A 3.2.1 *Future Skill Profile #10: Design-thinking competence*

**Definition:** The *Future Skill Profile* design-thinking competence comprises the ability to use concrete methods to carry out creative development processes open-endedly with regard to given problems and topics and to involve all stakeholders in a joint problem and solution design process.\(^{16}\)

**Reference Competences:** flexibility and openness, versatility, ability to shift perspectives, interdisciplinarity

**Significance:** As innovation ecosystems, *Future Organisations* are dependent on being able to use concrete methodological skills that incorporate the given social stakeholder constellations into concrete problem definition and solution designs, as represented in the *Future Skill Profile* design-thinking competence.

\(^{16}\) Design Thinking Competence was not included in the Delphi Survey.
Description: As a concrete methodological competence profile, the Future Skill design-thinking competence refers to the ability to develop concrete and creative solutions for organisations, processes or products that integrate stakeholders in the process and take their needs into account in a special way. In particular, this class of creative and innovation methods are summarised in the design-thinking profile. In addition to the concrete methodological skills, this Future Skill Profile is also concerned with promoting and shaping the organisational culture in Future Organisations in such a way that open-ended methods for core processes in the development and internal management of Future Organisations can be applied without leading to credibility crises.