

# The From Here to There (FHT) Model of Human Development

[ccl-explorer.org/the-from-here-to-there-fht-model-of-human-development/](http://ccl-explorer.org/the-from-here-to-there-fht-model-of-human-development/)

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The From Here to There (FHT) Model frames development as a long-term journey:

Starting with:

“Where are you **from**?”

*Origins, identities, communities*

To:

“Where are you now (**here**)?”

*Present state, presencing, observation, reflection, assessment*

Toward:

“Where are you going (**to there**)?”

*Toward a desired future state, aspirations, visions, strategies, goals, dreams, and possibilities.*

Everyone is **from** somewhere.

Everyone is **here**, now.

Everyone is going **to** somewhere (**there**).

All development follows a literal and metaphorical Life Journey. The “you” can be singular as well as plural. “You” can be read as first, second, or third person (and all levels of SOGI). For example, “Where am I from”? What is our culture like now? What kind of culture do we want or need?

FHT is central in the theories and practices of psychodynamics, character development, life-span development, history, and biography. Thus Erik Erikson is a classic example of FHT. Case studies are examples of FHT. Coaching is often based in FHT. Cultural evolution is FHT though we often underplay cultural origins and social identity.

The specific language used for From, Here, To varies with context. For example, in coaching an individual, the future can be framed as “What are you becoming?”



From Here to There Model applied to a life journey

The life journey is implied in most leadership development, yet is rarely made explicit in entirety.

Leadership is a process of deliberately going from here to there by creating DAC. DAC itself implies a timeline. A desired future is based on a past and a present.

The FHT Model is a model for change and transformation for individuals, groups, organizations, communities, and societies.

The FHT Model supports our recent emphasis on practical rubrics for the assessment of leadership culture.

Our goal with this model is to name what is implicit, and encourage the use of a long-term perspective which includes origins and identities. We intend this above all as a practical tool in the spirit of Leadership Essentials.

Leadership Explorer cards can be used to make amazing FHT collages which illustrate and inspire one's life journey.



Story of the Week from CCL East Africa

From Here to There with YALI Leaders



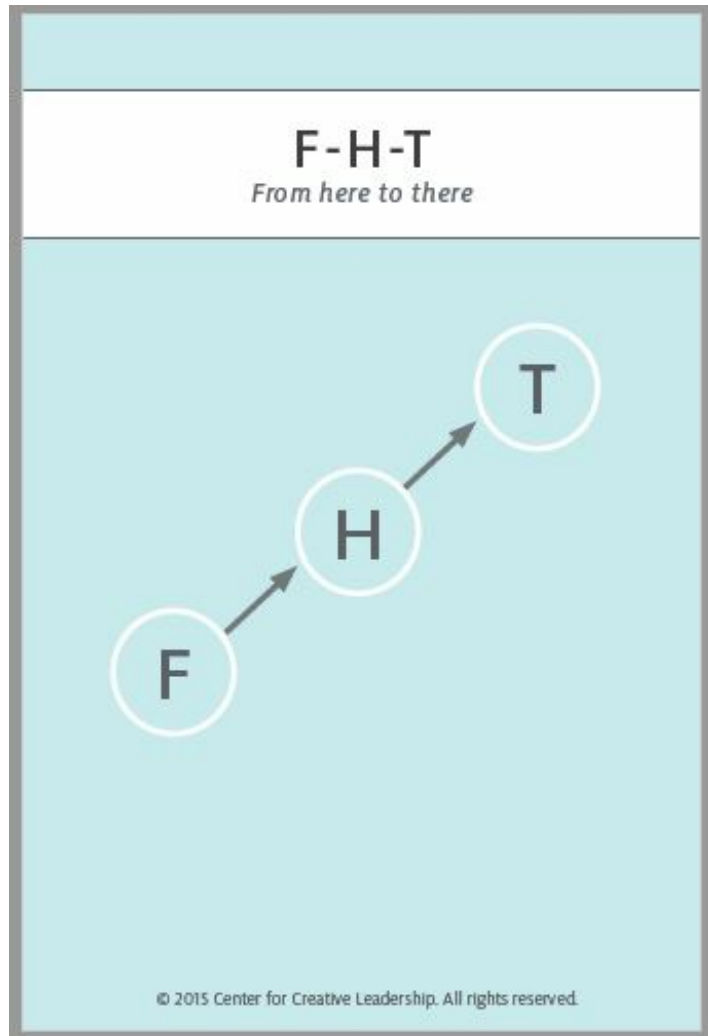
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Let's start with *from*.

### **From**

Human development is a lifelong process that starts at the beginning of the life of the individual or the culture. CCL tends to treat these beginnings as helpful context, but not as essential. Where we are from is always essential to development. This is especially true in a global context in which we are all from different places. To ignore where we are from is an American bias.

At the individual level, **From** is about social identity. We use the CCL Social Identity Model of Given, Chosen, and Core identity. We use group relations theory to understand group membership and social boundaries (Boundary Spanning Leadership.)



In Leadership Beyond Boundaries (LBB) programs, we often start by asking people, Where are you from? And, “Where are you really from?” In other words, the first response may be shallow. “I’m from Greensboro” does not say very much. Where you are *really* from is about your social identity.

We don’t know much about people unless we know where they are *really* from.

We can’t support leadership development unless we know where people are really from.

At the level of organizational (leadership) culture, From is about sources, origins, and founders.

CCL often asks about current culture and future desired culture needed to realize strategies. This is part of Discovery. But we don’t pay so much formal attention to the origins of the culture.

In our rubrics for the assessment of leadership culture, we would do well to emphasize these origins. Origins matter. Often these origins are permanent in their influence. Origins can be transcended but they can’t be ignored. For example the Gore Company will always be influenced by the legacy of Bill Gore.

You can’t move intentionally to a desired future unless you know where you are from.

## Here

CCL historically focuses mainly on Here. Psychometrics are about Here. Self-awareness is about now. Organizational surveys are usually about Here. Experiential exercises are about Here.

Be here now. Clients love this. Here is closely related to “inside out.”

And—we learn a lot about Here by also asking about From, and To.

Here has a kind of magnetism that draws us back to where we are when we try to change. For many the Here we know is better than a There we don’t know.

## F-H-T

A simple yet powerful way to talk about development is as a journey *From Here to There* (FHT). The journey model applies to collectives as well as individuals.

**From** is about social identity and origins. Where does the journey begin? Ask: “Where are you really from?” It is important in leadership to honor both the differences and commonalities in origin and identity.

**Here** refers to the now, the present. Effective leadership requires that we pay close attention to the present moment, both subjectively and objectively. Here can also have a “magnetic pull” that hinders progress toward goals.

**There** is where we are going, toward a future state. (The T can also stand for To and Toward.) Goals, visions, and missions have “magnetic pull” for where we want to go in the future.

FHT requires DAC. FHT requires transformations along the way.

### Try This

1. Make a collage of pictures and words that map your journey from here to there.
2. Do this as an individual using insights from coaching or a program.
3. Do this as a group activity as the “What if?” part of a learning design.

## To There

To (or, To There) is about a desired future.

To is about “Where are you going?” “What is your vision?”

Leadership strategy is about how to create the direction, alignment, and commitment (DAC) that takes us From Here to There.

Find more Leadership Essentials for Change™ [here](#).

