

We bring systems thinking, foresight, equity, and design together to transform how organizations think, act, and grow.



Ian Rolston
Lead Change Partner

Foresight + Future Design

We help Executives, strategy and planning teams, policy leaders, committees and boards

see what others don't. Through strategic foresight and scenario planning, we illuminate emerging signals, risks, and possibilities so your decisions stay responsive, today and decades ahead.

Outcomes

Foresight reports and future maps

Scenario sets with triggers and leading indicators

Systems maps and resilience models

Short-, mid-, and long-term strategy pathways, measurement frameworks, and governance guidance

Executive workshops and decision playbooks

Typical Engagement Levels

Sense: Foundation workshop (signals, trends, first scenarios)

Shape: Multi-month foresight program with systems mapping and roadmaps

Shift: Future-Ready Roadmap (Dynamic scenarios, risk matrix, resilient pathways, governance toolkit)

Organizational Transformation + System Design

**We partner with people & culture leaders,
public + private sector organizations,
education, and social impact institutions**

to embed fairness and wisdom into structures, culture, and everyday practice, reshaping policies, processes, and places so people can thrive.

Outcomes

Equity audits, assessments, and organizational diagnostics

Inclusive Design engagement

Co-creation labs and participatory design

Policy and governance redesign

Change frameworks, measurement systems, and accountability tools

Typical Engagement Levels

Sense: Foundations workshop and quick-wins blueprint

Shape: Multi-month transformation partnership (policy, culture, process)

Shift: System-wide engagement, evaluation, and transformation plan

Place, Space + Community Design

We collaborate with sector leaders, shaping environments, programs, and experiences for patients, caregivers, staff, and students

Our work supports campus development planning, member and community development, social impact initiatives, and pre-visioning for commercial real estate development or conversion. The focus is on designing the connections and conditions for your interests to thrive.

Outcomes

Spatial, cultural safety and environmental equity audits

Placemaking

Environmental Experience Design

Community-led engagement, co-design processes and facilitation

Post-occupancy insights & continuous improvement plans

Typical Engagement Levels:

Sense: Pre-visioning Spatial Scan (assessment + priority actions)

Shape: Community-led design engagement & environmental experience plan

Shift: Cultural Safety Spatial Audit (assessment + design recommendations)

Learning + Leadership Engagement

We work to build leadership capacity in organizations, school systems, foundations, corporate responsibility teams, and civic leaders.

From youth programs to team engagement, our learning experiences combine futures thinking, systems design, to power confident, values-aligned decisions.

Outcomes

U: BY Design programs & youth workshops

Leadership intensives & facilitation training

Custom curricula, playbooks, and tool kits

Community-partner coalitions & mentorship structures

Typical Engagement Levels:

Sense: Single-session workshop & toolkit

Shape: Multi-module learning series with applied projects

Shift: The Decanting Session (1/2-day leadership intensive)

The Sensing Sessions

Designed for intimate groups to maximize candour, interaction, and immediate applicability.

For Group of 5-30 participants



Decanthropy's Lead Change Partner Ian Rolston emerging leadership and organizational team sessions feel like stepping into the control room, where you see the levers leaders actually pull to shift culture, strategy, and space. Expect straight talk, lived examples, and the kind of pattern recognition you only get from years inside transformation work.

Outcomes: Clarity you can act on now.

You'll walk away with:

Insider signal map: What to watch, what to ignore, what to do next.

Decision scaffolds: Lightweight frameworks that de-risk your next move.

Shared language: A way for execs, boards, and teams to align without spinning.

Engagement tiers

Inspire: Mindset reset (keynotes)

Equip: Tools in hand (workshops)

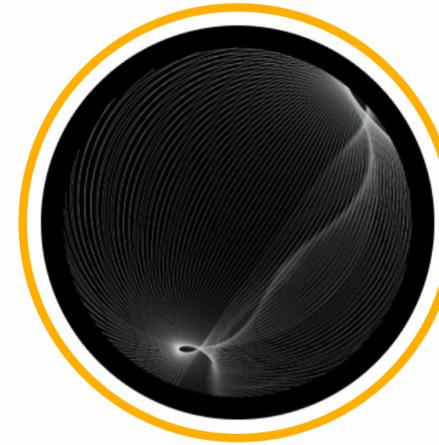
Activate: Action in motion (working sessions)

Our Tools, Methods + Frameworks

Our Work



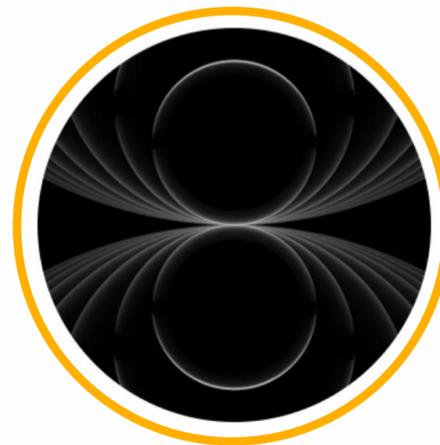
Strategic foresight,
scenarios, signal
scanning



Systems mapping +
leverage point
analysis



Equity engineering,
assessments,
inclusive
policy/process/ place
design



Co-creation labs +
participatory design



Cultural safety and
trauma-informed
spatial audits



Measurement,
decision making +
governance
frameworks