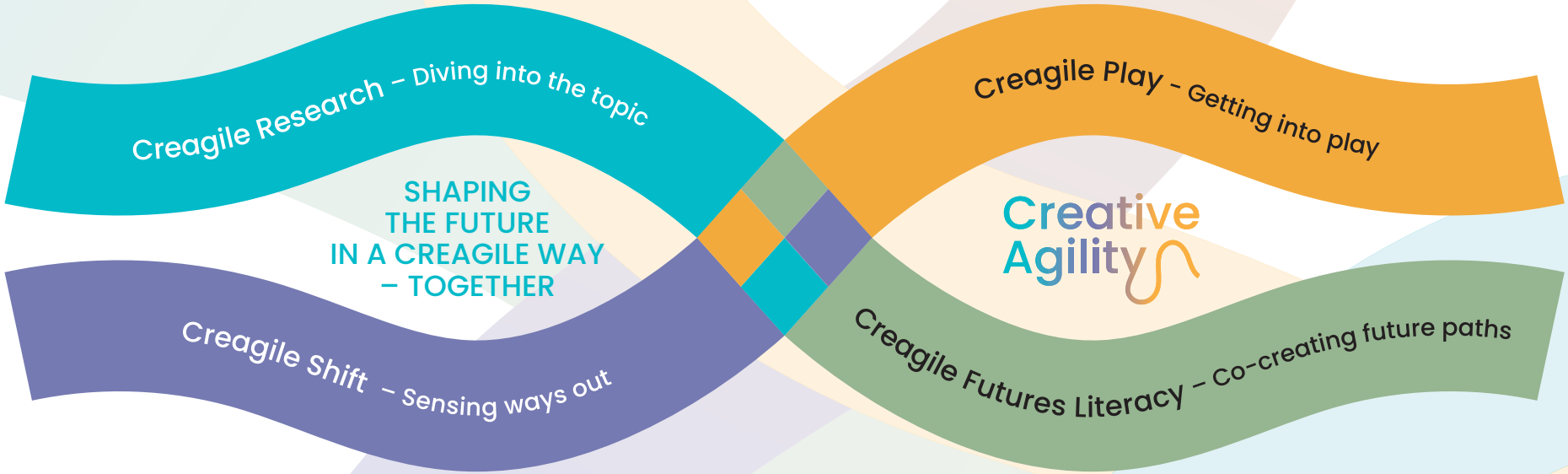
We leave familiar patterns of thinking and acting behind. With playful, artistic, intuitive and experimental methods, we discover new ways of expression and action.

Creagile Shift - Sensing ways out

We reflect on experiences, change perspectives and begin to see ways out of entrenched patterns of thought and behaviour. This opens up new horizons for interpretation and action.

Creagile Futures Literacy - Co-creating future paths

We explore probable, desirable and alternative futures, develop preliminary visions of the future and test sustainable courses of action.



Self- and social competencies Sensing oneself and others, encountering one another, continuously caring and developing inner flexibility.	1	**Dealing with uncertainty and complexity**	Accepting and creatively using ambiguity, uncertainty and paradoxes as well as confidently dealing with 'not knowing' as a source of new insights.
	2	**Emotional self-awareness and relational intelligence**	Reflecting on and sensing one's own emotions in AI-powered work environments and building relationships with empathy.
	3	**Decision-making ability and self-management**	Developing clear visions and goals, motivating oneself and independently taking sustainable decisions.
	4	**Adaptability and creative resilience**	Developing creative solutions in highly dynamic environments and remaining flexible and self-effective in the face of ambiguity.
	5	**Orientation towards sense and meaning**	Making sense of complex, confusing or AI-dominated situations and contexts, finding orientation, and remaining capable of taking action.
Reflective competence and sense of responsibility Questioning assumptions, judging responsibly, enabling learning in action.	6	**Ability to reflect and critical thinking**	Critically questioning and analytically reflecting information, including creative as well as ethical perspectives, particularly when dealing with AI.
	7	**Digital judgement and reflection skills**	Engaging with AI systems, data and their impact on decisions, communication and identity formation in a critically reflective way.
	8	**Decision-making and judgement skills under uncertainty**	Making sound decisions based on incomplete information – in both human-to-human and human-to-AI contexts.
	9	**Ethical and sustainable responsibility**	Integrating values, ethics and sustainability as guiding principles for action – also when dealing with AI.
Co-creative and communicative action competence Understanding, communicating, experimenting and creating new things together.	10	**Co-creation and collaborative action**	Collaborating at eye-level in a co-creative, democratic and diversity-sensitive way, communicating clearly and fostering a vibrant 'we' culture by working towards shared goals.
	11	**Co-creative thinking and acting**	Developing ideas collaboratively, cultivating diversity of perspectives and stimulating innovation in hybrid human-AI contexts.
	12	**Linguistic-communicative transformation competence**	Using language puposefully in order to shape AI-supported, intercultural and interdisciplinary communication effectively.
	13	**Intercultural and intersubjective dialogue competence**	Working productively with otherness and fostering genuine mutual understanding, including with the help of AI.
Systems, innovation and futures competencies Thinking interconnectedly, designing experimentally and exploring alternative futures.	14	**Diversity of perspectives and systems thinking**	Using diversity as a source of inspiration, broadening one's own perspective and systemically grasping and reflecting on complex interconnections.
	15	**Technological and design competence**	Applying, questioning and co-designing AI systems as tools in a creative, critical and responsible manner.
	16	**Innovation and futures literacy**	Thinking creatively and acting with an experimental and future-oriented mindset by consciously cultivating curiosity, intuition, imagination and the courage to pursue new ideas.
	17	**Integrative systems and future competence**	Thinking in a systemic, forward-looking and design-oriented manner, and actively supporting change.